

## **WIPO Coordination Committee**

**Sixty-Third (41<sup>st</sup> Ordinary) Session**  
**Geneva, September 20 to 29, 2010**

### **OTHER STAFF MATTERS**

*Memorandum by the Director General*

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## AMENDMENTS TO THE WIPO STAFF REGULATIONS AND STAFF RULES

### Amendments to the WIPO Staff Regulations provisionally decreed and applied under WIPO Staff Regulation 12.1

#### Salaries for staff members in the General Service category in Geneva (WIPO Staff Regulation 3.1)

1. In accordance with the existing annual adjustment methodology, the net salaries of staff members in the General Service category in Geneva were adjusted, effective March 1, 2010, on the basis of the movement of the Geneva consumer price index over a period of 12 months from January 2009. The revised salaries represent an across-the-board increase of 1.05 percent.
2. *The WIPO Coordination Committee is invited to approve the amendment to WIPO Staff Regulation 3.1, which has been provisionally decreed and applied by the Director General, as indicated in paragraph 1.*

## TERMINATION OF EMPLOYMENT CONTRACTS

### Agreed termination

3. Pursuant to the provisions of WIPO Staff Regulation 9.1(e), which requires the Director General to report all cases of termination of employment contracts to the Coordination Committee, the Coordination Committee is informed that the contracts of seven staff members were terminated in 2009, in the interest of the good administration of the Organization and with the consent of the staff members themselves, in accordance with WIPO Staff Regulation 9.1(a)(4). Indemnities were paid in accordance with the provisions in the WIPO Staff Regulations and Staff Rules.

### Other

4. Furthermore, the Coordination Committee is informed of the decision of the Director General to dismiss the services of the following staff member, effective March 16, 2010.
5. [paragraph deleted].<sup>1</sup>
6. Pursuant to WIPO Staff Rules 8.2.1 and 10.1.1(c), the Joint Advisory Committee was convened by the Director General to consider charges of serious misconduct brought against Mr. XXXXXX for violations of WIPO Staff Regulation 1.5 ("Conduct"), and various breaches of the Organization's Information Security policies and procedures. The Joint Advisory Committee submitted its report on the matter on March 9, 2010; it considered Mr. XXXXXX responsible for serious misconduct and recommended that he be dismissed. Having given full consideration to the report of the Joint Advisory Committee, the Director General adopted its recommendation of dismissal.<sup>1</sup>

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<sup>1</sup> Paragraph 5 was deleted and paragraph 6 was amended on November 3, 2014, to remove the personal details regarding the staff member, who has since been reinstated.

7. *The WIPO Coordination Committee is invited to note the information contained in paragraphs 3 to 6, above.*

#### **INTERNATIONAL CIVIL SERVICE COMMISSION**

8. Under Article 17 of its statute, the International Civil Service Commission (ICSC) shall submit an annual report to the General Assembly of the United Nations. The Executive Heads of the other organizations of the United Nations common system shall transmit this report to their governing bodies. The annual report was submitted by the ICSC to the 64<sup>th</sup> session of the General Assembly of the United Nations in 2009 (UN document A/64/30). Since the 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; the report may be consulted on the ICSC website at: <http://icsc.un.org/resources/pdfs/ar/AR2009.pdf>.

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

#### **UNITED NATIONS JOINT STAFF PENSION BOARD**

10. Under Article 14(a) of its Regulations, the United Nations Joint Staff Pension Fund (UNJSPF) shall present a report to the General Assembly of the United Nations and to member organizations, at least once every two years. The 2009 report was presented by the Board of the UNJSPF to the General Assembly of the United Nations at its 64<sup>th</sup> session in 2009 (UN document A/64/291). Since the 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; the report may be consulted on the UNJSPF website at <http://www.un.org/en/documents>.

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

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