

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)

### REPORT ON STAFF MATTERS

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COMPOSITION OF THE SECRETARIATNumber and Geographical Distribution of Staff

1. On July 1, 1967, the BIRPI staff comprised 71 officials. The table attached to this document indicates the distribution of staff according to category and nationality.

Principal Staff Changes

2. Mr. Ross Woodley, formerly Head of the Industrial Property Division, was promoted, in accordance with the favorable opinion of the Interunion Coordination Committee, "Senior Counsellor for Relations with International Organizations," with effect from November 1, 1966.

3. Applications were invited for the post of Head of the Industrial Property Division, and the candidate appointed by the Director, Mr. Klaus Pfanner, a national of the Federal Republic of Germany, took up his duties on November 1, 1966.

4. Applications were invited for the post of Head of the Division of Registrations (Madrid, Hague, and Lisbon Agreements) in 1966, as the official in charge of the registration services retired in October 1966. The candidate appointed by the Director--Mr. Léon Egger, a Swiss national--took up his duties on November 15, 1966.

QUESTIONS CONCERNING THE "COMMON SYSTEM"Integration into the "Common System"

5. The Interunion Coordination Committee was informed at its third and fourth sessions that an appeal was pending before the Administrative Tribunal of the International Labour Organisation. The appeal concerned the classification, in the "Common System" of the United Nations and its Specialized Agencies, of the post of a BIRPI official who had been in the service of BIRPI prior to the date of application of the said system by BIRPI. On May 8, 1966, the Administrative Tribunal of the ILO, in its judgment, rejected the appeal lodged against BIRPI.

Adjustment to the "Common System" of the Basis of Contributions to the Pension Fund

6. In conformity with the favorable opinion expressed by the Interunion Coordination Committee in 1966, the basis of contributions to the Pension Fund was adjusted on January 1, 1967, to the system applied within the "Common System" (change from "half gross" to "gross").

AMENDMENTS TO THE STAFF REGULATIONS

Preliminary Remarks

7. Article 12(1) of the Staff Regulations provides that the Government of the Swiss Confederation may add to or amend the articles of the Regulations and that the advice of the Interunion Coordination Committee should first be sought, as long as this does not unduly delay such modification; otherwise, the Committee is to be informed of any amendments at its first meeting following the promulgation of new rules.

8. Article 12(2) of the Staff Regulations states that "the Director shall report every year to the Interunion Coordination Committee as regards amendments made in the Staff Regulations."

9. Paragraphs 11 to 15 of the present document deal with the amendments effected since the fourth session of the Committee; paragraphs 16 to 20 deal with a proposed amendment.

10. In addition, it should be pointed out that the Director has not taken up with the Supervisory Authority the proposed amendments that would raise the age limit for certain children's allowances from 21 to 25; this decision is in accordance with the vote taken in 1966 within the Interunion Coordination Committee.

Amendments Already Effectuated

11. The salary scale for the General Services category---appearing in Article 3.1 of the Staff Regulations---has been modified so as to incorporate a 2.6% increase as from January 1, 1967. This increase was decided upon following a similar increase in the salaries of staff members of that category in other international organizations having their headquarters in Geneva and applying the "Common System."
12. Article 3.7 and Rule 3.7.1 of the Staff Regulations---concerning the language allowance---have been amended, with effect from January 1, 1967, in accordance with the advice of the Interunion Coordination Committee.
13. Article 3.15 of the Staff Regulations---relating to the basis of the pension and of the contributions to the Pension Fund---has been amended, with effect from January 1, 1967, so as to introduce the "gross" system (see paragraph 6, above).
14. Rule 7.1.9(b)(2) of the Staff Regulations, "Travel Conditions," has been amended with effect from February 1, 1967, in view of similar provisions adopted within the "Common System." The new text reads as follows:

"Officials of grade P.5 and below shall travel in 'economy' or 'tourist' class, except in exceptional cases where, having regard to the exigencies of the service, the Director may authorize the party concerned to accompany an official having the right to travel first class."
15. Provision 7.1.10(a) of the Staff Regulations, "Travel by Automobile," indicated that the subsistence allowance was calculated "on the basis of a daily distance covered of 500 kilometers." This basis has been reduced to a daily distance of 400 kilometers; the amendment took effect on April 1, 1967, and was adopted because of a similar modification made within the framework of the "Common System."

Proposed Amendment

Salaries of the Director and Deputy Directors

16. It may be recalled that, two years ago, the Interunion Coordination Committee expressed the opinion---by a vote of 10 in favor, and 2 against, and 5 abstentions---

that the Director's salary should be the equivalent of the salary of the Under-Secretary grade in the "Common System" of the United Nations and the Specialized Agencies, plus 20%, and that the Deputy Directors' salary should be the equivalent of the salary of that same grade, but that the Swiss Government fixed the salary of the Director at the level of the grade mentioned plus 12%, and that of the Deputy Directors at 5% less than the salary level of the said grade. In other words, the difference between the recommendation of the Interunion Coordination Committee and the decision of the Swiss Government is 8% in respect of the Director and 5% in respect of the Deputy Directors. Since the salary for the Under-Secretary grade is \$21,000 per year, one per cent of which being \$210 per year, the difference, in figures, between the recommendation of the Interunion Coordination Committee and the decision of the Swiss Government is \$1680 per year for the Director and \$1050 for the Deputy Directors.

17. It may further be recalled that the Director informed the Interunion Coordination Committee a year ago that, while regretting the decision of the Swiss Government --especially as it affected his two closest collaborators-- he would not take the initiative, at the fourth session (1966) of the Committee, of asking for a re-examination of the matter, in particular because it had been agreed between him and the competent Swiss authorities that the question of the increase, as proposed by the Committee at its third session (1965), would be re-examined after the Stockholm Conference (June/July 1967) (see document CCIU/IV/6, paragraphs 12 to 16). At the 1966 session, the Swiss Delegation set forth the reasons--in particular the fact that a certain number of the members of the Committee had abstained or voted against the proposal when it was put to a vote the previous year--why the Swiss Government had not followed the advice of the Committee (see document CCIU/IV/13, paragraph 12(e)).

18. As the Stockholm Conference is over, it is proposed that the Interunion Coordination Committee should repeat the opinion it expressed in 1965 at its third session and which is set forth in paragraph 16 above.

19. It does not seem necessary to reiterate here the arguments that were put forward in support of fixing the salaries in question at the levels recommended by the Interunion Coordination Committee. The volume of additional work undertaken by BIRPI since 1965, the increase over the past few years in the number of member States, and the constant strengthening of BIRPI's position among the intergovernmental organizations, supply any additional arguments that might be needed for the Interunion Coordination Committee to persist in its opinion of two years ago.

20. As regards the financial consequences on the BIRPI budget, it should be noted: (i) that the increase would be, as indicated above, \$1680 per year for the Director and \$1050 for each of the two Deputy Directors; (ii) that these financial consequences can be supported by the BIRPI budget; and (iii) that the increase, if approved, would not raise the pension basis in respect of the Deputy Director who is over 65, as this basis has been "frozen."

### PENSIONS

#### Cost-of-Living Increase

21. In view of the rising cost of living in Switzerland, where all of the retired officials of BIRPI have their residence, the Director has decided, with the authorization of the Swiss Federal Government, to increase the pensions according to the following rates:

- a payment of 11% for 1966 calculated on the 1964 pension;
- a provisional increase of 11% for 1967 on the same basis (except as concerns one official who retired in 1965, for whom the increase was fixed at 8.5%).

22. The increases indicated above correspond to the rates applied by the Swiss Federal Government to the pensions of its retired officials.

23. Seven retired BIRPI officials have benefited from this increase, which has also been applied to the ex gratia allowance paid to Mrs. Jacques Secretan, the widow of a former BIRPI Director.

24. Two officials retired in 1966. If and when the present 11% allowance is increased, they will benefit from a first adjustment of their pension as from the date on which the post adjustment, provided for in Article 3.5 of the Staff Regulations, is increased for BIRPI officials in active service. The amount of this first adjustment of pension will correspond to the difference between the present rate (11%) and the rate applicable pursuant to the next increase.

25. The Interunion Coordination Committee is invited to express its views on the matters dealt with in this document.

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Annex

Geographical Distribution of BIRPI Staff  
on July 1, 1967

	Director	Deputy Director	Special Category (D.1)	Category "P"	Category "G"	Total
Austria	--	--	--	--	1	1
Belgium	--	--	--	--	1	1
Czechoslovakia	--	--	--	1	--	1
France	--	1	--	3	6	10
Germany (Fed.Rep.)	--	--	--	1	1	2
Ireland	--	--	--	1	--	1
Netherlands	1	--	--	--	--	1
Portugal	--	--	--	1	--	1
Rhodesia	--	--	--	--	1	1
Spain	--	--	--	1	--	1
Sweden	--	--	--	--	1	1
Switzerland	--	--	--	7	33	40
United Kingdom	--	--	1	3	2	6
United States of America	--	1	--	1	--	2
U.S.S.R.	--	--	--	1	--	1
Yugoslavia	--	--	--	1	--	1
TOTAL	1	2	1	21	46	71