

Annex 3

Supply Analysis

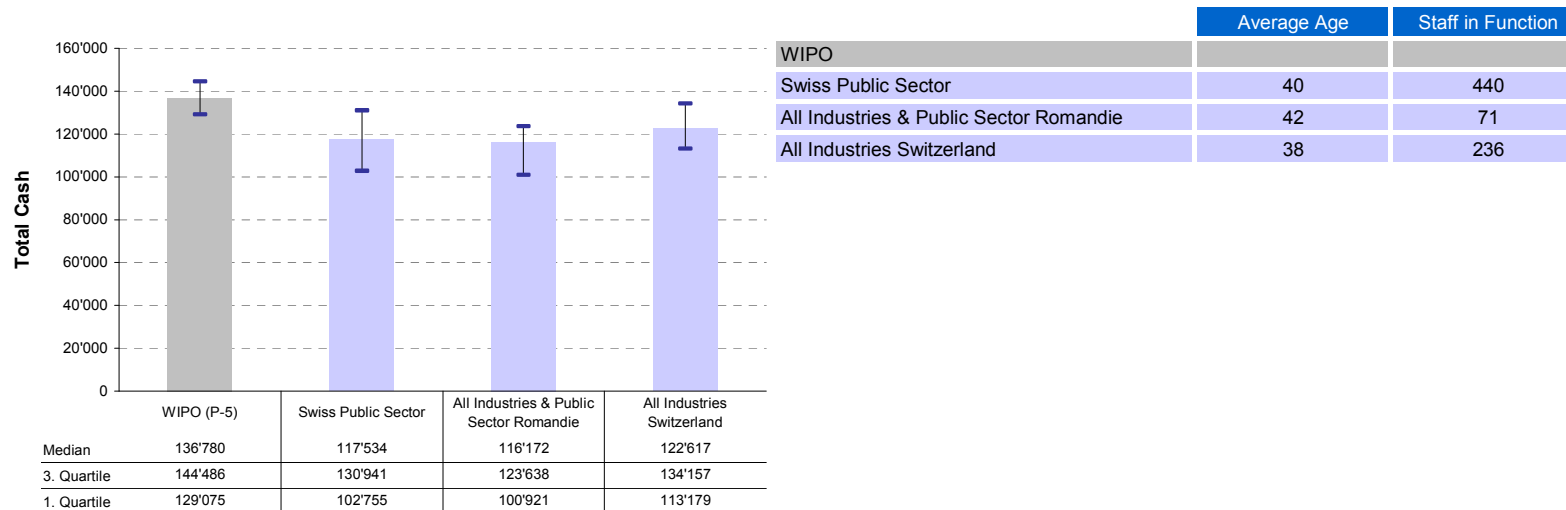
Benchmarking Data



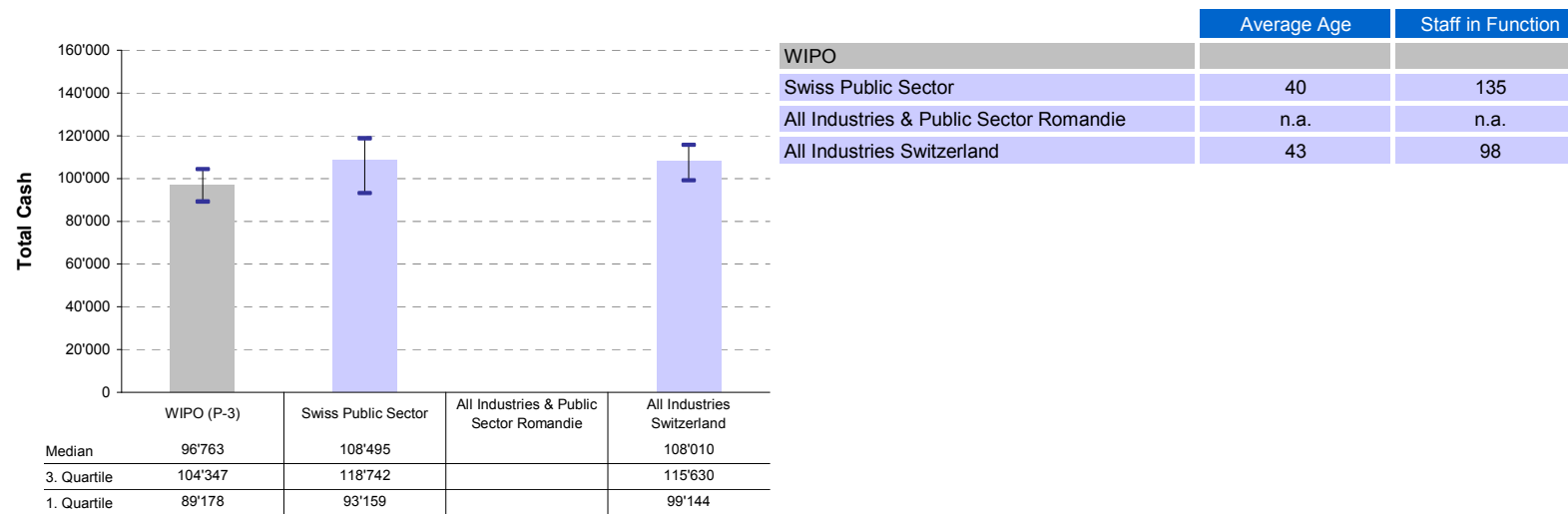
Benchmarking data : (Comparators in Switzerland : 17 organizations in 2006)

Source : Saratoga institute benchmarking in public sector statistics - 2006.

Function		Base Salary	Variable Pay	Variable Pay in %	Total Cash
Senior Legal Counsellor					
WIPO (P-5)	1. Quartile	129'075	0	0.0%	129'075
	Median	136'780	0	0.0%	136'780
	3. Quartile	144'486	0	0.0%	144'486
Swiss Public Sector	1. Quartile	102'755	0	0.0%	102'755
	Median	117'534	0	0.0%	117'534
	3. Quartile	130'941	0	0.0%	130'941
All Industries & Public Sector Romandie	1. Quartile	100'921	0	0.0%	100'921
	Median	116'172	0	0.0%	116'172
	3. Quartile	123'638	0	0.0%	123'638
All Industries Switzerland	1. Quartile	113'179	7'171	6.3%	120'350
	Median	122'617	8'488	6.9%	131'105
	3. Quartile	134'157	10'880	8.1%	145'037



Function Translator		Base Salary	Variable Pay	Variable Pay in %	Total Cash
WIPO (P-3)	1. Quartile	89'178	0	0.0%	89'178
	Median	96'763	0	0.0%	96'763
	3. Quartile	104'347	0	0.0%	104'347
Swiss Public Sector	1. Quartile	93'159	0	0.0%	93'159
	Median	108'495	0	0.0%	108'495
	3. Quartile	118'742	0	0.0%	118'742
All Industries & Public Sector Romandie	1. Quartile				
	Median		no data available		
	3. Quartile				
All Industries Switzerland	1. Quartile	99'144	3'209	3.2%	102'353
	Median	108'010	3'913	3.6%	111'923
	3. Quartile	115'630	4'984	4.3%	120'614



Function Secretary II		Base Salary	Variable Pay	Variable Pay in %	Total Cash
WIPO (G-5)	1. Quartile	83'623	0	0.0%	83'623
	Median	92'304	0	0.0%	92'304
	3. Quartile	101'013	0	0.0%	101'013
Swiss Public Sector	1. Quartile	90'440	0	0.0%	90'440
	Median	94'924	0	0.0%	94'924
	3. Quartile	98'621	0	0.0%	98'621
All Industries & Public Sector Romandie	1. Quartile	90'012	0	0.0%	90'012
	Median	95'616	0	0.0%	95'616
	3. Quartile	97'494	0	0.0%	97'494
All Industries Switzerland	1. Quartile	80'376	2'796	3.5%	83'172
	Median	87'018	3'772	4.3%	90'790
	3. Quartile	93'777	4'720	5.0%	98'497

