

WIPO



WO/CC/53/1
ORIGINAL: English
DATE: August 24, 2005

WORLD INTELLECTUAL PROPERTY ORGANIZATION
GENEVA

WIPO COORDINATION COMMITTEE
Fifty-Third (36th Ordinary) Session
Geneva, September 26 to October 5, 2005

STAFF MATTERS

Report by the Director General

	<u>Paragraphs</u>
I. AMENDMENTS TO THE STAFF REGULATIONS AND RULES	1 to 20
A. Amendments to the Staff Regulations provisionally decreed and applied under Staff Regulation 12.1	1 to 9
B. Amendments to the Staff Regulations under Staff Regulation 12.1	10 to 12
C. Amendments to the Staff Rules applied under Staff Regulation 12.2	13 to 20
II. INTERNATIONAL CIVIL SERVICE COMMISSION	21 and 22
III. UNITED NATIONS JOINT STAFF PENSION BOARD	23 and 24
IV. WIPO STAFF PENSION COMMITTEE	25 to 28

I. AMENDMENTS TO THE STAFF REGULATIONS AND RULES

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

Revised scales of annual gross and net remuneration after the application of staff assessment for the Professional and higher categories, effective January 1, 2005
– Regulation 3.1 and 3.16bis

1. By its resolution 59/268 of December 23, 2004, the General Assembly of the United Nations approved, effective January 1, 2005, an across-the-board increase of the base/floor salary scale in order to address the low level of the margin.
2. This results in an increase of the net salaries for these categories of 1.88 per cent. However, the post adjustment multiplier for January 2005 has been established at each duty station at a level such that the said changes have not resulted in an increase or decrease in the overall remuneration of staff members in the Professional and higher categories.
3. Pursuant to Staff Regulation 12.1(a), corresponding amendments to Staff Regulation 3.1 have been provisionally decreed and applied with effect from January 1, 2005.
4. The revised scales of net and gross remuneration for the Professional and higher categories applied with effect from January 1, 2005, are included in Staff Regulation 3.1 (Salary scales for Professional and higher categories) and reproduced in Annex I.

Salaries for staff members in the General Service category in Geneva (Staff Regulation 3.1), effective January 1, 2005

5. In accordance with the existing interim adjustment methodology, the net salaries of staff members in the General Service category in Geneva are adjusted, effective January 1, 2005, on the basis of the movement of the Geneva consumer price index over a period of 12 months from October 2003 to October 2004. The revised salaries represent an across-the-board increase of 1.57 per cent.
6. The new gross pensionable salaries are still lower than those in effect on January 1, 1994. Thus, the former gross pensionable salaries shall be retained for staff members appointed prior to October 1, 1995, until the amounts are overtaken as a result of subsequent revisions of the relevant salary scales.
7. Pursuant to Staff Regulation 12.1(a), corresponding amendments to Staff Regulation 3.1 have been provisionally decreed and applied with effect from January 1, 2005.
8. The revised scales of net and gross remuneration for the General Service category in Geneva applied with effect from January 1, 2005, are included in Staff Regulation 3.1 (Table A) and reproduced in Annex II.

9. The WIPO Coordination Committee is invited to approve the amendments to Staff Regulation 3.1 provisionally decreed and applied by the Director General as indicated in paragraphs 1 to 8, above, and contained in Annexes I and II.

B. AMENDMENTS TO THE STAFF REGULATIONS UNDER STAFF REGULATION 12.1

Accrual of annual leave under Special leave for prolonged illness – Staff Regulation 5.2(c)

10. In order to align the practices of the International Bureau to the provisions of the United Nations and the common system and to formalize the provision concerning the accrual of days of annual leave in line with the changes to Staff Rule 6.2.2 made last year concerning sick leave and special leave for prolonged illness, it is proposed to amend Staff Regulation 5.2(c), effective November 1, 2005, so as not to exclude staff members who are receiving full, half or partial compensation for their salary and allowances as a result of injury or other disability attributable to their duties.

11. The text of the proposed amendment to Staff Regulation 5.2 (Special Leave) is reproduced in Annex III.

12. The WIPO Coordination Committee is invited to approve the proposed amendment to the Staff Regulation 5.2, as indicated in paragraphs 10 and 11, above, and contained in Annex III.

C. AMENDMENTS TO THE STAFF RULES UNDER STAFF REGULATION 12.2

Accrual of annual leave – Staff Rule 5.1.1(a) and 6.2.2(a)

13. The corresponding amendment to Staff Rules 5.1.1(a) and 6.2.2(a) will be made effective November 1, 2005.

14. In order to align the practices of the International Bureau to the provisions of the United Nations and the common system and pursuant to the provision under Staff Rule 6.2.2 concerning the accrual of days of annual leave with those concerning sick leave and special leave for prolonged illness, it has been decided to amend Staff Rules 5.1.1(a) and 6.2.2(a), by deleting the reference to periods during which staff members are receiving full, half or partial compensation of their salary and allowances as a result of injury or other disability attributable to their duties.

15. The texts of the amendments to Staff Rules 5.1.1(a) (Annual Leave) and 6.2.2.(a) are reproduced in Annexes IV and V.

Education grant – Rule 3.11.1

16. By resolution 59/268, the General Assembly of the United Nations also approved, with effect from the scholastic year in progress on January 1, 2005, increases in the maximum amount of the education grant for eligible staff members, where education-related expenses are incurred in Euro in Austria, Belgium, France, Germany, Ireland, Italy, Luxembourg, the Netherlands and Spain; in Danish kroner; in Japanese yen; in Swedish kronor; in Swiss francs; in United Kingdom pounds sterling and in United States dollars.

17. In addition, the “lump sum” amounts listed in Staff Rule 3.11.1 for the purposes of the education costs have been increased in respect of boarding expenses incurred for schooling/studies in Austria, Denmark, France, Ireland, Italy, the Netherlands, Norway, Spain, Sweden and in the United Kingdom.

18. Pursuant to Staff Regulation 12.2(a), corresponding amendments have been made to the table under Staff Rule 3.11.1, with effect from the scholastic year in progress on January 1, 2005.

19. The text of the amendment to the table referred to in Staff Rule 3.11.1(C) (Amount of the Grant) is reproduced in Annex VI.

20. The WIPO Coordination Committee is invited to note the amendments to the table referred to in Staff Rule 3.11.1 and Staff Rule 5.1.1, and as indicated in paragraphs 13 to 19, above, and contained in Annexes IV, V and VI.

II. INTERNATIONAL CIVIL SERVICE COMMISSION

21. 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 this report to the governing bodies of the respective organizations. The annual report was submitted by the ICSC to the 59th (2004) session of the General Assembly of the United Nations (A/59/30). 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; nevertheless, the text is available in pdf.-format on the ICSC web-site at <http://icsc.un.org/resources/pdfs/ar/AR2004.pdf> for anybody who wishes to consult the report.

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

III. UNITED NATIONS JOINT STAFF PENSION BOARD

23. 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 2004 report was presented by that Board to the General Assembly of the United Nations at its 59th session (A/59/9/Add.1). 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; nevertheless, the text is available in pdf.-format on the UNJSPF web-site at <http://www.unjspf.org> for anybody who wishes to consult the report.

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

IV. WIPO STAFF PENSION COMMITTEE

25. 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.

26. At its 47th ordinary session in 2001, the WIPO Coordination Committee re-elected Mr. Rémi Roul as a member of the WIPO Staff Pension Committee and his term expires at the present session of the Coordination Committee. Mr. Roul has served in this capacity since 1995 and has recently informed the International Bureau that he is not in a position to stand for another period.

27. At present there is no alternate member for Mr. Roul in the WIPO Staff Pension Board and the Director General has initiated a search for qualified and suitable candidates to be elected for both the member of the Committee and the alternate for the four-year term running until the ordinary session of 2009 of the WIPO Coordination Committee. The result will be reported back to the Member States at the 2006 session of the WIPO Coordination Committee.

28. The WIPO Coordination Committee is invited to note the information contained in paragraphs 25 to 27, above.

[Annexes follow]