



DECISION No. 27 /24/CDHC/SP/SAG/BAA/BAF OF 28 FEB 2024
**CONCERNING THE DISMISSAL OF MRS NKOUETE MESSAH JUDITH ESPERANCE EPSE KOUOBOU TSEMO,
CHIEF OF THE TRANSLATION AND INTERPRETATION SERVICE AT THE CAMEROON HUMAN RIGHTS
COMMISSION (CHRC), WITHOUT NOTICE OR COMPENSATION.**

The Chairperson of the Cameroon Human Rights Commission,

- **Mindful** of the Constitution,
- **Mindful** of the Labour Code of 14 August 1992 and all subsequent implementing instruments
- **Mindful** of Law No. 2019/014 of 19 July 2019 relating to the establishment, organisation and functioning of the Cameroon Human Rights Commission
- **Mindful** of Decree No. 78/484 of 9 November 1978 to lay down the common provisions applicable to State employees governed by the Labour Code as amended by Decree 82/100 of 3 March 1982
- **Mindful** of Decree No. 2021/107 of 19 February 2021 to appoint the Chairperson of the Cameroon Human Rights Commission
- **Mindful** of Decree No. 2021/108 of 19 February 2021 to appoint the Vice-Chairperson of the Cameroon Human Rights Commission
- **Mindful** of Decree No. 2021/110 of 19 February 2021 to appoint the members of the Cameroon Human Rights Commission
- **Mindful** of Decree No. 2021/109 of 19 February 2021 to appoint the Permanent Secretary of the Cameroon Human Rights Commission
- **Mindful** of the Staff By-laws and Rules of Procedure in force at the Cameroon Human Rights Commission of 7 April and 16 December 2010
- **Mindful** of the Letter of 19 December 2023 referring the matter to the Chair of the Disciplinary Committee
- **Mindful** of the Letter No. 3429/CDHC/SP/SAG/BAA of 19 December 2023 to inform Mrs Nkouete Messah Judith Espérance épse Kouobou Tsemo of the disciplinary proceedings initiated against her and of her right to consult her file and obtain the assistance of a member of staff of her choice in her defence
- **Considering** the detailed report of the facts and the *de jure* and *de facto* grounds arising therefrom, particularly: failure and serious negligence in the performance of her professional duties, characterised insubordination and disobedience to hierarchy, excessive lateness at all times, repeated and prolonged unjustified absences
- **Considering** that these facts constitute breaches of professional and ethical obligations to which the staff members of the Cameroon Human Rights Commission are subject
- **Considering** the reasoned opinion of the Disciplinary Committee dated 27 February 2024 and recommending the dismissal of the accused party.

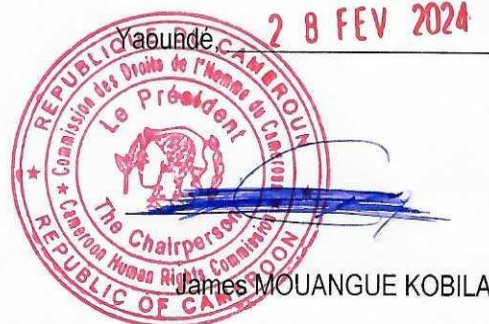
HEREBY DECIDES AS FOLLOWS:

Article 1.- Mrs Nkouete Messah Judith Espérance épse Kouobou Tsemo is, with effect from the date of signature of this decision, *dismissed* without notice or compensation for *serious misconduct*.

Article 2.- This decision will be registered and published wherever necessary./-

Cc:

- Vice-Chair
- PS
- CFS
- AC
- SAG/BAA/BAF
- SACL (Noticeboard)



James MOUANGUE KOBILA