

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, SEPTIÈME SESSION INTERUNION COORDINATION COMMITTEE, SEVENTH SESSION

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STAFF MATTERS

Report by the Director of BIRPI

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COMPOSITION AND ORGANIZATION OF THE SECRETARIAT

Number and Geographical Distribution of Staff

1. The budget for 1969 provided for a total of 91 posts (see document CCIU/VI/6). On July 1, 1969, the BIRPI staff comprised 87 officers. (The present report takes into account only staff members holding appointments of more than one year.) Four posts were vacant (in the general service category) following separation from service, further recruitment being in process.

2. The following table shows the distribution of staff according to category and nationality, as at July 1, 1969.

	Director	Deputy Director	Special Category (D.1)	Profes- sional Category	General Services Category	Total
Austria	-	-	-	-	1	1
Czechoslovakia	-	-	-	1	1	2
France	-	-	1	4	11	16
Germany	-	-	-	2	3	5
Greece	-	-	-	-	3	3
Iran	-	-	-	-	1	1
Ireland	-	-	-	1	-	1
Italy	-	-	-	-	2	2
Netherlands	1	-	-	-	-	1
Pakistan	-	-	-	1	-	1
Portugal	-	-	-	1	-	1
Senegal	-	-	-	1	-	1
Spain	-	-	-	1	-	1
Switzerland	-	1	-	7	30	38
United Kingdom	-	-	-	4	3	7
U.S.A.	-	1	-	2	-	3
U.S.S.R.	-	-	-	1	-	1
Vietnam	-	-	-	-	1*	1
Yugoslavia	-	-	-	1	-	1
TOTAL	1	2	1	27	56	87

(*Effective date of appointment: August 1, 1969)

New Internal Organization

3. A new internal organization of BIRPI was decided upon by the Director and promulgated in an office instruction dated February 17, 1969. The structure resulting from this re-organization is set out in the organization chart attached to the present document.

DECORATION RECEIVED BY THE DIRECTOR

Advice requested of the Committee

4. On November 2, 1968, the Director received from the Chancellery of the Royal Orders of Sweden the insignia of a "Grand Officer of the Royal Order of the Polar Star." This decoration was conferred in view of the services rendered by him at the 1967 Intellectual Property Conference of Stockholm.

5. Article 1.8 of the Staff Regulations provides that the assent of the Swiss Government, on the advice of the Interunion Coordination Committee, should be obtained before acceptance by the Director of any decoration or honorary distinction. In the circumstances, the Director requests the Committee to formulate its advice on the matter.

AMENDMENTS TO THE STAFF REGULATIONS AND RULES

Preliminary Remarks

6. Article 12.1 of the Staff Regulations provides that the Government of the Swiss Confederation may add to or amend the articles of these Regulations and that the advice of the Interunion Coordination Committee is first to be sought, as long as this does not unduly delay such modifications; otherwise, the Committee is to be informed of any amendments at its first meeting following the promulgation of new provisions.

7. Article 12.2(a) of the Staff Regulations states that the Director may amend the Staff Rules after having consulted the Federal Political Department. According to Article 12.2(b) "the Director shall report every year to the Interunion Coordination Committee as regards amendments made to the Staff Rules."

Amendments Adopted

8. The modifications mentioned hereafter have either been decided upon by the Supervisory Authority or with the agreement of the latter.
9. The salary scale of professional and higher categories staff (Article 3.1) was increased as of January 1, 1969, by an average of 4.3%. At the same time, one class of the post adjustment was incorporated into the salary (following this incorporation, a reduction from Class 2 to Class 1 in the post adjustment was effected as from the same date). Such changes were introduced in accordance with decisions taken within the "Common System."
10. The salary scale of general service category staff (Article 3.1) was increased by an average of 7.6%, with effect from January 1, 1969, following a similar increase in organizations within the "Common System" in Geneva.
11. The post adjustment (Article 3.5) was raised from Class 1 to Class 2 as from May 1, 1969, following a similar increase in the organizations in Geneva applying the "Common System."
12. Article 3.8, concerning the special post allowance payable to personnel temporarily assigned to higher duties, was amended with effect from October 1, 1968. As from this date, the amount of such allowance (paragraph (c)) is equivalent to the salary increase the staff member would have received had he been promoted to the grade of the higher post in which he serves temporarily.
13. The maximum annual amount of the education grant (Rule 3.11.1 C) was raised from 3,024 Swiss francs to 4,320 Swiss francs. The lump sum, granted as part of the maximum annual amount, in the case of a child who is not a boarder in the educational institution outside the area of the duty station, was raised from 1,728 Swiss francs to 2,032 Swiss francs. In accordance with the decision taken within the "Common System," such modifications became applicable as from September 1, 1968.
14. Amendments were made to Article 4.12, which defines the terms of the letter of appointment and the acceptance of such letter by the officer appointed. This revision, which came into effect as from May 1, 1969, improves the terminology and coherence of the text, without involving any substantial modifications as to the content.

15. Rule 7.1.14(a), which determines the amount of the subsistence allowance, was the subject of a revision effective as of January 1, 1969. A relationship with U.N. rates has been defined. As regards the Director, the rule establishes a similar ratio as that concerning the determination of his salary.

16. Some minor inaccuracies in several regulations concerning separation from service (Articles 9.2, 9.5, 9.6, 9.9 and 9.11) have been corrected. These amendments, which became effective as from May 1, 1969, are in accordance with identical regulations as applied within the "Common System."

17. The texts corresponding to the above-mentioned amendments will be published in a new supplement to the BIRPI Administrative Manual. This supplement will be available to the delegates at the next meeting of the Interunion Coordination Committee. BIRPI will, meanwhile, furnish, on demand, the complete texts of the amended Regulations and Rules, as included in the relevant office instructions and information circulars distributed to BIRPI staff.

PENSIONS

Cost-of-Living Increase

18. In view of the rising cost of living in Switzerland (where all of the retired staff of BIRPI have their residence), the Director decided, with the authorization of the Swiss Federal Government, to supplement the pensions by the following payments made by BIRPI:

- a payment of 18% for 1968 calculated on the 1964 pension (five retired staff members benefited from this increase);
- a payment of 15.5% for 1968 calculated on the 1965 pension (two retired staff members benefited from this increase);
- a payment of 7% for 1968 calculated on the 1966 pension (two retired staff members benefited from this increase).

19. Similar supplements are being paid for 1969.

20. The widows of two former staff members of BIRPI have also benefited on the same basis from cost of living increases.

SALARY OF POST OF FIRST DEPUTY DIRECTOR

Adjustment proposed by the Director

21. At its last session in 1968, the Committee noted with approval the Director's suggestion that if the appointment to the post which became vacant through the retirement of Mr. Ch.-L. Magnin would be filled at the level of Second Deputy Director--rather than at the lower level of Assistant Director--Dr. A. Bogsch would receive the rank and title of First Deputy Director and an appropriate adjustment in salary would be proposed to the 1969 session of the Committee (see CCIU/VI/8, paragraph 8, and CCIU/VI/17, paragraph 42).

22. Since Mr. J. Voyame was appointed Second Deputy Director, with effect from February 15, 1969, Dr. A. Bogsch received, with effect from the same date, the rank and title of First Deputy Director. At the present time, the First and the Second Deputy Directors have, however, the same salary (98,160 Swiss francs per annum).

23. In order to adjust the salary of the First Deputy Director, the Director of BIRPI proposes that the salary and related payments (post adjustment, representation allowance, subsistence allowance) of the First Deputy Director be fixed as from February 15, 1969, at a level which is half way between that of the Director and the Second Deputy Director.

24. At the present time, when the salary of the Director is 117,580 Swiss francs per annum, and that of the Second Deputy Director is 98,160 Swiss francs per annum, such a measure would mean a salary of 107,870 Swiss francs per annum for the post of First Deputy Director.

25. The funds necessary for implementing the proposed measure are available in the BIRPI budget.

PROMOTION TO GRADE D.1

Promotion of the Head of the Industrial Property Division following the reclassification of his post at grade D.1

26. Reference is made to the discussion which took place in the

last session (1968) of the Committee concerning the post (P.5) of Head of the Industrial Property Division of BIRPI (CCIU/VI/17, paragraphs 38 to 40).

27. The responsibilities attached to that post have increased to an extent that the Director, having received favorable advice from the Classification Committee, reclassified, in June 1969, the post as D.1.

28. In the circumstances, the Director intends to promote Mr. K. Pfanner, Head of the Industrial Property Division, to the grade D.1.

29. Article 4.8 of the Staff Regulations of BIRPI, concerning "the selection and recruitment of officers," provides that appointment to any D.1 post must be made taking into account the advice of the Committee ("les nominations aux grades D.1 et au-dessus devront être effectuées compte tenu des avis de Comité de coordination interunions"). However, the question of an appointment to a post is not involved in this case but rather the promotion of the incumbent following the reclassification of his post. While the proposal to promote Mr. Pfanner does not, therefore, come formally within the scope of such article, the Director nevertheless, in order to respect the spirit of the Staff Regulations, wishes to take the advice of the Committee on the matter.

30. The funds necessary for implementing the proposal are available in the BIRPI budget.

31. The Committee is invited to express its advice on the questions treated in the present document.