

# WIPO



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**WORLD INTELLECTUAL PROPERTY ORGANIZATION**  
GENEVA

## WIPO COORDINATION COMMITTEE

**Forty-Fourth (30<sup>th</sup> Ordinary) Session**  
**Geneva, September 20 to 29, 1999**

### STAFF MATTERS

*Memorandum of the Director General*

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## I. AMENDMENTS TO THE STAFF REGULATIONS AND RULES

### A. 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, 1998, the post adjustment multiplier in New York was changed, resulting in an increase of 2.7 % (rounded figure) in the net remuneration of staff in the Professional and higher categories in that city. As a consequence, and in accordance with the provision of Article 54(b) of the Regulations of the United Nations Joint Staff Pension Fund, the scale of pensionable remuneration for the above-mentioned categories has been adjusted with effect from November 1, 1998, by the same percentage as the net remuneration increase.
2. The revised scales of pensionable remuneration for the Professional and higher categories are included in Staff Regulation 3.1 (Salary scales for the Professional and higher categories) and are reproduced in Annex I (pages 1 to 3).

#### Salaries and internal taxation for the Professional and higher categories – Regulations 3.1 and 3.16bis

3. By its resolution 53/209 of December 18, 1998, the General Assembly of the United Nations approved, effective March 1, 1999, an increase, through the consolidation of the corresponding amount of post adjustment, of 2.48 per cent (rounded figure) in the net salary scale for staff members in the Professional and higher categories, and a related modification of the internal taxation scale for staff members in the said categories. The post adjustment multiplier for March 1999 was established at a level such that the said changes did not result in an increase or decrease in the overall remuneration of staff members in the Professional and higher categories.
4. The corresponding amendments to Staff Regulation 3.1 (Salary scales for the Professional and higher categories) are reproduced in Annex I (pages 1 to 3) and the amendment to Staff Regulation 3.16bis (Internal Taxation) is reproduced in Annex II (pages 1 to 2).

#### Dependency allowances for the Professional and higher categories – Regulation 3.12(A)

5. With effect from January 1, 1999, the General Assembly of the United Nations approved (resolution 53/209 of December 18, 1998) an average increase of 14.6 per cent (rounded figure) in the allowance payable to staff members in the Professional and higher categories in respect of a dependent child (i.e., for Geneva, an increase from 2,935 Swiss francs to 3,364 Swiss francs per annum), and in the allowance payable to the staff members in the said categories in respect of a secondary dependant (i.e., for Geneva, an increase from 1,308 Swiss francs to 1,499 Swiss francs per annum).

6. The corresponding amendments to Staff Regulation 3.12(A) (Dependency Allowances) are reproduced in Annex III.

#### Salaries for staff members in the General Service category – 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 have been adjusted, effective June 1, 1999, on the basis of the movement of the price index of Geneva over a period of 12 months from March 1998 to March 1999. The revised salary scales, representing an increase of 0.25 percent across the board over current salaries, will 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, steps 9 to 11 – are higher than those in force as from June 1, 1999, have been 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 Annex IV (pages 1 to 2).

*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).*

#### B. AMENDMENTS TO THE STAFF RULES UNDER STAFF REGULATION 12.2

##### Education grant – Rule 3.11.1

12. With effect from the scholastic year in progress on January 1, 1999, the General Assembly of the United Nations approved (resolution 53/209 of December 18, 1998) increases in the maximum amount of the education grant and the lump sum in respect of boarding expenses, where education-related expenses are incurred in Austrian schilling, German mark, Italian lira, Japanese yen, Swiss francs, United Kingdom pounds and the United States dollar (limited to expenses incurred in the United States of America).

13. The revised amounts of education grant and lump sum in respect of boarding expenses are reproduced in Annex V.

##### Medical Insurance – Rule 6.2.1

14. With regard to the administrative conditions of the Van Breda medical insurance contract, and with effect from January 1, 1999, it is no longer compulsory for a spouse and/or children and/or other dependants of a staff member to be insured by Van Breda, provided that such person(s) have other insurance that affords satisfactory protection against illness risks. From the same date, and pursuant to the recommendation of the WIPO Collective Medical and Accident Insurance Management Committee, the Director General has amended the premium apportionment table with respect to officials of grade P-2, whereafter the share paid by the official will be increased from 30% to 35%.

15. The corresponding amendments to Staff Rule 6.2.1 (Medical Insurance) are reproduced in Annex VI.

*16. The WIPO Coordination Committee is invited to note the amendments to the Staff Rules reported in paragraphs 12 to 15, above.*

## II. WIPO JOINT APPEAL BOARD

17. Mr. Jean-Louis Comte has expressed his intention to resign, for personal reasons, from his position as Chairman of the WIPO Appeal Board, to which he was designated by the WIPO Coordination Committee at its 28<sup>th</sup> session in 1991 (document WO/CC/XXVIII/7, paragraph 50). Pursuant to Staff Rule 11.1.1(d)(1)(i), and after consultations with the Staff Council, the Director General proposes the designation, by the WIPO Coordination Committee, of Ambassador Jean-Marie Noirfalisse.

18. Ambassador Noirfalisse, born in 1946, is a national of Belgium. He is Ambassador and Permanent Representative of Belgium to the United Nations in Geneva. He has held a number of important government posts, including within the Belgian Ministry of Foreign Affairs in Brussels, as Belgian Ambassador in Bangkok, as Chef de Cabinet in the Ministry of External Commerce in Brussels, and as Belgian Ambassador in Seoul. His rich diplomatic career has equipped him with the maturity and vision to serve with distinction and impartiality as Chairman of the WIPO Joint Appeal Board.

*19. The WIPO Coordination Committee is invited to designate Ambassador Jean-Marie Noirfalisse as the Chairman of the WIPO Appeal Board.*

### III. INTERNATIONAL CIVIL SERVICE COMMISSION

20. 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 their respective organizations. The 1998 ICSC annual report was submitted by the ICSC to the 53rd (1998) session of the General Assembly of the United Nations (document A/53/30). Since that report was included in the documentation of the said session of the General Assembly of the United Nations, it is not reproduced herewith; nevertheless, copies of the report are available for any delegation which wishes to consult it.

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

### IV. UNITED NATIONS JOINT STAFF PENSION BOARD

22. 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 1998 report was presented by the Board of the said Fund to the General Assembly of the United Nations at its 53rd session (document A/53/9). Since that report was included in the documentation of the said session of the General Assembly of the United Nations, it is not reproduced herewith; nevertheless, copies of the report are available for any delegation which wishes to consult it.

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

### V. WIPO STAFF PENSION COMMITTEE

24. The WIPO Coordination Committee decided, at its ordinary session of 1977, that the WIPO Staff Pension Committee would consist of three members and three alternate members, one member and one alternate to be elected by the WIPO Coordination Committee. The members elected by the WIPO Coordination Committee serve a four-year term of office.

25. The term of the member of the WIPO Staff Pension Committee will run until the Coordination Committee's ordinary session of 2001, whilst that of the alternate member expires at the present session of the Coordination Committee.

26. The WIPO Coordination Committee should now elect an alternate member of the WIPO Staff Pension Committee for the four-year term running until the Coordination Committee's Ordinary Session of 2003. The Permanent Mission of Germany has informed the Director General that it would allow Mr. Ulrich Kalbitzer (Counsellor, Financial Affairs, Permanent

Mission of Germany) to serve on the WIPO Staff Pension Committee as the said alternate member, if so elected.

*27. The WIPO Coordination Committee is invited to elect Mr. Ulrich Kalbitzer as an alternate member of the WIPO Staff Pension Committee for a term of office running until the Coordination Committee's Ordinary Session of 2003.*

[Annexes follow]

## AMENDMENTS TO THE STAFF REGULATIONS

Salary Scales for the Professional and higher categories – (Regulation 3.1)Catégorie professionnelle / Professional Category

Barème en vigueur à partir du 1er mars 1999 / Scale in force as from March 1, 1999

(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	48508	50178	51842	53508	55174	56838	58507	60171	61836	63503					
	G	36422	37791	39157	40525	41891	43258	44627	46018	47418	48820					
	D	30044	31001	31956	32912	33867	34822	35779	36734	37689	38645					
	S	28341	29222	30102	30983	31863	32743	33625	34494	35359	36226					
P.2	P	62294	64031	65763	67497	69229	70963	72696	74427	76164	77896	79628	81363			
	G	47805	49265	50721	52180	53636	55098	56594	58087	59585	61080	62573	64071			
	D	37953	38949	39942	40937	41930	42925	43920	44913	45909	46903	47896	48892			
	S	35598	36501	37401	38302	39202	40105	41021	41934	42851	43766	44680	45596			
P.3	P	75932	77871	79810	81745	83685	85622	87559	89500	91529	93649	95767	97886	100004	102122	104243
	G	59386	61057	62731	64400	66088	67782	69477	71174	72867	74564	76275	77994	79711	81430	83148
	D	45777	46888	48001	49111	50224	51335	52447	53560	54671	55784	56895	58007	59118	60230	61342
	S	42730	43752	44776	45798	46821	47843	48865	49888	50909	51932	52951	53970	54989	56008	57027
P.4	P	91233	93491	95744	97998	100256	102510	104766	107022	109277	111531	113785	116046	118299	120554	122811
	G	72631	74438	76257	78085	79917	81743	83573	85403	87232	89060	90898	92756	94606	96459	98311
	D	54516	55701	56883	58066	59251	60433	61617	62801	63984	65167	66349	67536	68718	69902	71086
	S	50767	51856	52940	54024	55111	56194	57279	58364	59448	60533	61594	62636	63674	64713	65753
P.5	P	110348	112661	114974	117287	119601	121911	124225	126539	128849	131163	133476	135795	138274		
	G	88099	89975	91875	93775	95674	97571	99471	101371	103269	105169	107067	108966	110878		
	D	64545	65759	66973	68187	69401	70613	71827	73041	74254	75468	76681	77894	79108		
	S	59963	61075	62142	63208	64273	65337	66403	67469	68534	69600	70665	71730	72773		

P = Rémunération considérée aux fins de la pension (art. 3.15), en vigueur à partir du 1er novembre 1998 / Pensionable remuneration (Reg. 3.15), in force as from November 1, 1998

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

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 / Higher Categories

Barème en vigueur à partir du 1er mars 1999 / Scale in force as from March 1, 1999

(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	124684	127241	129797	132349	134906	137590	140329	143069	145804						
	G	99848	101948	104047	106142	108243	110346	112476	114605	116732						
	D	72068	73410	74751	76090	77432	78773	80115	81456	82796						
	S	66615	67793	68970	70146	71324	72493	73617	74741	75864						
D.2	P	140777	143976	147175	150371	153570	156769									
	G	112824	115311	117797	120283	122768	125256									
	D	80334	81901	83467	85033	86599	88166									
	S	73801	75114	76427	77739	79052	80365									
ADG	P	169298														
	G	137683														
	D	95995														
	S	86926														
DDG	P	183168														
	G	151440														
	D	104662														
	S	94190														

P = Rémunération considérée aux fins de la pension (art. 3.15), en vigueur à partir du 1er novembre 1998 / Pensionable remuneration (Reg. 3.15), in force as from November 1, 1998

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

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.



Catégories supérieures / Higher Categories

Barème en vigueur à partir du 1er mars 1999 / Scale in force as from March 1, 1999

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

Grade		
	P	218097
	G	186094
DG	D	126494
	S	112487

- P = Rémunération considérée aux fins de la pension (art. 3.15), en vigueur à partir du 1er novembre 1998 / Pensionable remuneration (Reg. 3.15), in force as from November 1, 1998
- 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

AMENDMENTS TO THE STAFF REGULATIONS

Internal taxation – Regulation 3.16bis(a)

FORMER TEXT

Internal Taxation

Each staff member shall be subject to internal taxation at the following rates:

(a) For staff members in the Professional category and above:

(1) Tax rates used in conjunction with gross salaries

<u>Assessable amounts</u> (in US dollars)	(per cent) "Dependency rates"	"Single rates"
first \$15,000 per year . . . .	9.0	11.8
next \$ 5,000 per year . . . .	18.1	24.6
next \$ 5,000 per year . . . .	21.5	27.1
next \$ 5,000 per year . . . .	24.9	31.7
next \$ 5,000 per year . . . .	27.5	33.4
next \$10,000 per year . . . .	30.1	35.8
next \$10,000 per year . . . .	31.8	38.2
next \$10,000 per year . . . .	33.5	38.8
next \$10,000 per year . . . .	34.4	40.0
next \$15,000 per year . . . .	35.3	41.3
next \$20,000 per year . . . .	36.1	44.5
remaining assessable amounts. .	37.0	47.6

The "dependency rates" shall apply to any staff member to whom the dependency rate of post adjustment applies under Regulation 3.5, and the "single rates" shall apply to any staff member to whom the single rate of post adjustment applies under the said Regulation.

(continues)

PRESENT TEXT

Internal Taxation

Each staff member shall be subject to internal taxation at the following rates:

(a) For staff members in the Professional category and above:

(1) Tax rates used in conjunction with gross salaries

<u>Assessable amounts</u> (in US dollars)	(per cent) "Dependency rates"	"Single rates"
first \$15,000 per year . . . .	9.0	11.8
next \$ 5,000 per year . . . .	18.1	24.4
next \$ 5,000 per year . . . .	21.5	26.9
next \$ 5,000 per year . . . .	24.9	31.4
next \$ 5,000 per year . . . .	27.5	33.4
next \$10,000 per year . . . .	30.1	35.6
next \$10,000 per year . . . .	31.8	38.2
next \$10,000 per year . . . .	33.5	38.8
next \$10,000 per year . . . .	34.4	39.7
next \$15,000 per year . . . .	35.3	40.7
next \$20,000 per year . . . .	36.1	43.9
remaining assessable amounts. .	37.0	47.2

The "dependency rates" shall apply to any staff member to whom the dependency rate of post adjustment applies under Regulation 3.5, and the "single rates" shall apply to any staff member to whom the single rate of post adjustment applies under the said Regulation.

(continues)

(continued)

(2) Tax rates for purposes of pensionable remuneration and pensions

<u>Assessable amounts</u> (in US dollars)	<u>(per cent)</u>
up to \$20,000 per year . . . . .	11.0
\$20,001 to \$40,000 per year. . . . .	18.0
\$40,001 to \$60,000 per year. . . . .	25.0
\$60,001 and above per year . . . . .	30.0

(continued)

(2) Tax rates for purposes of pensionable remuneration and pensions

[No change]

[Annex III follows]

AMENDMENTS TO THE STAFF REGULATIONS

Dependency Allowances for the Professional and higher categories – Regulation 3.12(A)

FORMER TEXT

(A) Staff Members in the Professional and Higher Categories

Staff members in the Professional and higher categories shall be entitled to the following non-pensionable allowances under the conditions set forth below:

- (a) 2,935 Swiss francs per annum in respect of each dependent child, except that the allowance shall not be paid in respect of the first dependent child if the staff member has no dependent spouse.
- (b) In addition to any amount payable pursuant to paragraph (a) above, 2,935 Swiss francs per annum in respect of a child who is determined to be physically or mentally disabled either permanently or for a period expected to be of long duration.
- (c) The allowance provided for under paragraph (a) above, increased, where applicable, by the amount of the allowance provided for under paragraph (b) above, shall be reduced by the amount of any other dependency allowance received in respect of the same child, from the International Bureau or a source other than the International Bureau, by the staff member or the staff member's spouse.
- (d) Where there is no dependent spouse, 1,308 Swiss francs per annum in respect of one of the following persons: a dependent parent, a dependent brother or a dependent sister.

PRESENT TEXT

(A) Staff Members in the Professional and Higher Categories

Staff members in the Professional and higher categories shall be entitled to the following non-pensionable allowances under the conditions set forth below:

- (a) 3,364 Swiss francs per annum in respect of each dependent child, except that the allowance shall not be paid in respect of the first dependent child if the staff member has no dependent spouse.
- (b) In addition to any amount payable pursuant to paragraph (a) above, 3,364 Swiss francs per annum in respect of a child who is determined to be physically or mentally disabled either permanently or for a period expected to be of long duration.
- (c) [No change]
- (d) Where there is no dependent spouse, 1,499 Swiss francs per annum in respect of one of the following persons: a dependent parent, a dependent brother or a dependent sister.

[Annex IV follows]

## 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]