

WIPO



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WORLD INTELLECTUAL PROPERTY ORGANIZATION
GENEVA

WIPO COORDINATION COMMITTEE

Forty-Fifth (31st Ordinary) Session
Geneva, September 25 to October 3, 2000

STAFF MATTERS (ADDENDUM)

Memorandum of the Director General

WIPO Staff Pension Committee

1. 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 have a four-year term of office.
2. In September 1999, the WIPO Coordination Committee elected an alternate member of the WIPO Staff Pension Committee, Mr. Ulrich Kalbitzer, for a four-year term running until the Coordination Committee's Ordinary Session of 2003. Due to personal reasons, Mr. Kalbitzer is unable to continue in his functions as alternate member of the Committee.
3. The WIPO Coordination Committee should now elect an alternate member of the WIPO Staff Pension Committee for the three-year term running until the Coordination Committee's Ordinary Session of 2003. The Permanent Mission of Bulgaria has informed the Director General that it would allow Mr. Dimiter Gantchev, Deputy Permanent Representative of Bulgaria to the United Nations and the other International Organizations in Geneva to serve on the WIPO Staff Pension Committee as the said alternate member if so elected. Mr. Gantchev held two previous diplomatic posts and has been in charge in the Mission of financial assistance programs to Bulgaria. He is also currently responsible for the cooperation between WIPO and Bulgaria and overlooks the activities of a number of international

organizations and specialized agencies in Geneva and performs administrative management functions.

4. The WIPO Coordination Committee is invited to consider the election of Mr. Dimiter Gantchev 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.

5. The Secretariat of the United Nations has informed the International Bureau of WIPO that increases of the salaries and allowances have been approved for the General Service staff at Headquarters effective January 1 and March 1, 2000 (see United Nations document ST/IC/200/53, dated August 9, 2000). The changes concern staff in New York.

6. As the increases implemented on January 1, 2000, have been overtaken by the changes approved on March 1, 2000, only the results of the latter revision increases are reflected in the attached revised Annex VIII to document WO/CC/45/1 (pages 5, 6 and 8).

7. The WIPO Coordination Committee is invited to take note of the revised salaries and entitlements in the attached pages 5, 6 and 8 of Annex VIII when approving the relevant amendments to Staff Regulation 3.1, Staff Regulation 3.7(b) and Staff Regulation 3.12(B) referred to in paragraphs 38 to 40 in document WO/CC/45/1.

[Annex follows]

Salaries – Regulation 3.1

General Service category (New York)

Salaries in force as from March 1, 2000, for staff members appointed on January 1, 1999, or later

(annual amounts in United States dollars)

Grade	Augmen- tation 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	849	1) 27962 2) 27569 3) 22331	29065 28617 23180	30168 29665 24029	31270 30741 24878	32373 31843 25727	33475 32946 26576	34578 34049 27425	35681 35151 28274	36783 36254 29123		
G2	940	1) 30997 2) 30468 3) 24668	32218 31689 25608	33439 32910 26548	34660 34130 27488	35881 35351 28428	37101 36572 29368	38322 37793 30308	39543 39014 31248	40795 40234 32188	42065 41455 33128	
G3	1038	1) 34353 2) 33824 3) 27252	35701 35172 28290	37049 36520 29328	38397 37868 30366	39745 39216 31404	41138 40564 32442	42541 41912 33480	43943 43260 34518	45346 44608 35556	46749 45956 36594	48151 47304 37632
G4	1145	1) 38087 2) 37558 3) 30127	39574 39045 31272	41104 40532 32417	42651 42019 33562	44199 43506 34707	45746 44993 35852	47293 46480 36997	48841 47967 38142	50388 49454 39287	51935 50941 40432	53482 52428 41577
G5	1265	1) 42272 2) 41654 3) 33281	43981 43297 34546	45691 44940 35811	47400 46582 37076	49109 48225 38341	50819 49868 39606	52528 51511 40871	54238 53154 42136	55947 54797 43401	57657 56440 44666	59366 58082 45931
G6	1398	1) 47007 2) 46204 3) 36785	48896 48020 38183	50785 49836 39581	52674 51651 40979	54564 53467 42377	56453 55282 43775	58342 57098 45173	60248 58914 46571	62274 60743 47969	64300 62633 49367	66326 64522 50765
G7	1548	1) 52218 2) 51212 3) 40641	54309 53223 42189	56401 55233 43737	58493 57243 45285	60628 59254 46833	62871 61300 48381	65114 63392 49929	67358 65484 51477	69601 67576 53025	71845 69668 54573	74088 71760 56121

- 1) Gross salaries used as the basis for internal taxation (Reg. 3.16bis)
- 2) Gross pensionable salaries: component of pensionable remuneration
- 3) Net salaries (Reg. 3.1).

Language Allowance – Regulation 3.7(b)

PRESENT TEXT

PROPOSED TEXT

Language Allowance

Language Allowance

(a) A pensionable language allowance may be paid to staff members in the General Service category who pass an examination organized for the purpose by the Director General and who demonstrate proficiency in one or two of the following languages: Arabic, Chinese, English, French, German, Japanese, Russian and Spanish. The allowance shall not be payable for the staff member's mother tongue nor for any language in which the Director General considers that the staff member is required to be fully proficient by the terms of his appointment.

(b) The allowance is 4,212 Swiss francs per annum for proficiency in any two of the languages mentioned in paragraph (a) above, and 2,808 Swiss francs per annum for proficiency in any one of them, subject to the proviso contained in the said paragraph.

(a) [No change.]

(b) The allowance is 4,212 Swiss francs (US\$ 2,502 in New York) per annum for proficiency in any two of the languages mentioned in paragraph (a) above, and 2,808 Swiss francs (US\$ 1,668 in New York) per annum for proficiency in any one of them, subject to the proviso contained in the said paragraph.

(continued)

(B) Staff Members in the General Service Category

Staff members in the General Service category shall be entitled to the following non-pensionable allowances under the conditions set forth below:

- (a) 5,686 Swiss francs per annum in respect of a dependent spouse, subject to the application of Regulation 3.2(a).
- (b) 3,883 Swiss francs per annum in respect of each dependent child.
- (c) Where there is no spouse, the allowance in respect of the first dependent child shall be 9,569 Swiss francs per annum.
- (d) In addition to any amount payable pursuant to paragraph (b) or (c) above, 3,883 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.
- (e) [No change.]
- (f) 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.
- (g) [No change.]

(continued)

(B) Staff Members in the General Service Category

Staff members in the General Service category shall be entitled to the following non-pensionable allowances under the conditions set forth below:

- (a) 5,686 Swiss francs (US\$ 3,038 in New York) per annum in respect of a dependent spouse, subject to the application of Regulation 3.2(a).
- (b) 3,883 Swiss francs (US\$ 1,803 in New York) per annum in respect of each dependent child.
- (c) Where there is no spouse, the allowance in respect of the first dependent child shall be 9,569 Swiss francs (US\$ 3,038 in New York) per annum.
- (d) In addition to any amount payable pursuant to paragraph (b) or (c) above, 3,883 Swiss francs (US\$ 1,803 in New York) 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.
- (e) [No change.]
- (f) Where there is no dependent spouse, 1,308 Swiss francs (US\$ 1,303 in New York) per annum in respect of one of the following persons: a dependent parent, a dependent brother or a dependent sister.
- (g) [No change.]

(Pending the Coordination Committee's approval of Staff Regulation 3.12(B)(e) (see Annex VII), the text will be amended accordingly.)

[End of Annex and of document]