

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

BIRPI

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

COMITÉ DE COORDINATION INTERUNIONS, CINQUIÈME SESSION INTERUNION COORDINATION COMMITTEE, FIFTH SESSION

(Genève, 18-21 décembre 1967)
(Geneva, December 18 to 21, 1967)

SUPPLEMENTARY REPORT ON STAFF MATTERS

1. Paragraphs 16 to 20 of Document CCIU/V/6, issued on September 16, 1967, deal with the salaries of the Director and Deputy Directors. They contain a proposal to the effect that the Director's salary be equivalent to the UN Under-Secretary salary plus 20% (resulting in a total of \$ 25,200) and that the Deputy Directors' salary be equivalent to the UN Under-Secretary salary (i.e., \$ 21,000). As can be seen, in both cases the salary would be based--as it is today--on the UN Under-Secretary category's salary.
2. After that proposal had been made, the Secretary-General of the United Nations made a proposal to the 22nd session of the UN General Assembly, now being held, according to which the title of Under-Secretary would be replaced by two different titles, namely, Under Secretary-General and Assistant Secretary-General, with a salary of \$ 23,000 for the first and \$ 21,000 for the second. He also proposed that, of the present 33 Under-Secretaries, 11 become Under Secretaries-General and 22, Assistant Secretaries-General. The proposal is contained in UN document A/C.5/1128 of October 18, 1967. At the time of writing the present document, no final action has been taken on the proposal by the UN General Assembly but, according to information received, it has been discussed by the competent bodies of that Assembly and it is believed that it will be accepted.

3. In that case, the basis of the salaries of the Director and Deputy Directors of BIRPI--which is the basis of both the present and the proposed salaries--would disappear and would have to be replaced.

4. The proposal contained in BIRPI document CCIU/V/6 is therefore modified as follows.

5. It is proposed that the Director's salary be equivalent to the salary of the UN Under Secretary-General plus 12%, and that of the Deputy Director, the equivalent of that of the UN Under Secretary-General minus 5%.

6. In other words, the present percentages (+ 12%, - 5%) would be maintained and would not be modified (as in CCIU/V/6, where it was proposed that they be raised by 8% and 5%, respectively) but the present basis would be changed. The result, in absolute figures, would be slightly higher than that of the original proposal: for the Director, \$ 25,760 (23,000 + 12%), for the Deputy Directors, \$ 21,850 (23,000 - 5%).

7. The reason for proposing that the salaries be tied to those of the Under Secretaries-General (who will be the second echelon in the United Nations) rather than to those of the Assistant Secretaries-General (who will be the third echelon in the United Nations) is that the salary of the Director of BIRPI should not be able to fall below the salary of the second echelon of the United Nations. Tying his salary to the third echelon could have such a result, which would be undesirable in view of the fact that he is the head of an intergovernmental organization.

8. As regards the consequences on the BIRPI budget, it should be noted: (i) that the increase over present salaries would be \$ 2,240 per year for the Director and \$ 1,900 per year for each of the two Deputy Directors, (ii) that the financial consequences can be borne by the BIRPI budget as proposed, and (iii) that the increase, if approved, would not raise the pension basis in respect of the Deputy Director who is over 65 years of age, as that basis has been "frozen."

9. The Interunion Coordination Committee is invited to express its views on the proposal contained in this document.