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WIPO COORDINATION COMMITTEE

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STAFF MATTERS

Memorandum of the Director General

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I. AMENDMENTS TO STAFF REGULATIONS

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

Salaries and Dependency Allowances for the General Service Category - Regulations 3.1 and 3.12(B)

1. In accordance with Article 12 of its statute, the International Civil Service Commission (ICSC) conducted a survey in 1995 of the best prevailing conditions of employment for the General Service category in Geneva. Based on the results of the survey, ICSC recommended a revised General Service salary scale for Geneva which is on average 7.4% lower than the salary scale applicable to staff in that category as from January 1, 1994. The revised salary scale also reflects the new methodology for determining the gross pensionable salary of staff in the General Service category as adopted by the General Assembly of the United Nations in 1993. This gross pensionable salary is used, rather than the gross salary as heretofore, as a basis for the calculation of contributions to and benefits from the United Nations Joint Staff Pension Fund. The gross salary continues to be used for internal taxation purposes.
2. In the context of the above-mentioned survey, the ICSC also revised the dependency allowances for staff in the General Service category. The revised amounts ranged from an increase of eight per cent to a decrease of 12.5 per cent in the various dependency allowances.
3. The revised salary scale was applied to General Service staff members who were appointed on or after October 1, 1995. Transitional measures were approved by ICSC for staff members in service on or before September 30, 1995. For those staff members, the salary scale which was introduced on January 1, 1994, continues to apply until it is overtaken by the revised scale as a result of future adjustments to that scale.
4. Concerning the dependency allowances, the new rates apply to all new entitlements to such allowances due as from October 1, 1995. If one of these allowances was paid at a higher rate on September 30, 1995, it will continue to be paid to eligible staff members at the higher rate, until it is overtaken by the corresponding revised rate as a result of subsequent revisions.
5. The corresponding amendments to Staff Regulation 3.1 (salary scale for the General Service category) and 3.12(B) (Dependency Allowances - Staff Members in the General Service Category) are reproduced in Annexes I and II.
6. The methodology approved by the ICSC provides for periodic adjustments, between salary surveys, to the salary scale and dependency allowances 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 and, as concerns dependency allowances for General Service staff in Geneva, on modifications made to the Geneva Canton scales of income taxes and dependency allowances. The latest adjustments took effect on June 1, 1996, and resulted in an increase over the scale which came into effect on October 1, 1995, of 0.96 per cent in net salaries and increases ranging from 1.33 per cent to 9.01 per cent in the various dependency allowances.

7. The transitional measures approved by ICSC for staff members in service on or before September 30, 1995, will continue to apply. For those staff members, the salary scale which was introduced on January 1, 1994, continues to apply until it is overtaken by the revised scale as a result of future adjustments to that scale.

8. Concerning the dependency allowances, the new rates apply to all new entitlements to such allowances due as from June 1, 1996. If one of these allowances was paid at a higher rate on May 31, 1996, it will continue to be paid to eligible staff members at the higher rate, until it is overtaken by the corresponding revised rate as a result of subsequent revisions.

9. The corresponding amendments to Staff Regulations 3.1 (salary scale for the General Service category) and 3.12 (B) (Dependency Allowances - Staff Members in the General Service Category) are reproduced in Annexes III and IV.

Scale of Pensionable Remuneration for the Professional and Higher Categories - Regulation 3.15(a)

10. With effect from November 1, 1995, the net remuneration of staff in the Professional and higher categories in New York increased by 6.47 per cent (rounded figure). In accordance with Article 54(b) of the Regulations of the United Nations Joint Staff Pension Fund, the scale of pensionable remuneration for the said categories of staff was adjusted by the same percentage with effect from the same date.

11. The revised scale of pensionable remuneration for the Professional and Special categories is reproduced in Annex V.

B. AMENDMENT TO THE STAFF REGULATIONS UNDER STAFF REGULATION 12.1

Dependency - Regulation 3.2

12. Regulation 3.2(a)--the text is given in Annex VI--gives the definition of a dependent spouse of a staff member as "the wife or husband of a staff member whose gross annual occupational earnings are less than or equal to the gross annual salary corresponding to the first step of grade G.1 of the General Service category which is applicable to the spouse's place of work, and which is in force on January 1 of the year concerned." It further specifies that "for staff members in the General Service category, if the gross annual occupational earnings of the spouse exceed the above-mentioned salary by an amount which is less than the amount of the allowance payable for him, the spouse shall still be deemed to be a dependant, but the amount in excess shall be deducted from the relevant dependency allowance." This differential payment on the dependent spouse allowance is at present granted only to staff in the General Service category and not to staff in the Professional and Special categories.

13. In other organizations of the common system, namely the United Nations, the World Trade Organization, the International Telecommunication Union, the International Atomic Energy Agency, the International Fund for Agricultural Development, the Food and Agriculture Organization and the World Food Programme, a differential payment on dependent spouse allowance treating in the same manner all categories of staff has already been implemented (for the latter two organizations, only if there are no dependent children).

This differential payment for all categories of staff, however, is not incorporated in the respective Staff Regulations, but has been treated as an internal procedure and included in the relevant Information Circulars. That of the United Nations reads as follows:

“11. When the spouse’s occupational earnings exceed the established earnings limit, no dependency benefit (spouse allowance or dependency rates of salary and post adjustment) will be paid in his/her respect. However, an adjusted dependency benefit may be paid when the spouse’s gross annual earnings are less than the sum of the earnings limit and the appropriate dependency benefit. The adjusted benefit will be equal to the amount by which the sum of the earnings limit and the appropriate dependency benefit exceed the spouse’s gross occupational earnings.”

14. It is proposed to amend the present text of Staff Regulation 3.2(a), with effect from January 1, 1997, in order to align the payment of dependency allowances in the International Bureau to that of the above-mentioned organizations of the common system.

15. The corresponding amendment to Staff Regulation 3.2(a) - Dependency - is reproduced in Annex VI.

16. 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 11, above) and to approve the amendment to the Staff Regulation 3.2(a) reported in paragraphs 12 to 15, above.

II. INTERNATIONAL CIVIL SERVICE COMMISSION

17. 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 organs of the organizations. The annual report was submitted by the ICSC to the 50th (1995) session of the General Assembly of the United Nations (document A/50/30). Since this report was included in the documentation of the said session of the General Assembly of the United Nations, it is not reproduced here; however, copies are available for consultation by any delegation which so wishes.

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

III. ADVICE ON AN APPOINTMENT OF AN ASSISTANT DIRECTOR GENERAL

19. On the retirement of Mr. Gust Ledakis, Mr. Thomas Keefer will effective September 20, 1996, be responsible for the General Administrative Services (in addition to being responsible for the Budget and Finance Department). The Director General will, if the Coordination Committee expresses a favorable view, promote Mr. Keefer, a national of Canada, to the grade of Assistant Director General, which is the grade held by his predecessor, Mr. Ledakis. Mr. Keefer joined the Organization on September 1, 1981, as Director, Administrative Division. His present position is that of Controller and Director of the Budget and Finance Department (grade D.2). Mr. Keefer will cease to be Controller of the Organization on his appointment as Assistant Director General responsible for administration.

20. The WIPO Coordination Committee is invited to advise the Director General in respect of the intended promotion referred to in paragraph 19, above.

IV. ADVICE ON APPOINTMENTS TO POSTS AT GRADE D1

21. Staff Regulation 4.8(a) 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."

22. The Director General will, if the Coordination Committee agrees, promote Mr. Roberto Castelo, a national of Brazil, to grade D.1. Mr. Castelo joined the Organization on August 10, 1996, as Head, General Administration Division. Before joining the Organization, Mr. Castelo served for three years as Chief, Communications and Central Records, Food and Agriculture Organization in Rome, for three years prior thereto as Chief, Records Management and Communications, World Health Organization in Geneva, five years as Computer Operations and Communication Support Officer, International Fund for Agricultural Development in Rome, and nine years as Head, Information and Documentation Services, and Chief, Telephone Switching Engineering Division, with the PTT in Brazil. Mr. Castelo has a degree in engineering from the University of Rio de Janeiro, Brazil. Grade D.1 is in line with the level of the duties of the head of a division.

23. The Director General will, if the Coordination Committee agrees, promote Mrs. Carlotta Graffigna, a national of Italy, to grade D.1. Mrs. Graffigna joined the Organization on March 1, 1985, as Assistant Program Officer, Development Cooperation Program Support Unit. She then served successively in the Development Cooperation and External Relations Bureau for Latin America and the Caribbean, in the Development Cooperation and External Relations Bureau for Asia and the Pacific and again in the Development Cooperation Program Support Unit. Her present position is that of Head, Publications and Public Information Section. Before her appointment with the Organization, Mrs. Graffigna worked for four years with the United Nations Industrial Development

Organization in Vienna. She is a graduate in Law and Economics from the University of Turin and has a post-graduate diploma in European Integration from the University of Amsterdam. In view of the increased responsibility for the collection and publications of laws as part of the Agreement between WIPO and the World Trade Organization, the section will become a division. Grade D.1 is in line with the level of the duties of the head of a division.

24. The Director General will, if the Coordination Committee agrees, promote Mr. Richard Owens, a national of the United States of America, to grade D.1. Mr. Owens joined the Organization on January 12, 1991, as Senior Legal Officer, Copyright Law Division, Copyright and Public Information Department. His present position is that of Head, Developing Countries (Copyright Law) Section. Before joining the Organization, Mr. Owens served for eight years in legal positions dealing with intellectual property in the Federal Administration in Washington D.C. and one year for a private law firm in Brazil. Mr. Owens has a Bachelor of Arts in international studies from the University of North Carolina and a Juris Doctor from George Washington University in Washington, DC. In view of the increasing activities and responsibility in assisting Developing Countries on copyright laws, the section will become a division. Grade D.1 is in line with the level of the duties of the head of a division.

25. The Director General will, if the Coordination Committee agrees, promote Mr. Jaime Sevilla, a national of the Philippines, to grade D.1. Mr. Sevilla joined the Organization on January 12, 1986, as Program Officer, Development Cooperation and External Relations Bureau for Asia and the Pacific. His present position is that of Senior Counsellor in that Bureau. Before joining the Organization, Mr. Sevilla served one year as Associate Programme Officer, United Nations Development Program in Manila, six years in the National Economic and Development Authority of the Philippines and four years in the Philippine Institute for Development Studies in Manila. He has a Bachelor and Masters degrees in Engineering as well as certificates from the University of Philippines, from the Asian Institute of Technology in Bangkok, Thailand, and from the Massachusetts Institute of Technology in the United States of America. In view of the increasing responsibility in providing assistance to Developing Countries on industrial property, Deputy Director General Kamil Idris needs to be assisted in his cabinet by a Director-Advisor. Grade D.1 is in line with the level of the duties of a Director-Advisor.

26. The WIPO Coordination Committee is invited to advise the Director General in respect of the intended promotions referred to in paragraphs 21 to 25, above.

[The annexes follow]

LIST OF ANNEXES

- Annex I - Dependency Allowances for the General Service Category
- Annex II - Salary Scale for the General Service Category
- Annex III - Dependency Allowances for the General Service Category
- Annex IV - Salary Scale for the General Service Category
- Annex V - Pensionable Remuneration for the Professional and Special Categories
- Annex VI - Dependency

[Annex I follows]

ANNEX I

AMENDMENTS TO THE STAFF REGULATIONS

Dependency Allowances for the General Service Category

(Regulation 3.12(B))

FORMER TEXT

(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)* 6,406 Swiss francs per annum in respect of a dependent spouse, subject to the application of Regulation 3.2(a).
- (b)** 3,299 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 9,205 Swiss francs per annum.
- (d)** In addition to any amount payable pursuant to paragraph (b) or (c) above, 3,299 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)*** The allowances provided for under paragraphs (b) and (c) above, increased, where applicable, by the amount of the allowance provided for under paragraph (d) 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.

NEW TEXT

(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)* 5,611 Swiss francs per annum in respect of a dependent spouse, subject to the application of Regulation 3.2(a).
- (b)** 3,562 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 9,173 Swiss francs per annum.
- (d)** In addition to any amount payable pursuant to paragraph (b) or (c) above, 3,562 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)*** The allowances provided for under paragraphs (b) and (c) above, increased, where applicable, by the amount of the allowance provided for under paragraph (d) 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.

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(f)** Where there is no dependent spouse, 1,254 Swiss francs per annum in respect of one of the following persons: a dependent parent, a dependent brother or a dependent sister.

(g)***** Locally recruited staff members in the General Service category may be eligible for the reimbursement of the education levy applied by the Canton of Geneva, under conditions established by Office Instruction.

(f)***** Where there is no dependent spouse, 1,244 Swiss francs per annum in respect of one of the following persons: a dependent parent, a dependent brother or a dependent sister.

(g)***** Locally recruited staff members in the General Service category may be eligible for the reimbursement of the education levy applied by the Canton of Geneva, under conditions established by Office Instruction.

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- * Amount applicable as from January 1, 1994.
 - ** Amount applicable as from January 1, 1994. The amounts applicable on December 31, 1993, of the allowance under paragraph (b), namely, 3,411 Swiss francs, of the supplementary allowance applicable under paragraph (d), namely, 3,411 Swiss francs, as well as the allowance applicable under paragraph (f), namely, 1,452 Swiss francs, will continue, if necessary, to be applied to staff members who were entitled to such allowance, until these allowances are overtaken as a result of subsequent revisions.
 - *** Amount applicable as from July 1, 1990.
 - **** In force as from September 1, 1985.

- * Amount applicable as from October 1, 1995. The amount of 6,406 Swiss francs will remain applicable in respect of entitlements payable before September 30, 1995, until it is overtaken as a result of subsequent revisions.
- ** Amount applicable as from October 1, 1995.
- *** Amount applicable as from October 1, 1995. The amount of 9,205 Swiss francs will remain applicable in respect of entitlements payable before September 30, 1995, until it is overtaken as a result of subsequent revisions.
- **** In force as from July 1, 1990.
- ***** Amount applicable as from October 1, 1995. The amount of 1,452 Swiss francs will remain applicable in respect of entitlements payable before January 1, 1994, and the amount of 1,254 Swiss francs in respect of entitlements payable between January 1, 1994, and September 30, 1995, until these amounts are overtaken as a result of subsequent revisions.
- ***** In force as from September 1, 1985.

[Annex II follows]

ANNEX II

AMENDMENTS TO THE STAFF REGULATIONS

Salary Scale for the General Service Category(Regulation 3.1)

Grade	Augmentation annuelle Annual increment	Montants applicables aux fonctionnaires nommés à partir du 1er octobre 1995 / Gross and net salaries in force as from October 1, 1995			(montants annuels en francs suisses / annual amounts in Swiss francs)							
		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	1487	1) 58996	61019	63043	65080	67117	69154	71191	73228	75273	77324	79375
		2) 58014	60010	62006	64002	65998	68006	70016	72025	74036	76044	78054
		3) 45061	46548	48035	49522	51009	52496	53983	55470	56957	58444	59931
G2	1621	1) 64525	66745	68966	71186	73407	75639	77875	80111	82346	84582	86831
		2) 63458	65634	67821	70012	72202	74393	76583	78775	80961	83186	85392
		3) 49117	50738	52359	53980	55601	57222	58843	60464	62085	63706	65327
G3	1766	1) 70556	72975	75404	77840	80276	82712	85149	87602	90055	92508	94960
		2) 69390	71777	74163	76550	78938	81341	83744	86147	88549	90952	93355
		3) 53520	55286	57052	58818	60584	62350	64116	65882	67648	69414	71180
G4	1927	1) 77239	79897	82555	85215	87891	90567	93244	95920	98635	101349	104063
		2) 75960	78564	81186	83808	86430	89051	91673	94295	96929	99569	102208
		3) 58382	60309	62236	64163	66090	68017	69944	71871	73798	75725	77652
G5	2108	1) 84829	87756	90684	93612	96549	99518	102487	105456	108425	111394	114363
		2) 83430	86298	89166	92034	94902	97788	100676	103563	106451	109339	112230
		3) 63885	65993	68101	70209	72317	74425	76533	78641	80749	82857	84965
G6	2309	1) 93272	96487	99739	102991	106243	109495	112747	115999	119251	122504	125756
		2) 91700	94842	98003	101166	104329	107492	110655	113833	117018	120202	123387
		3) 69964	72273	74582	76891	79200	81509	83818	86127	88436	90745	93054
G7	2528	1) 102598	106158	109719	113280	116840	120401	123961	127522	131082	134643	138204
		2) 100784	104247	107710	111173	114636	118143	121630	125117	128607	132118	135629
		3) 76512	79140	81688	84196	86724	89252	91780	94308	96836	99364	101892

Tableau B / Table B

- 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 salaries considered as the basis for the pension")
- 3) Traitements nets / Net salaries

ANNEX III

AMENDMENTS TO THE STAFF REGULATIONS

Dependency Allowances for the General Service Category

(Regulation 3.12(B))

FORMER TEXT

(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)* 5,611 Swiss francs per annum in respect of a dependent spouse, subject to the application of Regulation 3.2(a).
- (b)** 3,562 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 9,173 Swiss francs per annum.
- (d)** In addition to any amount payable pursuant to paragraph (b) or (c) above, 3,562 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)**** The allowances provided for under paragraphs (b) and (c) above, increased, where applicable, by the amount of the allowance provided for under paragraph (d) 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.

PRESENT TEXT

(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 9,596 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)*** The allowances provided for under paragraphs (b) and (c) above, increased, where applicable, by the amount of the allowance provided for under paragraph (d) 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.

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(f)**** Where there is no dependent spouse, 1,244 Swiss francs per annum in respect of one of the following persons: a dependent parent, a dependent brother or a dependent sister.

(g)***** Locally recruited staff members in the General Service category may be eligible for the reimbursement of the education levy applied by the Canton of Geneva, under conditions established by Office Instruction.

(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)***** Locally recruited staff members in the General Service category may be eligible for the reimbursement of the education levy applied by the Canton of Geneva, under conditions established by Office Instruction.

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- * Amount applicable as from October 1, 1995. The amount of 6,406 Swiss francs will remain applicable in respect of entitlements payable before September 30, 1995, until it is overtaken as a result of subsequent revisions.
 - ** Amount applicable as from October 1, 1995.
 - *** Amount applicable as from October 1, 1995. The amount of 9,205 Swiss francs will remain applicable in respect of entitlements payable before September 30, 1995, until it is overtaken as a result of subsequent revisions.
 - **** In force as from July 1, 1990.
 - ***** Amount applicable as from October 1, 1995. The amount of 1,452 Swiss francs will remain applicable in respect of entitlements payable before January 1, 1994, and the amount of 1,254 Swiss francs in respect of entitlements payable between January 1, 1994, and September 30, 1995, until these amounts are overtaken as a result of subsequent revisions.
 - ***** In force as from September 1, 1985.

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- * Amount applicable as from June 1, 1996. The amount of 6,406 Swiss francs will remain applicable in respect of entitlements payable before September 30, 1995, until it is overtaken as a result of subsequent revisions.
 - ** Amount applicable as from June 1, 1996.
 - *** In force as from July 1, 1990.
 - **** Amount applicable as from June 1, 1996. The amount of 1,452 Swiss francs will remain applicable in respect of entitlements payable before January 1, 1994, until it is overtaken as a result of subsequent revisions.
 - ***** In force as from September 1, 1985.

ANNEX IV

AMENDMENTS TO THE STAFF REGULATIONS

Salary Scale for the General Service Category

(Regulation 3.1)

Montants applicables aux fonctionnaires nommés à partir du 1er octobre 1995 / Amounts applicable to staff members appointed on or after October 1, 1995

Traitements bruts et nets en vigueur à partir du 1er juin 1996 / Gross and net salaries in force as from June 1, 1996

(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	1) 59705	61760	63816	65873	67929	69985	72054	74124	76194	78265	80336	82407
	2) 59571	60586	62601	64616	66632	68659	70688	72716	74746	76774	78803	80832
	3) 45465	46986	48497	49988	51469	53000	54501	56002	57503	59004	60505	62006
G2	1) 66308	67551	68793	70048	71306	72564	73822	75080	76338	77596	78854	80112
	2) 64067	66284	68472	70684	72895	75107	77318	79529	81740	83951	86162	88373
	3) 46586	51223	52860	54497	56134	57771	59408	61045	62682	64319	65956	67593
G3	1) 71410	73869	76328	78788	81251	83728	86204	88681	91159	93637	96115	98593
	2) 70056	72466	74875	77285	79696	82122	84548	86974	89399	91825	94251	96677
	3) 54034	55817	57600	59383	61166	62949	64732	66515	68298	70081	71864	73647
G4	1) 78183	80688	83193	85698	88203	90708	93213	95718	98223	100728	103233	105738
	2) 76689	79318	81965	84613	87260	89906	92553	95200	97847	100494	103141	105788
	3) 58945	60890	62835	64780	66725	68670	70615	72560	74505	76450	78395	80340
G5	1) 85882	88838	91804	94801	97799	100796	103793	106790	109787	112785	115782	118780
	2) 84231	87126	90022	92918	95813	98727	101642	104557	107473	110389	113307	116225
	3) 64500	66628	68756	70884	73012	75140	77268	79396	81524	83652	85780	87908
G6	1) 94454	97737	101020	104303	107586	110869	114152	117435	120718	124001	127285	130568
	2) 92580	95752	98944	102137	105331	108524	111717	114926	118141	121356	124572	127787
	3) 70637	72968	75299	77630	79961	82292	84623	86954	89285	91616	93947	96278
G7	1) 103907	107501	111096	114690	118285	121879	125473	129068	132662	136256	139851	143445
	2) 101752	105248	108744	112240	115737	119233	122729	126225	129721	133217	136713	140209
	3) 77349	79901	82453	85005	87557	90109	92661	95213	97765	100317	102869	105421

[Annex V follows]

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 V

AMENDMENTS TO THE STAFF REGULATIONS

Pensionable Remuneration for the Professional and Special Categories(Regulation 3.15(a))

Barème en vigueur à partir du 1er novembre 1995 / Scale in force as from November 1, 1995

(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 42990 G 32951 D 26907 S 25412	44465 34212 27764 26208	45773 35492 28620 26997	47105 36809 29476 27781	48575 38125 30331 28564	49892 39440 31186 29347	51471 40760 32044 30132	53529 42075 32899 30915	55265 43391 33754 31698	56851 44708 34610 32481						
P.2	P 54823 G 43754 D 33990 S 31914	56574 45131 34882 32730	58233 46543 35772 33539	60012 47957 36663 34349	61788 49369 37553 35158	63408 50783 38443 35969	65173 52197 39334 36779	67245 53609 40224 37588	69205 55026 41116 38399	70977 56485 42006 40018	72351 57943 42895 40018	73755 59405 43787 40830				
P.3	P 67831 G 54837 D 40997 S 38291	69937 56463 41993 39197	71972 58097 42989 40104	73914 59727 43963 41009	75918 61361 44980 41915	77895 62993 45975 42821	80003 64624 46971 43727	82524 66279 47967 44633	84177 67938 48963 45539	86403 69599 49959 46446	88036 71258 50955 47352	89979 72917 51950 48258	91991 74576 52946 49164	94046 76256 53941 50073	96149 77945 54938 50985	
P.4	P 82782 G 67706 D 48824 S 45413	84976 69475 49885 46378	87157 71240 50944 47342	89235 73005 52003 48306	91494 74774 53064 49271	93671 76565 54123 50240	95881 78362 55183 51210	98333 80159 56244 52181	100582 81955 57304 53151	102967 83751 58363 54120	104559 85546 59422 55090	106811 87346 60484 56062	109112 89141 61543 57031	111461 90954 62603 57972	113863 92782 63664 58886	
P.5	P 100694 G 82807 D 57806 S 53611	103001 84650 58893 54606	105211 86492 59981 55601	107462 88335 61068 56596	109796 90181 62155 57585	111958 92053 63241 58522	114263 93927 64328 59459	116922 95802 65415 60396	119303 97674 66501 61332	121535 99548 67588 62269	123811 101423 68675 63206	126127 103295 69761 64143	128487 105170 70848 65080			
D.1	P 113430 G 94299 D 64544 S 59645	116001 96371 65745 60680	118626 98442 66946 61716	121197 100510 68146 62750	123829 102581 69347 63786	126439 104653 70549 64821	128966 106724 71750 65857	131546 108795 72951 66893	134173 110880 74152 67913							
D.2	P 128653 G 107062 D 71946 S 66026	131741 109482 73349 67236	134651 111934 74752 68414	137674 114394 76154 69582	140764 116855 77558 70751	143923 119317 78961 71921										

P = Rémunération considérée aux fins de la pension (art. 3.15), en vigueur à partir du 1er novembre 1995 /

Pensionable remuneration (Reg. 3.15), in force as from November 1, 1995

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

ANNEX VI

AMENDMENTS TO THE STAFF REGULATIONS

Dependency

(Regulation 3.2(a))

PRESENT TEXT

Dependency

(a) "Dependent spouse" shall mean the wife or husband of a staff member whose gross annual occupational earnings are less than or equal to the gross annual salary corresponding to the first step of grade G.1 of the General Service category which is applicable to the spouse's place of work, and which is in force on January 1 of the year concerned. In the case of staff members in the Professional and higher categories, however, the said gross annual occupational earnings shall not be, at any place of work, less than the equivalent of the gross annual salary corresponding to the first step of grade G.2 of the General Service category in force on January 1 of the year concerned in New York. For staff members in the General Service category, if the gross annual occupational earnings of the spouse exceed the above-mentioned salary by an amount which is less than the amount of the allowance payable for him, the spouse shall still be deemed to be a dependant, but the amount in excess shall be deducted from the relevant dependency allowance. In the case of legal separation, the Director General shall decide in each case whether the spouse is deemed to be a dependant.

NEW TEXT

Dependency

(a) "Dependent spouse" shall mean the wife or husband of a staff member whose gross annual occupational earnings are less than or equal to the gross annual salary corresponding to the first step of grade G.1 of the General Service category which is applicable to the spouse's place of work, and which is in force on January 1 of the year concerned. In the case of staff members in the Professional and higher categories, however, the said gross annual occupational earnings shall not be, at any place of work, less than the equivalent of the gross annual salary corresponding to the first step of grade G.2 of the General Service category in force on January 1 of the year concerned in New York. If the gross annual occupational earnings of the spouse exceed the relevant above-mentioned salary limits by an amount which is less than the amount of the appropriate dependency benefit payable for him, the spouse shall still be deemed to be a dependant, but the amount in excess shall be deducted from the appropriate dependency benefit. In the case of legal separation, the Director General shall decide in each case whether the spouse is deemed to be a dependant.

