

WIPO



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GENEVA

WIPO COORDINATION COMMITTEE

**Forty-Second (29th Ordinary) Session
Geneva, September 7 to 15, 1998**

STAFF MATTERS

Memorandum of the Director General

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I. AMENDMENTS TO THE STAFF REGULATIONS

AMENDMENTS TO THE STAFF REGULATIONS PROVISIONALLY DECREED AND APPLIED UNDER STAFF REGULATION 12.1

Scale of pensionable remuneration for the Professional and higher categories - Regulation 3.15

1. Effective November 1, 1997, the post adjustment multiplier in New York was changed, resulting in an increase of 1.8 per cent (rounded figure) in the net remuneration of staff in the Professional and higher categories in that city.
2. As a consequence, and in accordance with the provision of Article 54(b) of the Regulations of the United Nations Joint Staff Pension Fund (UNJSPF), the scale of pensionable remuneration for all staff members in the above-mentioned categories has been adjusted with effect from November 1, 1997, by the same percentage as the net remuneration increase.
3. The corresponding amendments to Staff Regulation 3.1 (salary scales for the Professional and Special categories) are reproduced in page 1 of the Annex.

Salaries and internal taxation for the Professional and higher categories - Regulation 3.1

4. By its resolution 52/216 of December 22, 1997, the General Assembly of the United Nations approved, with effect from March 1, 1998, an increase, through the consolidation of the corresponding amount of post adjustment, of 3.1 per cent in the net salary scale for staff members in the Professional and higher categories. The post adjustment multiplier for March 1998 was established at a level such that the said changes did not result in an increase or decrease in the average remuneration of staff members in these categories.
5. With effect from the same date, and for reasons of transparency, the scales of pensionable remuneration, gross and net salaries of the staff in the higher categories are published separately under Staff Regulation 3.1. As a consequence thereof, the scales of the pensionable remuneration, gross and net salaries of the staff members in the Special category (grades D.1 and D.2) are no longer published together with the scales of the Professional category.
6. The corresponding amendments to Staff Regulation 3.1 (salary scales for the Professional and higher categories) are reproduced in pages 2 to 4 of the Annex.

Salaries for staff members in the General Service category - Staff Regulation 3.1

7. The methodology approved by the International Civil Service Commission (ICSC) provides for periodical adjustments, between salary surveys, to the salary scale for staff in the General Service category, depending, as concerns salaries of General Service staff in Geneva, on changes in the consumer price index for Geneva. In accordance with this interim adjustment procedure, the net salaries of staff members in the General Service category should be adjusted, effective June 1, 1998, on the basis of the movement of the

price index of Geneva over a period of 12 months from March 1997 to March 1998. The revised salary scales, representing an increase of 0,86 percent across the board over previous salaries, apply to staff members appointed on or after October 1, 1995.

8. The revised salary scale still yields lower gross and net salaries than the scale effective on January 1, 1994, and the latter will therefore continue to apply to staff members appointed prior to October 1, 1995.

9. The gross pensionable salaries in force on May 31, 1997, which – with the exception of grade G.7, step 11 – are higher than those in force as from June 1, 1998, are retained for staff members appointed between October 1, 1995, and May 31, 1997, until overtaken as a result of subsequent revisions of the relevant salary scales.

10. The corresponding amendments to Staff Regulation 3.1 (salary scales for the General Service Category) are reproduced in pages 5 and 6 of the Annex.

11. The WIPO Coordination Committee is invited to approve the amendments to the Staff Regulations provisionally decreed and applied by the Director General (paragraphs 1 to 10, above).

II. TERMINATION OF APPOINTMENT

12. With reference to Staff Regulation 9.1(e), and pursuant to Staff Regulation 9.1(a)(1), the appointments of two staff members who both held permanent appointments have been terminated by the Director General, with effect from March 31 and June 26, 1998, respectively.

13. One of the terminations was decided by the Director General on the advice of the Joint Advisory Committee. The other termination was made for reasons of health.

14. The conditions on termination, in both cases, were agreed upon by both parties.

15. The WIPO Coordination Committee is invited to note the information contained in paragraphs 12 to 14, above.

III. INTERNATIONAL CIVIL SERVICE COMMISSION

16. Under Article 17 of its statute, the International Civil Service Commission (ICSC) is required to submit an annual report to the General Assembly of the United Nations. The executive heads of the other organizations of the United Nations system of organizations are required to transmit the said report to the governing bodies of the respective organizations. The annual report was submitted by the ICSC to the 52nd (1997) session of the General Assembly of the United Nations (document A/52/30). Since that report was included in the documentation of the said session of the General Assembly of the United Nations, it is not

reproduced by the International Bureau; nevertheless, copies are available for any delegation which so wishes.

17. The WIPO Coordination Committee is invited to note the information contained in the preceding paragraph.

IV. UNITED NATIONS JOINT STAFF PENSION BOARD

18. Under Article 14(a) of the Regulations of the United Nations Joint Staff Pension Fund (UNJSPF), the United Nations Joint Staff Pension Board is required to present a report annually to the General Assembly of the United Nations and to the other organizations members of the said Fund. The 1997 report was presented by the Board of the said Fund to the General Assembly of the United Nations at its 52nd session (document A/52/278). Since that report was included in the documentation of the said session of the General Assembly of the United Nations, it is not reproduced by the International Bureau; nevertheless, copies are available for any delegation which so wishes.

19. The WIPO Coordination Committee is invited to note the information contained in the preceding paragraph.

V. ADVICE ON APPOINTMENTS TO POSTS AT GRADE D.1

20. Regulation 4.8(a) of the WIPO Staff Regulations and Staff Rules provides that "Staff members shall be appointed by the Director General; however, appointments to posts in the special category (grades D.1 and D.2) shall be made taking into account the advice of the Coordination Committee."

21. The Director General intends, if the Coordination Committee agrees, to appoint six staff members to grade D.1. The six staff members in question occupy key positions in the Secretariat. The duties and responsibilities of each position correspond to those for which the grade of Director is appropriate.

22. It should be recalled that in response to concerns expressed by various delegations, in particular, at the Forty-First (13th Extraordinary) Session of the WIPO Coordination Committee held in Geneva on July 6 and 7, 1998 (document WO/CC/41/4), on the need to improve gender balance within WIPO, the Director General indicated that he was personally committed to this and noted that various steps had already been taken, as reflected in the statistics of the Organization, to address this issue in the professional and general service categories. However, he recognized the need to rectify this situation in the special category and promised to make concrete proposals for the consideration of this session of the Coordination Committee.

23. A description of the duties of each position and brief biographical details of the staff members who occupy the positions and who are proposed for promotion to grade D.1 are set out in the following paragraphs.

Director-Advisor, Office of Strategic Planning and Policy Development (OSPPD)

24. The OSPPD is responsible for the development of a strategic framework for program planning and execution, and for the internal coordination of policy development within WIPO, including new policy initiatives, new program activities, as well as providing administrative support to the Policy Advisory Committee. The responsibilities of the OSPPD also relate to the promotion of external relations and liaison with Member States, intergovernmental and non-governmental bodies and the private sector. The OSPPD is further entrusted with the enhancement of cooperation and the establishment of linkages with the United Nations, in particular, through the New York Coordination Office, and various organizations and agencies of the United Nations system, the World Trade Organization (WTO), as well as the Union for the Protection of Plant Varieties (UPOV). The Office is also charged with economic analysis forecast and research on the socio-economic implications of intellectual property.

25. Considering the scope of the responsibilities of the OSPPD, the Director of this Office needs to be assisted by a Director-Advisor. Grade D.1 is in line with the duties of a Director-Advisor.

26. Mrs. Haidar El Addal, a national of Yemen, joined the International Bureau on August 1, 1998, as Senior Counsellor in the OSPPD. Her academic background is in law and sociology. She graduated from the University of Paris Sorbonne in 1976 with a *Diplôme d'études supérieures* in law. She also holds a Bachelor of Law from the Saint Joseph University of Beirut–University of Lyon III and a *licence* in Sociology from the École Supérieure des Lettres, Beirut–University of Lyon III. Mrs. Haidar has extensive experience in the UN System, which she joined in 1977, and served in various capacities including most recently as Chief of the Disaster Management Training Unit, Office for the Coordination of Humanitarian Affairs (OCHA), United Nations Office in Geneva. Parallel to that assignment, she participated in the launching of the Strategic Planning Process for OCHA. From 1982 to 1988, she was Coordination Officer in the United Nations Disaster Relief Assistance (UNDRO), and in that capacity was involved in relief coordination assistance, including assignments in the field. At the United Nations, she served as Recruitment Officer, OHRM, in New York in 1981, and in Geneva in 1982. In 1977, Mrs. Haidar worked for the United Nations Economic and Social Commission for Western Asia (UNESCWA), in Beirut, as Associate Social Affairs Officer and later as Administrative Officer. During her years of service within the UN Secretariat, Mrs. Haidar El Addal also served as focal point for the advancement of women at UNOG, as one of the chairpersons of the Joint Appeals Board - UNOG, and as member of the Appointment and Promotion Board. Prior to joining the United Nations, she was a lawyer-trainee in Beirut and subsequently worked as a free-lance journalist specializing in Middle Eastern news in Paris. Mrs. Haidar El Addal is fluent in Arabic, French and English.

Director, Development Cooperation Infrastructure and Monitoring Division

27. The Development Cooperation Infrastructure and Monitoring Division is responsible for the design, administration, financial management and reporting on all development cooperation activities, and the mobilization of budgetary and extra-budgetary resources, including funds-in-trust and in-kind contributions for development cooperation activities within WIPO. The

Division also maintains contacts with senior Government officials in charge of industrial property and copyright in the recipient countries, representatives of donor Governments and institutions, and technical experts, concerning the implementation of various aspects of development cooperation activities.

28. Grade D.1 is in line with the level of responsibilities of the Director of the Development Cooperation Infrastructure and Monitoring Division, who reports to the Deputy Director General in charge of the Development Cooperation Sector.

29. Mr. Guy Eckstein, a national of Belgium, joined the Organization in January 1978 as Program Officer in the Development Cooperation and External Relations Division. He later assumed various functions in the Development Cooperation Sector, and was thereafter appointed Senior Public Information Officer in the Information Division, and subsequently Head of the Periodicals and Public Information Section. Afterwards, he was appointed Counsellor in the Copyright Department, and then Head of the Development Cooperation (Copyright Program and Planning) Section. At the end of 1997, he became Acting Director of the Cooperation for Development (Program and Infrastructure Support) Division, which was recently renamed the Development Cooperation Infrastructure and Monitoring Division. Mr. Eckstein's career prior to joining WIPO started with an internship at the Ministry of Economic Affairs in Brussels; thereafter, he embarked on an international career in 1967, with the United Nations Development Programme (UNDP) Office in Antananarivo (Madagascar), dealing with technical assistance activities in this country, as well as in Mauritius and Comoros. In 1971, he joined the International Trade Center (UNCTAD/GATT), in Geneva, as Export Promotion Officer, dealing with various regional development cooperation projects. In 1975, he became Assistant to the Secretary-General of the Diplomatic Conference on Humanitarian Law (Geneva, 1974-1977), which revised the International Red Cross Conventions. Mr. Eckstein graduated from the University of Antwerp, Belgium, where he earned a *licence* in economics and another *licence* in applied economics for developing countries with a thesis on "literacy in the third world: the case of Haiti." Mr. Eckstein is fluent in French, English and Spanish.

Director, Copyright Law Division, Office of the Assistant Director General in charge of Copyright and Related Matters

30. The Copyright Law Division is responsible for the progressive development of international copyright and related rights. Its activities include the implementation of the WIPO Copyright Treaty (WCT), and the WIPO Performances and Phonograms Treaty (WPPT), and activities relating to audiovisual performances, databases, and broadcasting organizations, as well as digital technology. It is also responsible for the provision of assistance regarding collective management of copyright, and various aspects of licensing and transfer of copyright and related rights. The Division also participates in the cooperation with certain countries in Europe and Asia.

31. Grade D.1 is in line with the level of responsibilities of the Director of the Copyright Law Division, who reports to the Assistant Director General in charge of copyright and related rights and cooperation with Certain Countries in Europe and Asia.

32. Mr. Jørgen Blomqvist, a national of Denmark, joined the International Bureau of WIPO in 1992 as Senior Legal Officer. In 1993 he became Head, Copyright Information Section, and in 1995 Head, Copyright (National Legislation) Section. He assumed his present position of Acting Director, Copyright Law Division, in 1997. He holds a Masters degree in law (1976) and a Ph.D. (1987), from the University of Copenhagen, with a thesis on “The Transfer of Copyright Ownership.” Before joining WIPO, he held the following positions: Secretary of the Copyright Reform Committee under the Danish Ministry of Cultural Affairs, which prepared a comprehensive reform of the Danish Copyright Act; Research Fellow at the University of Copenhagen; Legal Counsel and Assistant General Manager of KODA, the Danish Performing Rights Society. He was also member of the Executive Board of the cooperation body of the Danish organizations of authors and performers, and member of the Board of the Danish Copyright Association. Apart from the Scandinavian languages related to Danish, he is fluent in English, French and German.

Director-Advisor, Office of the Deputy Director General in charge of Global Protection Systems and Services (PCT, Madrid and The Hague)

33. The Office of the Deputy Director General in charge of Global Protection Systems and Services (PCT, Madrid and The Hague) supervises the management, operations and automation of the PCT system, as well as the legal training and promotion activities undertaken within the framework of the PCT system, which has been expanding rapidly as attested to by the record number of international applications. The Deputy Director General also carries out the mandate entrusted to WIPO under the Madrid and the Hague Systems, which encompasses the management, automation, legal training and promotion services under the relevant systems.

34. Considering the scope of the responsibilities of the Global Protection Systems and Services, the Deputy Director General in charge of this Office needs to be assisted by a Director-Advisor. Grade D.1 is in line with the duties of a Director-Advisor.

35. Ms. Helen Lom, a national of the United States of America, joined the International Bureau in January 1980, as Legal Officer, and was subsequently promoted to Senior Legal Officer, in the Industrial Property Division. Thereafter, she served, consecutively, as Senior Legal Officer and as Senior Counsellor in the Developing Countries (Industrial Property Law) Department and, from November 1997, as Deputy Director of the Office of Global Communications and Public Diplomacy. In the latter capacity, Ms. Lom was responsible, among others, for the planning and implementation of the Visitors' Center and the exhibition on women inventors, and acted as Head of the Information Products Section. Ms. Lom has also been serving as “gender focal point” for WIPO. Before joining WIPO, Ms. Lom, a member of the New York and Colorado State Bars, practiced law with a major international corporate law firm in New York (1976 to 1979). Previously, under an International Law Center fellowship award (1972 to 1975), she taught comparative law and pursued social-legal research at the *Instituto Brasileiro de Administração Municipal* and the *Pontificia Universidade Católica* (Rio de Janeiro, Brazil) as well as at the *Universidad de Costa Rica* (San José, Costa Rica). Ms. Lom has a degree in law (Juris Doctor, *cum laude*) from Boston University School of Law (1972) and a bachelor degree in history from Swarthmore College (1969). She is proficient in five languages, namely English, Spanish, French, Portuguese and Czech.

Director-Advisor, Cooperation for Development (Law and Industrial Property Information) Department

36. The Cooperation for Development (Law and Industrial Property Information) Department is responsible, in particular, for the provision of legal and technical assistance to strengthen the legislative framework and the capacity of developing countries to implement the TRIPS Agreement. Its responsibilities also relate to the development of a complete, readily accessible and up-to-date collection of intellectual property laws including laws notified under the TRIPS Agreement, and the establishment of a computerized database of the said collection of laws. The Department is also entrusted with the development and strengthening of enforcement mechanisms and of national capacities of developing countries for using information technologies in the field of intellectual property. The Department also provides technical expertise for WIPO training activities related to intellectual property law and intellectual property information, which are undertaken at WIPO headquarters and in various developing countries.

37. Considering the scope of the responsibilities of the Cooperation for Development (Law and Industrial Property Information) Department, the Director of this Department needs to be assisted by a Director-Advisor. Grade D.1 is in line with the duties of a Director-Advisor.

38. Mr. Octavio Espinosa is a national of Peru. After working for two years as a consultant of WIPO, he became a staff member in 1979, serving as Legal Officer in the Developing Countries Section, Industrial Property Division. Thereafter, he was promoted to Senior Legal Officer in the same Division and later in the Development Cooperation and External Relations Bureau for Asia and the Pacific. Mr. Espinosa was appointed Head of the Patents and Promotion of Innovation Section, Industrial Property Division in 1991, and, in 1993 joined the Developing Countries (Industrial Property Law) Division. He is currently Deputy Director of the Cooperation for Development (Law and Industrial Property Information) Department. Mr. Espinosa studied law and political science at the Catholic University in Peru, earning a Bachelor of Arts and Human Sciences, and a Bachelor of Law and Political Sciences, and was also admitted to the Bar of Peru. Prior to joining WIPO, Mr. Espinosa's legal career centered on commercial and industrial property law. He is a member of the International Association for the Protection of Industrial Property (AIPPI), the Inter-American Association of Industrial Property (ASIPI) and the Asociación Peruana de Propiedad Industrial (APPI) (the Peruvian chapter of AIPPI). Mr. Espinosa has participated in the preparation and revision of several WIPO-administered treaties, including the Paris Convention for the Protection of Industrial Property, the Washington Treaty on the Protection of Integrated Circuits, and the Patent Law Treaty, as well as the preparation of WIPO studies and publications on several subjects of intellectual property. Mr. Espinosa has a long experience in the provision of legal advice to developing countries in the field of industrial property.

Director-Advisor, Office of the Deputy Director General in charge of the progressive development of international intellectual property law and standing committees

39. The responsibilities of this Office relate to the harmonization of key aspects of industrial property law and its administration, dealing in a timely and effective manner with new

operational and legal demands confronting industrial property law and administration. These responsibilities include patent formalities harmonization, disclosure of technical information on the Internet and its impact on patentability, biotechnological inventions, the harmonization of principles and rules of trademark law (well-known marks, use of trademarks on the Internet, trademark licenses), industrial designs and geographical indications. The Office is also entrusted with the establishment of a framework for developing rules and principles for the effective protection of industrial property rights in global electronic commerce.

40. Considering the scope of the responsibilities of the Office of the Deputy Director General in charge of the progressive development of international intellectual property law and standing committees, the Director of this Office needs to be assisted by a Director-Advisor. Grade D.1 is in line with the level of duties of a Director-Advisor.

41. Mrs. Joelle Rogé, a national of France, joined WIPO in January 1998, as Senior Counsellor, Office of Strategic Planning and Policy Development, and has recently been reassigned to the Office of the Deputy Director General. Prior to joining WIPO, Mrs. Rogé served for six years as Legal Advisor to the Permanent Mission of France to the United Nations Office in Geneva, where she monitored activities of various UN bodies including the International Law Commission (ILC), the UN Staff College, the United Nations Institute for Training and Research (UNITAR), the Human Rights Commission, and the United Nations Compensation Commission. She also monitored activities of the International Organization for Migration (IOM) and WIPO. In the latter capacity she chaired the WIPO Budget and Premises Committee. Mrs. Rogé is a graduate in law from the law faculty of the University of Paris X, Nanterre (1974). She also holds a *certificat d'aptitude à la profession d'avocat* (CAPA). She practiced law as an attorney between 1976 and 1990.

42. The WIPO Coordination Committee is invited to advise the Director General in respect of the intended promotions referred to in paragraphs 25, 28, 31, 34, 37 and 40, above.

[Annexes follow]

Annex/Annexe

STATUT ET REGLEMENT DU PERSONNEL / STAFF REGULATIONS AND STAFF RULES

Catégories professionnelle et spéciale / Professional and Special Categories

Barème en vigueur à partir du 1er novembre 1997 / Scale in force as from November 1, 1997

(montants annuels en dollars EU / annual amounts in US dollars)

Grade	ECH. 1 STEP 1	ECH. 2 STEP 2	ECH. 3 STEP 3	ECH. 4 STEP 4	ECH. 5 STEP 5	ECH. 6 STEP 6	ECH. 7 STEP 7	ECH. 8 STEP 8	ECH. 9 STEP 9	ECH. 10 STEP 10	ECH. 11 STEP 11	ECH. 12 STEP 12	ECH. 13 STEP 13	ECH. 14 STEP 14	ECH. 15 STEP 15	
P.1	P	47217	48842	50462	52084	53705	55325	56949	58569	60190	61812					
	G	34152	35417	36710	38004	39297	40590	41887	43180	44473	45786					
	D	28435	29341	30245	31150	32054	32958	33864	34768	35671	36576					
	S	26825	27658	28488	29319	30149	30979	31811	32641	33471	34296					
P.2	P	60636	62326	64012	65700	67386	69074	70761	72446	74136	75822	77508	79197			
	G	44830	46208	47586	48967	50345	51726	53106	54485	55869	57250	58632	60013			
	D	35921	36864	37804	38745	39686	40627	41568	42509	43451	44391	45332	46274			
	S	33701	34556	35408	36261	37113	37966	38820	39672	40534	41399	42265	43132			
P.3	P	73911	75798	77685	79569	81457	83343	85228	87117	89092	91156	93218	95280	97342	99403	101468
	G	55700	57282	58866	60446	62030	63612	65196	66802	68405	70011	71614	73218	74822	76445	78073
	D	43326	44378	45431	46482	47535	48587	49639	50692	51744	52797	53849	54901	55953	57005	58058
	S	40419	41387	42356	43323	44292	45260	46228	47191	48153	49116	50079	51041	52003	52958	53914
P.4	P	88804	91002	93195	95389	97587	99781	101977	104173	106368	108562	110756	112957	115150	117345	119542
	G	68181	69891	71597	73303	75013	76743	78474	80206	81938	83667	85397	87132	88862	90601	92355
	D	51597	52718	53838	54957	56078	57198	58318	59438	60559	61678	62797	63920	65039	66159	67280
	S	48019	49044	50068	51092	52118	53133	54149	55166	56182	57198	58213	59232	60247	61249	62222
P.5	P	107410	109662	111913	114165	116417	118666	120918	123170	125419	127671	129923	132180	134593		
	G	82758	84534	86310	88085	89861	91655	93453	95251	97047	98845	100643	102439	104237		
	D	61090	62239	63387	64536	65685	66833	67982	69131	70278	71427	72576	73724	74873		
	S	56664	57707	58749	59791	60833	61834	62832	63829	64826	65824	66822	67819	68817		
D.1	P	121365	123854	126342	128826	131315	133927	136593	139260	141923						
	G	93810	95797	97784	99767	101754	103741	105728	107715	109700						
	D	68210	69479	70749	72016	73286	74556	75825	77095	78364						
	S	63030	64132	65235	66336	67439	68541	69644	70747	71849						
D.2	P	137029	140143	143257	146368	149482	152596									
	G	106053	108373	110704	113056	115409	117763									
	D	76033	77516	78998	80480	81963	83446									
	S	69824	71112	72384	73616	74849	76083									

P = Rémunération considérée aux fins de la pension (art. 3.15), en vigueur à partir du 1er novembre 1997 / Pensionable remuneration (Reg. 3.15), in force as from November 1, 1997

G = Traitements bruts : base de l'imposition interne (art. 3.16 bis) / Gross salaries: basis for internal taxation (Reg. 3.16 bis)

D = Traitements nets : fonctionnaires avec conjoint et/ou enfant(s) à charge / Net salaries: staff members with dependent spouse and/or dependent child

S = Traitements nets : fonctionnaires sans conjoint ni enfant à charge / Net salaries: staff members without dependent spouse and without dependent child

Annex/Annexe, page 2

STATUT ET REGLEMENT DU PERSONNEL / STAFF REGULATIONS AND STAFF RULES

Catégorie professionnelle / Professional Category

Barème en vigueur à partir du 1er mars 1998 / Scale in force as from March 1, 1998

(montants annuels en dollars EU / annual amounts in US dollars)

Grade	ECH. 1 STEP 1	ECH. 2 STEP 2	ECH. 3 STEP 3	ECH. 4 STEP 4	ECH. 5 STEP 5	ECH. 6 STEP 6	ECH. 7 STEP 7	ECH. 8 STEP 8	ECH. 9 STEP 9	ECH. 10 STEP 10	ECH. 11 STEP 11	ECH. 12 STEP 12	ECH. 13 STEP 13	ECH. 14 STEP 14	ECH. 15 STEP 15	
P.1	P	47217	48842	50462	52084	53705	55325	56949	58569	60190	61812					
	G	35382	36718	38051	39386	40719	42052	43388	44722	46081	47449					
	D	29317	30251	31183	32116	33048	33979	34914	35845	36777	37710					
	S	27655	28515	29372	30230	31087	31944	32804	33661	34508	35353					
P.2	P	60636	62326	64012	65700	67386	69074	70761	72446	74136	75822	77508	79197			
	G	46458	47883	49305	50728	52149	53572	54996	56453	57915	59372	60830	62291			
	D	37035	38006	38976	39946	40916	41886	42857	43826	44798	45768	46737	47709			
	S	34741	35622	36500	37380	38258	39138	40017	40909	41804	42696	43588	44482			
P.3	P	73911	75798	77685	79569	81457	83343	85228	87117	89092	91156	93218	95280	97342	99403	101468
	G	57720	59351	60984	62613	64246	65889	67542	69197	70851	72506	74159	75824	77500	79176	80854
	D	44669	45754	46839	47923	49008	50093	51178	52263	53348	54434	55518	56603	57687	58772	59858
	S	41685	42683	43682	44679	45678	46675	47670	48667	49662	50658	51654	52648	53640	54632	55626
P.4	P	88804	91002	93195	95389	97587	99781	101977	104173	106368	108562	110756	112957	115150	117345	119542
	G	70619	72382	74141	75913	77700	79483	81269	83054	84839	86623	88406	90197	92003	93811	95619
	D	53196	54353	55507	56660	57817	58971	60126	61281	62436	63590	64744	65901	67055	68210	69365
	S	49523	50584	51643	52700	53758	54814	55871	56928	57985	59041	60096	61150	62158	63166	64175
P.5	P	107410	109662	111913	114165	116417	118666	120918	123170	125419	127671	129923	132180	134593		
	G	85685	87516	89347	91192	93046	94898	96751	98605	100457	102310	104164	106016	107869		
	D	62983	64168	65352	66537	67721	68905	70089	71274	72457	73641	74826	76009	77194		
	S	58486	59570	60653	61705	62740	63773	64807	65842	66875	67909	68944	69977	71011		

- P = Rémunération considérée aux fins de la pension (art. 3.15), en vigueur à partir du 1er novembre 1997 / Pensionable remuneration (Reg. 3.15), in force as from November 1, 1997
- G = Traitements bruts : base de l'imposition interne (art. 3.16 bis) / Gross salaries: basis for internal taxation (Reg. 3.16 bis)
- D = Traitements nets : fonctionnaires avec conjoint et/ou enfant(s) à charge / Net salaries: staff members with dependent spouse and/or dependent child
- S = Traitements nets : fonctionnaires sans conjoint ni enfant à charge / Net salaries: staff members without dependent spouse and without dependent child

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STATUT ET REGLEMENT DU PERSONNEL / STAFF REGULATIONS AND STAFF RULES

Catégories supérieures / Higher Categories

Barème en vigueur à partir du 1er mars 1998 / Scale in force as from March 1, 1998

(montants annuels en dollars EU / annual amounts in US dollars)

Grade	ECH. 1 STEP 1	ECH. 2 STEP 2	ECH. 3 STEP 3	ECH. 4 STEP 4	ECH. 5 STEP 5	ECH. 6 STEP 6	ECH. 7 STEP 7	ECH. 8 STEP 8	ECH. 9 STEP 9	ECH. 10 STEP 10	ECH. 11 STEP 11	ECH. 12 STEP 12	ECH. 13 STEP 13	ECH. 14 STEP 14	ECH. 15 STEP 15
D.1	P	121365	123854	126342	128826	131315	133927	136593	139260	141923					
	G	97119	99168	101216	103261	105310	107358	109407	111476	113552					
	D	70324	71633	72942	74249	75558	76867	78176	79485	80793					
	S	65012	66156	67299	68440	69583	70726	71869	72976	74068					
D.2	P	137029	140143	143257	146368	149482	152596								
	G	109741	112164	114591	117016	119442	121869								
	D	78390	79919	81447	82975	84504	86032								
	S	72056	73338	74615	75890	77167	78443								
ADG	P	164791													
	G	133994													
	D	93671													
	S	84821													
DDG	P	178292													
	G	147420													
	D	102130													
	S	91883													

- P = Rémunération considérée aux fins de la pension (art. 3.15), en vigueur à partir du 1er novembre 1997 / Pensionable remuneration (Reg. 3.15), in force as from November 1, 1997
- G = Traitements bruts : base de l'imposition interne (art. 3.16 bis) / Gross salaries: basis for internal taxation (Reg. 3.16 bis)
- D = Traitements nets : fonctionnaires avec conjoint et/ou enfant(s) à charge / Net salaries: staff members with dependent spouse and/or dependent child
- S = Traitements nets : fonctionnaires sans conjoint ni enfant à charge / Net salaries: staff members without dependent spouse and without dependent child
- catégories supérieures, et les conditions de sa rémunération seront communiquées séparément.

Annex/Annexe, page 4

STATUT ET REGLEMENT DU PERSONNEL / STAFF REGULATIONS AND STAFF RULES

Catégories supérieures / Higher Categories

Barème en vigueur à partir du 1er mars 1998 / Scale in force as from March 1, 1998

(montants annuels en dollars EU / annual amounts in US dollars)

Grade		
DG	P	212291
	G	181235
	D	123433
	S	109670

- P = Rémunération considérée aux fins de la pension (art. 3.15), en vigueur à partir du 1er novembre 1997 / Pensionable remuneration (Reg. 3.15), in force as from November 1, 1997
- G = Traitements bruts : base de l'imposition interne (art. 3.16 *bis*) / Gross salaries: basis for internal taxation (Reg. 3.16 *bis*)
- D = Traitements nets : fonctionnaires avec conjoint et/ou enfant(s) à charge / Net salaries: staff members with dependent spouse and/or dependent child
- S = Traitements nets : fonctionnaires sans conjoint ni enfant à charge / Net salaries: staff members without dependent spouse and without dependent child

Annex/Annexe, page 5

STATUT ET REGLEMENT DU PERSONNEL / STAFF REGULATIONS AND STAFF RULES

Catégorie des services généraux / General Service category

Traitements bruts et nets applicables aux fonctionnaires nommés à partir du 1er octobre 1995 / Gross and net salaries applicable to staff members appointed on or after October 1, 1995

Traitements bruts et nets en vigueur à partir du 1er juin 1998 / Gross and net salaries in force as from June 1, 1998

(montants annuels en francs suisses / annual amounts in Swiss francs)

Tableau B / Table B

Grade	Augmentation annuelle Annual increment	ECH. 1 STEP 1	ECH. 2 STEP 2	ECH. 3 STEP 3	ECH. 4 STEP 4	ECH. 5 STEP 5	ECH. 6 STEP 6	ECH. 7 STEP 7	ECH. 8 STEP 8	ECH. 9 STEP 9	ECH. 10 STEP 10	ECH. 11 STEP 11
G1	1520	1) 58684 2) 57859 3) 46086	60738 59833 47606	62792 61807 49126	64846 63781 50646	66900 65755 52166	68954 67729 53686	71008 69703 55206	73062 71677 56726	75116 73651 58246	77170 75625 59766	79224 77634 61286
G2	1658	1) 64281 2) 63237 3) 50228	66522 65391 51886	68762 67544 53544	71003 69698 55202	73243 71851 56860	75484 74004 58518	77724 76158 60176	79977 78375 61834	82380 80616 63492	84783 82857 65150	87186 85098 66808
G3	1806	1) 70370 2) 69087 3) 54734	72811 71433 56540	75251 73779 58346	77692 76125 60152	80157 78542 61958	82774 80983 63764	85391 83424 65570	88009 85865 67376	90626 88306 69182	93243 90747 70988	95861 93188 72794
G4	1970	1) 77092 2) 75551 3) 59708	79754 78165 61678	82606 80827 63648	85461 83489 65618	88316 86151 67588	91171 88813 69558	94026 91475 71528	96881 94137 73498	99736 96799 75468	102591 99461 77438	105446 102122 79408
G5	2155	1) 85054 2) 83106 3) 65337	88177 86019 67492	91300 88932 69647	94423 91844 71802	97546 94757 73957	100670 97670 76112	103793 100582 78267	106916 103495 80422	110039 106408 82577	113162 109320 84732	116286 112233 86887
G6	2361	1) 94061 2) 91506 3) 71552	97483 94697 73913	100904 97888 76274	104326 101078 78635	107748 104269 80996	111170 107460 83357	114591 110651 85718	118013 113841 88079	121435 117172 90440	124857 120594 92801	128278 124016 95162
G7	2585	1) 103912 2) 100693 3) 78349	107658 104186 80934	111404 107679 83519	115151 111173 86104	118897 114666 88689	122643 118381 91274	126390 122128 93859	130136 125874 96444	133883 129621 99029	137629 133367 101614	141375 137113 104199

- 1) Traitements bruts servant de base au calcul de l'imposition interne ("Traitements bruts") / Gross salaries used as the basis for internal taxation ("Gross salaries")
- 2) Traitements bruts servant de base au calcul des cotisations et des prestations de la Caisse de retraite ("Traitements bruts considérés aux fins de la pension") / Gross salaries used as the basis for the calculation of contributions to and benefits from the Pension Fund ("Gross pensionable salaries")
- 3) Traitements nets / Net salaries

Annex/Annexe, page 6

STATUT ET REGLEMENT DU PERSONNEL / STAFF REGULATIONS AND STAFF RULES

Catégorie des services généraux / General Service category

Traitements bruts considérés aux fins de la pension applicable
aux fonctionnaires nommés entre le 1er octobre 1995 et le 31 mai 1997 /
Gross pensionable salaries applicable to staff members
appointed between October 1, 1995, and May 31, 1997

(montants annuels en francs suisses /
annual amounts in Swiss francs)

Tableau C / Table C

Grade	ECH. 1 STEP 1	ECH. 2 STEP 2	ECH. 3 STEP 3	ECH. 4 STEP 4	ECH. 5 STEP 5	ECH. 6 STEP 6	ECH. 7 STEP 7	ECH. 8 STEP 8	ECH. 9 STEP 9	ECH. 10 STEP 10	ECH. 11 STEP 11
G1	58571	60586	62601	64616	66632	68659	70688	72716	74746	76774	78803
G2	64067	66264	68472	70684	72895	75107	77318	79531	81758	83985	86212
G3	70056	72466	74875	77285	79696	82122	84548	86974	89399	91825	94251
G4	76689	79318	81965	84613	87260	89906	92553	95200	97860	100525	103189
G5	84231	87126	90022	92918	95813	98727	101642	104557	107473	110389	113307
G6	92580	95752	98944	102137	105331	108524	111717	114926	118141	121356	124572
G7	101752	105248	108744	112240	115757	119277	122798	126318	129842	133386	137113