

AMENDMENTS TO THE STAFF REGULATIONS

Salary Scales for the General Service category – (Regulation 3.1)

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 1999 / Gross and net salaries in force as from June 1, 1999

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

Tableau B / Table B

Grade	Augmentation annuelle Annual increment	ECH. 1	ECH. 2	ECH. 3	ECH. 4	ECH. 5	ECH. 6	ECH. 7	ECH. 8	ECH. 9	ECH. 10	ECH. 11
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
G1	1524	1) 58595 2) 58004 3) 46200	60654 59983 47724	62714 61962 49248	64773 63940 50772	66832 65919 52296	68892 67898 53820	70951 69877 55344	73011 71856 56868	75070 73835 58392	77130 75814 59916	79189 77828 61440
G2	1662	1) 64208 2) 63395 3) 50354	66454 65554 52016	68700 67713 53678	70946 69872 55340	73192 72031 57002	75438 74189 58664	77684 76348 60326	79930 78571 61988	82176 80818 63650	84422 83064 65312	86774 85311 66974
G3	1811	1) 70308 2) 69260 3) 54868	72755 71612 56679	75203 73963 58490	77650 76315 60301	80097 78730 62112	82545 81185 63923	84992 83633 65734	87601 86080 67545	90226 88527 69356	92851 90974 71167	95475 93421 72978
G4	1975	1) 77050 2) 75740 3) 59857	79719 78360 61832	82388 81029 63807	85057 83698 65782	87909 86366 67757	90771 89035 69732	93633 91704 71707	96496 94372 73682	99358 97041 75657	102220 99710 77632	105083 102377 79607
G5	2160	1) 84678 2) 83314 3) 65502	87771 86234 67662	90901 89154 69822	94032 92074 71982	97162 94994 74142	100293 97914 76302	103423 100833 78462	106554 103754 80622	109684 106674 82782	112814 109593 84942	115945 112514 87102
G6	2367	1) 93667 2) 91735 3) 71730	97097 94934 74097	100528 98133 76464	103958 101331 78831	107388 104530 81198	110819 107729 83565	114249 110928 85932	117680 114126 88299	121110 117465 90666	124541 120895 93033	127971 124326 95400
G7	2591	1) 103546 2) 100945 3) 78547	107301 104446 81138	111057 107948 83729	114812 111451 86320	118567 114953 88911	122322 118677 91502	126077 122433 94093	129832 126189 96684	133587 129945 99275	137342 133700 101866	141097 137456 104457

- 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 IV, page 2

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	ECH. 2	ECH. 3	ECH. 4	ECH. 5	ECH. 6	ECH. 7	ECH. 8	ECH. 9	ECH. 10	ECH. 11
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	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	129945	133700	137456

VI/99

[Annex V follows]

Annex V

AMENDMENTS TO THE STAFF RULES

Education Grant – Rule 3.11.1

AMOUNTS APPLICABLE FOR THE PURPOSES OF THE EDUCATION GRANT

Currency	Maximum amount of admissible expenses	Maximum education grant	Lump sum in respect of boarding expenses	Maximum special education grant
Austrian schilling	167,310	125,483	42,351	167,310
Belgian franc	423,000	317,250	113,176	423,000
Danish kroner	77,400	58,050	20,709	77,400
Finnish mark	54,000	40,500	12,828	54,000
French franc	61,200	45,900	16,320	61,200
German mark	30,777	23,083	6,848	30,777
Irish pound	6,561	4,921	1,777	6,561
Italian lira	21,830,000	16,372,500	4,763,220	21,830,000
Japanese yen	2,301,120	1,725,840	525,930	2,301,120
Luxembourg franc	423,000	317,250	113,176	423,000
Netherlands guilder	28,836	21,627	6,716	28,836
Norwegian kroner	71,632	53,724	16,682	71,632
Spanish peseta	1,572,710	1,179,530	387,658	1,572,710
Swedish kronor	91,575	68,681	20,615	91,575
Swiss franc	23,435	17,576	4,982	23,435
United Kingdom pound	13,613	10,210	2,973	13,613
United States dollar (in the United States of America)	20,748	15,561	4,299	20,748
United States dollar (applicable to all other countries whose currencies are not listed above)	13,000	9,750	3,164	13,000

The above amounts apply to expenses incurred in countries whose currencies are indicated above. Should, however, the amount of the grant resulting from the application of the above table be lower than the amount resulting from the application of Staff Rule 3.11.1 according to its tenor on December 31, 1990, the latter amount shall apply.

[Annex VI follows]

AMENDMENTS TO THE STAFF RULES

Medical Insurance – Rule 6.2.1

FORMER TEXT

PRESENT TEXT

Medical Insurance

Medical Insurance

(a) "Medical insurance scheme" shall mean the insurance scheme the conditions of which are laid down in the contract entered into by WIPO and the "Caisse-maladie suisse d'Entreprisees."

(a) "Medical insurance scheme" shall mean the insurance scheme the conditions of which are laid down in the contract entered into by WIPO and Van Breda & Co. Int.

(b) For the purposes of this Rule, dependants shall be deemed to comprise:

(b) [No change]

(i) the spouse;

(ii) dependent children;

(iii) one of the following persons: a dependent parent, a dependent brother or a dependent sister.

(c) Participation in the medical insurance scheme is compulsory for every staff member and his dependants. However, the Director General may, on request, authorize a staff member or any of his dependants not to participate in the medical insurance scheme when he carries other insurance which affords sufficient protection in the event of illness.

(c) Participation in the medical insurance scheme is compulsory for every staff member. However, the Director General may, on request, authorize a staff member not to participate in the medical insurance scheme when he carries other insurance which affords sufficient protection in the event of illness.

(d) Premiums due under the medical insurance scheme for staff members and their dependants shall be shared between the staff member and the International Bureau according to the following table:

(d) Premiums due under the medical insurance scheme for staff members and their dependants shall be shared between the staff member and the International Bureau according to the following table:

(continues)

(continues)

(continued)

	Percentage of the premium to be borne by the staff member	Percentage of the premium to be borne by the <u>International Bureau</u>
G.1 to G.4 and P.1	25	75
G.5, G.6 and P.2	30	70
G.7 and P.3	35	65
P.4	40	60
P.5	45	55
D.1 and above	50	50

(continued)

	Percentage of the premium to be borne by the staff member	Percentage of the premium to be borne by the <u>International Bureau</u>
G1 to G4 and P-1	25	75
G5 and G6	30	70
G7, P-2 and P-3	35	65
P-4	40	60
P-5	45	55
D-1 and above	50	50

[End of Annex VI and of document]