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*Redesign Panel on the System of Administration of Justice
(General Assembly Resolution 59/283 of 13 April 2005)*

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| EXECUTIVE OFFICE OF THE SECRETARY-GENERAL |

REFERENCE:

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20 July 2006

Dear Mr. Secretary-General,

As you are aware, the General Assembly, in resolution 59/283, requested you to form a panel of external and independent experts to consider redesigning the system of administration of justice. That resolution also set out the terms of reference of the panel, decided that the panel should start its functions no later than 1 February 2006, and should submit its findings and recommendations by the end of July 2006.

We were appointed by you as the members of the Panel. We commenced work as envisaged on 1 February, and would like to now present to you our report setting out our findings and recommendations.

In preparing our report, we consulted very widely with United Nations staff, including individual staff members, the Staff Unions and managers to find out how the current system of justice functioned. We paid particular attention to the functioning of the Office of the Ombudsman and informal methods of dispute resolution, the functioning of the Joint Appeals Boards and Joint Disciplinary Committees and the role of peer review, the legal assistance available to staff, and to the functioning of the United Nations Administrative Tribunal.

Our main finding is that the present system of the administration of justice is not independent, is not transparent, is slow and inefficient, and in particular creates hardship for staff in the field. We do not believe that minor reforms to the present system will improve it to the level required, having in mind the ongoing major reforms in the United Nations as a whole to ensure greater efficiency and accountability. We have therefore proposed a radically new system which we believe will be more efficient, and will be decentralized to bring the administration of justice closer to the large majority of United Nations staff.

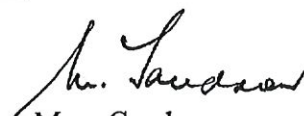
H.E. Mr. Kofi Annan
Secretary-General
United Nations
New York

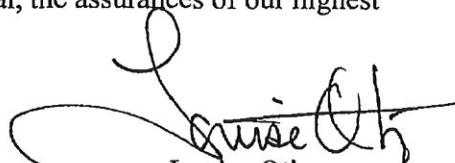
In making our recommendation, we have been mindful of the question of cost. We think, however, that while it is possible that the system we have recommended will initially cost somewhat more, because it involves start-up costs, the Organization will on the whole gain considerably in having a staff which is not demotivated and demoralized as it currently is by an inadequate justice system.

Considering that the Redesign Panel is composed of external and independent experts created pursuant to a General Assembly resolution, we respectfully request that our report be transmitted to the General Assembly unaltered.

We hope that our proposals will be supported by you.

Please accept, dear Mr. Secretary-General, the assurances of our highest consideration.


Mary Gaudron


Louise Otis


Ahmed El-Kosheri


Diego Garcia-Sayan


Kingsley C. Moghalu