

BUREAUX INTERNATIONAUX
RÉUNIS POUR LA PROTECTION
DE LA PROPRIÉTÉ INTELLECTUELLE
GENÈVE, SUISSE

BIRPI

UNITED INTERNATIONAL
BUREAUX FOR THE PROTECTION
OF INTELLECTUAL PROPERTY
GENEVA, SWITZERLAND

COMITÉ DE COORDINATION INTERUNIONS, DEUXIÈME SESSION INTERUNION COORDINATION COMMITTEE, SECOND SESSION

(Genève, 28 septembre au 2 octobre 1964)
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REPORT ON STAFF QUESTIONS

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COMPOSITION OF THE SECRETARIAT

Number and geographical distribution of the employees

(1) On July 1, 1964, the staff of BIRPI comprised 62 employees according to the following details:

- the Director (national of the Netherlands);
- two Deputy Directors (nationals of the U.S.A. and France, respectively);
- 16 employees of "P" (professional) category, comprising 2 British, 3 French, 1 Irish, 1 Italian, 8 Swiss and 1 Czech (who will assume his duties on August 1, 1964);
- 43 employees of "G" (General Services) category, comprising 1 Belgian, 2 British, 1 American, 1 Italian, 4 French, 1 Portuguese and 33 Swiss.

(2) Grouped according to their nationalities, the 62 employees came from the following Member States of BIRPI:

	Higher than "P"	"P" category	"G" category	Total
1. Belgium	-	-	1	1
2. Czechoslovakia	-	1	-	1
3. France	1	3	4	8
4. Ireland	-	1	-	1
5. Italy	-	1	1	2
6. Netherlands	1	-	-	1
7. Portugal	-	-	1	1
8. Switzerland	-	8	33	41
9. United Kingdom	-	2	2	4
10. United States of America	1	-	1	2
Total	3	16	43	62

(3) The Director of BIRPI is very much aware of the need of a more equitable geographical distribution in the "P" category and above. The three new appointments which have been made in these two categories since the appointment of the new Director on January 15, 1963, have been effected from among nationals of States of which no national has hitherto been on the staff of BIRPI (Czechoslovakia, Ireland, United States of America). In the future, efforts will continue to make the appointments from States whose nationals are not yet among the employees of BIRPI so far as their qualifications permit it.

Appointment of two new Counselors

(4) After an open competition, two new Counselors were appointed by the Director:

- Mr. Bernard A. Armstrong, national of Ireland, as Head of the Financial Services and Personnel Division, carrying out also the duties of Financial Controller (assumed his duties on June 1, 1964) and

- Mr. Vladimir Dolezil, national of Czechoslovakia, legal counselor in the Industrial Property Division (assuming his functions on August 1, 1964).

(5) In conformity with Article 4.16 of the Staff Regulations, these employees have been appointed for a probationary period of two years.

Organization of the Secretariat

(6) The internal organization of the distribution of duties has not changed since the last report on this subject was presented by the Director (CCIU/I/9 and 9 Add.). Nevertheless this organization is not considered to be definitive in all its details, and the Director is studying further improvements on which he will present a report in 1965.

(7) As far as the responsibilities of the Controller are concerned, reference is made to document CCIU/II/6 the annex of which consists of draft rules implementing the financial regulations of BIRPI. These rules set out clearly the Controller's responsibilities.

QUESTIONS CONCERNING THE "REGIME COMMUN"Integration into the "régime commun"

(8) In implementing Article 2.1 (T) of the Staff Regulations, the Government of the Swiss Confederation constituted, by a decision dated October 5, 1963, a classification committee as follows:

President: Mr. Russell Cook, Director, Administrative Department, International Telecommunications Union;

Mr. Pascal Frochaux, Head, Diplomatic Section, Swiss Federal Political Department;

Mr. A. Lethbridge, Principal Officer, United Nations Organization.

(9) This Committee worked on the basis of job descriptions prepared by the management of BIRPI, each of which was approved by the employee concerned and his superiors. The Committee also heard each employee in connection with his own case. The Committee presented its report on November 20, 1963. Some employees asked that they be granted a rehearing. The Committee complied with this request, and on April 22, 1964, it presented a second report on the cases which it had re-examined. The Director wishes to repeat here his thanks to the three eminent Members of the Committee who accomplished their extremely difficult task with perfect objectivity and patience.

(10) The Director of BIRPI has followed and put into effect the advice of the Classification Committee. Five employees have presented a request to the Director asking that he re-examine his decision.

Adjustment of the contributions to the Pension Fund in the "régime commun"

(11) Article 3.15 of the Staff Regulations lays down the basis for the contributions to the Pension Fund. The Classification Committee drew the attention of the Director to the fact that this basis was not in harmony with the system of the "régime commun". The members of the Pension Fund have requested the Director to apply the system of the

"régime commun" in this matter. The Board of Directors of the Pension Fund would agree to the application of such a system.

(12) The point is as follows: It follows from Article 3.15 of the Regulations that the basis of pension, and consequently the basis of contributions, is the net salary. In the "régime commun", half of the difference between the net and gross salary ("half-gross") is added to this basis and, for categories other than "G", there will be added, as from January 1, 1965, a supplement of 5% of the "half-gross" to take account of the increase in the cost of living. (For the "G" categories, this question does not arise as the cost of living adjustments are already incorporated in their salaries.*)

(13) It is proposed that this system should also be adopted for BIRPI personnel. It will increase the annual contributions of BIRPI by about 40,000 francs and those of the staff, by about 20,000 francs. The revised Article 3.15 of the Staff Regulations would thus read as follows:

"Article 3.15 - Basis for pension and for contributions to the Pension Fund

Pensionable remuneration, as well as the basis for the contributions of BIRPI and the staff members to the Pension Fund, shall consist of the following elements:

- (a) for staff in the Professional category and above:
 - (i) the salary as set out in Article 3.1.
 - plus (ii) half of the difference between that salary and the corresponding U.N. gross salary,
 - plus (iii) 5% of the total of the amounts at (i) and (ii);

*)

In so far as the "P" categories and higher are concerned, the element which takes account of the cost of living adjustment is the "post adjustment". This adjustment is not pensionable. To compensate in part for this inequality with the "G" category, the 5% increase in question is to be granted according to a decision of the competent organs of the United Nations.

- (b) for staff in the General Service category:
- (i) the salary as set out in Article 3.1. plus, where payable, the language allowance (Art. 3.7), increased by one half of the difference between this amount and an amount equal to the corresponding U.N. gross salary equivalent;
 - (ii) where payable, the non-resident's allowance (Art. 3.6).

Adjustment of the pensions of employees who retired before integration into the "régime commun"

(14) The Director has proposed to the Supervisory Authority to adjust the pensions of the employees who retired before integration into the new salary system so that their pensions be adapted to the "régime commun". Such adjustments would cost approximately 2,400 Swiss francs per month to BIRPI. The necessary funds are included in the draft budget for 1965 (document CCIU/II/8). The Supervisory Authority indicated to the Director that it will approve the proposals if this part of the draft budget does not meet objections in the Interunion Coordination Committee. In view of the elementary considerations of equity and the relative insignificance of the amount in question, the Director of BIRPI wishes most sincerely that his proposal will not meet any opposition in the Interunion Coordination Committee.

HOLIDAY HOUSE FOR BIRPI EMPLOYEES

(15) BIRPI has concluded a contract with its Pension Fund for a holiday house, located in Zermatt and belonging to the said Pension Fund. This house was constructed in 1953 by the former Deputy Director of BIRPI, Alessandro Conte, now deceased, and was intended by him for the use of the employees of BIRPI after his death. This intention is thus being carried out. The house consists of four double bedrooms and a combined dining/living room. It is reserved for the use of BIRPI employees and their families at the rate of 10 Swiss francs per day in the summer and 15 Swiss francs in the winter.

(16) The Interunion Coordination Committee is invited to express its views in connection with the present report.