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STAFF MATTERS

Report by the Director General

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I. AMENDMENTS TO THE STAFF REGULATIONS AND RULES

A. AMENDMENTS TO THE STAFF REGULATIONS PROVISIONALLY
DECREED AND APPLIED UNDER STAFF REGULATION 12.1

Pensionable remuneration for the Professional and higher categories

– Staff Regulation 3.15

1. Effective September 1, 2005, the post adjustment multiplier in New York changed, resulting in an increase of 3.8 per cent (rounded figure) in the net remuneration of staff in the Professional and higher categories in that city.

2. As a consequence, and in accordance with the provision of Article 54(b) of the Regulations of the United Nations Joint Staff Pension Fund (UNJSPF), the scale of pensionable remuneration for the above-mentioned categories has been adjusted with effect from September 1, 2005, by the same percentage as the net remuneration increase.

3. Pursuant to Staff Regulation 12.1(a), corresponding amendments to Staff Regulation 3.1 have been provisionally decreed by the Director General and applied with effect from September 1, 2005.

4. The revised scale of pensionable remuneration for the Professional and higher categories is included in Staff Regulation 3.1 (Salary scales for Professional and higher categories) and reproduced in Annex I.

Scales of gross remuneration and the internal taxation for staff in the Professional and higher categories – Staff Regulations 3.1 and 3.16bis

5. By its resolution 60/248 of December 23, 2005, the General Assembly of the United Nations approved, effective January 1, 2006, a revised internal taxation scale and a related modification of the scales of gross amounts for staff members in the Professional and higher categories. These changes did not result in an increase or decrease in the overall remuneration of staff members in the said categories.

6. Pursuant to Staff Regulation 12.1(a), corresponding amendments to Staff Regulations 3.1 and 3.16bis have been provisionally decreed by the Director General and applied with effect from January 1, 2006.

7. The revised scale of gross remuneration for the Professional and higher categories is included in Staff Regulation 3.1 (Salary scales for Professional and higher categories) and reproduced in Annex I. The revised scale of internal taxation for the Professional and higher categories is included in Staff Regulation 3.16bis (Internal Taxation) and reproduced in Annex II.

Salaries and Language Allowance for staff members in the General Service category in New York
– Staff Regulation 3.1

8. Effective May 1, 2005, and in accordance with the existing interim adjustment procedure, the net salaries of staff members in the General Service category in New York were adjusted on the basis of the movement of the consumer price index of New York over a period of 12 months, from April 2004 to April 2005, resulting in an average increase of 3.7 percent.

9. With effect from the same date, the language allowances have been revised for staff members in the General Service category in New York.

10. Pursuant to Staff Regulation 12.1(a), the corresponding new scale under Staff Regulation 3.1 (Table D), and the revised language allowances under Staff Regulation 3.7(b) have been provisionally decreed by the Director General and applied with effect from May 1, 2005.

11. The revised scale of pensionable, net and gross remuneration for the General Service category in New York is included in Staff Regulation 3.1 (Table D) and reproduced in Annex III. The revised amounts of the language allowances for staff members in the General Service category in New York is included in Staff Regulation 3.7(b) (Language Allowance) and reproduced in Annex IV.

Salaries for staff members in the General Service category in Geneva
– Staff Regulation 3.1

12. In accordance with the existing interim adjustment methodology, the net salaries of staff members in the General Service category in Geneva are adjusted, effective January 1, 2006, on the basis of the movement of the Geneva consumer price index over a period of 12 months from October 2004 to October 2005. The revised salaries represent an across-the-board increase of 1.46 per cent.

13. The new gross pensionable salaries are now higher than those in effect on January 1, 1994. The previous scale of pensionable remuneration (Table C), which contained the gross pensionable salaries for staff members in the General Service category who entered into service in Geneva during the period from October 1, 1995, to December 31, 2005, has therefore been abolished.

14. Pursuant to Staff Regulation 12.1(a), corresponding amendments to Staff Regulation 3.1 (Table A) have been provisionally decreed by the Director General and applied with effect from January 1, 2006.

15. The revised scale of pensionable, net and gross remuneration for staff members in the General Service category in Geneva is included in Staff Regulation 3.1 (Table A) and reproduced in Annex V.

16. The WIPO Coordination Committee is invited to approve the amendments to Staff Regulations 3.1, 3.7 and 3.16bis, provisionally decreed and applied by the Director General as indicated in paragraphs 1 to 15, above, and contained in Annexes I to V.

B. AMENDMENTS TO THE STAFF REGULATIONS PROPOSED UNDER STAFF REGULATION 12.1

Activities and Interests outside the International Bureau

– Regulation 1.6

17. In the context of streamlining administrative procedures and practices, the Director General appointed in April 2005 an internal working group to revise the present text of Regulation 1.6 (Activities and Interests Outside the International Bureau) with a view to making the text more consistent with related provisions and best practices in the United Nations and in other Specialized Agencies within the common system, by clarifying and defining which activities are clearly prohibited or subject to prior consent, and which may be undertaken at the staff member's discretion on their own time, without the need for the express prior consent of the Director General, also bearing in mind the principles reflected in Regulation 1.8 (Honors and Gifts).

18. The proposed text for the amendment of Regulation 1.6 was distributed under verbal note C.N 2566 of August 12, 2005, and substantive comments have been received from some delegations; see also paragraph 11 of document WO/CC/53/3, dated October 5, 2005. The substance of these comments have to a large extent been included in the revised text.

19. The Director General will establish procedures for requests for authorization under Regulation 1.6 and for the filing of declarations under this Regulation in order to align the procedures of the International Bureau to the best practices of the United Nations common system organizations.

20. The revised text of Staff Regulation 1.6 (Activities and Interests outside the International Bureau) is reproduced in Annex VI.

Classification Committee

– Regulation 2.1

21. The importance of the duties and responsibilities attached to each grade of the posts in the International Bureau shall be determined by the Director General in the light of the standards for staff in the Professional and Special categories used by the other intergovernmental organizations of the United Nations common system and, for staff in the General Service category, the common standards for Geneva or for New York, and after having sought the advice of a Classification Committee designated by him.

22. The Committee is presently composed of four persons: a chairman, who must be a person with experience of staff matters in intergovernmental organizations and who must not be a staff member of the International Bureau, and three staff members of the

International Bureau, of whom one shall be designated from a list of three names submitted by the Staff Council and one shall be the Director of the Human Resources Management Department of the International Bureau. The Classification Committee makes recommendations to the Director General on technical issues for which it is required to have specialized knowledge of, and specific training in, the exercise of the different job classification standards used within the common system of the United Nations.

23. In order to have a larger group from which the Director General may select when appointing members of the Committee, it is proposed that the Director of the Human Resources Management Department of the International Bureau may be replaced by his representative.

24. The text of the proposed amendments to Staff Regulation 2.1 (Classification of posts) is reproduced in Annex VII.

Dependency

– Regulation 3.2

25. A basic principle in the common system of the United Nations is that matters of personal status are determined by reference to the law of the country of nationality of the staff member. This practice, which is consistent with recent evolution of the jurisprudence in the ILO Administrative Tribunal (ILOAT), is guided by the principles that employment opportunities must be offered equally and that entitlements should be determined in a fair and equitable manner. Diversity promotes greater understanding, awareness and innovation, and productivity depends, to a great extent, on the well-being of staff and their family members.

26. In order to align the practice of the International Bureau to that of the United Nations (as expressed in UN document ST/SGB/2004/13 of September 24, 2004), it is proposed to amend the International Bureau's definition of "spouse" contained in Staff Regulation 3.2(a) for determining the personal status of a staff member for the purposes of entitlements under the WIPO Staff Regulations and Staff Rules.

27. If the marriage, domestic or same-gender partnership is legally recognized under the law of the country of nationality of the staff member, the International Bureau will recognize it for purposes of the WIPO Staff Regulations and Staff Rules and the staff member's partner – be it by marriage, or legally recognized domestic or same-gender partnership – will be considered to have the status of his/her spouse for all administrative purposes. If a staff member has more than one nationality, the determination is made by reference to the law of the country of nationality recognized by the Organization for the purposes of the Staff Regulations, pursuant to Regulation 4.6.

28. The determination whether the spouse is a dependent spouse in accordance with Regulation 3.2(a) has an effect on the staff member's entitlement under the respective Staff Regulations to the payment of assignment, termination, repatriation and death grants; travel upon appointment, transfers, home leave and separation; removal; transportation of remains and also for the purpose of social security benefits.

29. The International Bureau recognizes only one spouse for the purpose of dependency status. Where more than one spouse is legally recognized in the country of the staff member's nationality, the staff member may elect which spouse to designate for dependency purposes.

The names of other spouses should be recorded for the purposes of the United Nations Joint Staff Pension Fund.

30. The financial implications of the proposed amendment are being evaluated and will be communicated to the Program and Budget Committee at its first session in 2007. Any financial impact of the proposed amendment on the budget of the current biennium will be reflected, if necessary, in the revised budget for 2006-2007.

31. The text of the proposed amendment to Staff Regulation 3.2 (Dependency Allowance) to be made effective November 1, 2006, is reproduced in Annex VIII. Similar adjustments related to the definition of "spouse" (husband and wife) will be made in Staff Regulation 3.5(d) (Post Adjustment) and Rules 5.3.1(m) (Home Leave), 7.1.4(b) (Loss of Entitlements to Return Travel), 7.1.25(f) (Removal Expenses), 7.1.26(c) (Loss of Entitlements to Removal Expenses), 9.7.1(5) (Repatriation Grant); these texts are not reproduced at annex.

Post Adjustment – Regulation 3.5

32. The establishment of duty stations outside Headquarters makes it necessary to introduce specific procedures for staff members who are being transferred between the different duty stations and, thus, to adapt to practices of other United Nations common system organizations.

33. It is recommended that the Staff Regulations and Staff Rules of the International Bureau be aligned with the principles expressed in the relevant Staff Rules on the Post Adjustment scheme of the United Nations.

34. The text of the proposed amendments to Staff Regulation 3.5 (Post Adjustment) is reproduced in Annex IX.

International Recruitment – Regulation 4.5

35. Following the introduction of a rental subsidy scheme in 1983, Regulation 4.5 contains a reference to different dates of implementation for staff members in the Professional and higher categories and in the General Service category. Due to the fact that the payment of a rental subsidy is limited to the first seven years of service at the staff member's duty station, the present reference to the implementation dates is obsolete. It is therefore proposed to delete this part of the text and, at the same time, to edit the text in order to make it easier to read.

36. The text of the proposed amendments to Staff Regulation 4.5 (International Recruitment) is reproduced in Annex X.

Selection and Recruitment of Staff Members – Regulation 4.8

37. In line with the recommendation of the Joint Inspection Unit (JIU/REP/2005/1) and pursuant to Regulation 4.8(b) concerning the practice of direct recruitment, the General

Assembly in 2005 noted the information provided in document A/41/12 that there has been no direct recruitment at WIPO since August 2004 and that the practice continues to be suspended.

38. Henceforth, when certain services in the Professional and Special categories are urgently required, alternative contractual modalities may be initiated in order to meet operational needs (Special Labor Contracts, Special Service Agreements, Consultancies) while preserving the competitive nature of a normal recruitment process. It is therefore proposed to amend Regulation 4.8(b) by deleting the reference to the direct recruitment procedures. The International Bureau will, in parallel, continue to follow closely the ongoing review undertaken by the International Civil Service Commission (ICSC) of contractual arrangements within the common system of the United Nations.

39. In this context, and pursuant to Staff Regulation 12.2.(a), it should be noted that a new Rule 4.8.1 has been introduced, effective July 1, 2006, in order to avoid that the deletion of the direct recruitment procedures cause unintended limitations to the procedures of recruitment of time-limited Junior Professional Officers (JPOs) financed by Funds-in-Trust (FiT) and specific posts in the General Service category which are filled on the basis of cooperation arrangements with national and regional intellectual property offices and governments of Member States. Staff members recruited according to this procedure shall be granted fixed-term appointments, not exceeding three years, and which shall not be extended or converted to permanent appointments.

40. The text of the proposed amendments to Staff Regulation 4.8 (Selection and Recruitment of Staff Members) is reproduced in Annex XI. The text of the new Staff Rule 4.8.1 (Appointments under Funds-in-Trust Agreements) is reproduced in Annex XII.

Appointment and Promotion Board

– Regulation 4.9

41. Pursuant to Regulation 4.9, and with reference to Annex II to the Staff Regulations and Staff Rules, the Director General shall set up *ad hoc* appointment boards to advise him in all cases where a vacancy has been the subject of a competition in the Professional or General Service categories. Based on the recommendation of the Joint Inspection Unit in its report JIU/REP/2005/1, the fifty-third session of the Coordination Committee in 2005 approved the amendment to Regulation 4.8(a), proposed by the Director General on the selection and recruitment of staff members, in order to reflect that the advice of the Coordination Committee is no longer required on appointments to posts in the Special category. The Director of the Human Resources Management Department shall be a member of the different boards *ex officio*, without the right to vote, and shall provide secretarial support to the boards.

42. Following the amendment to Regulation 4.8(a), it is proposed to amend Regulation 4.9(a) in order to include cases where a vacancy has been the subject of a competition in the Special category. Furthermore, bearing in mind the number of competitions which take place every year, and also noting the consideration expressed in paragraphs 21 to 24, above, concerning the appointment of the Members of the Classification Committee, it is proposed to amend Regulation 4.9(b) in order to allow for the Director General to appoint a representative of the Director of the Human Resources Management Department to replace him as an *ex officio* member of, and secretary to, the boards.

43. The text of the proposed amendments to Staff Regulation 4.9 (Appointment and Promotion Board) is reproduced in Annex XIII.

Fixed-Term Appointments

– Regulation 4.15

44. In order to better reflect the present conditions of appointments under Funds-in-Trust arrangements made in accordance with the new Rule 4.8.1 (see paragraph 39, above), it is proposed to introduce a new paragraph (c), specifying that such appointments shall be for a period whose minimum and maximum duration are set under the terms of the relevant Funds-in-Trust Arrangement, but in no case beyond three years. The present paragraphs (c) and (d) become paragraphs (d) and (e).

45. The text of the proposed amendment to Staff Regulation 4.15 (Fixed-Term Appointments) is reproduced in Annex XIV.

Termination

– Regulation 9.1

46. Whereas the Staff Regulations and Staff Rules explicitly exclude payment of some entitlements to a staff member who abandons his post, the text of the present Regulation 9.1 does not include any provision which opens the possibility for the termination of the employment contract of a staff member who may be deemed to have abandoned his post.

47. It is proposed to amend Regulation 9.1 to allow the Director General to terminate the employment contract, without regard to the period of notice under Regulation 9.5, of a staff member on fixed-term or permanent contract who abandons his post. The definition of what constitutes abandonment of post and the procedure to be followed in such cases will be fixed by the Director General in an Office Instruction.

48. The text of the proposed amendments to Staff Regulation 9.1 (Termination) is reproduced in Annex XV.

Termination Indemnity

– Regulation 9.6

49. Pursuant to Regulation 9.6(b), the number of years of service for the calculation of the termination indemnity shall mean the total period of a staff member's full-time continuous service with the International Bureau up to a maximum of 15 years, regardless of types of appointment. Continuity of service shall not be considered broken by periods of less than one full month of special leave without pay or with partial pay. Furthermore, and in accordance with the principles contained in the former "Inter-Organizations Agreement concerning Transfer, Secondment and Loan of Staff among Organizations applying the United Nations Common System of Salaries and Allowances" (now replaced by the "Inter-Agency Mobility Accord"; see Part II, paragraphs 79 to 82, below), periods of continuous service with another organization in the common system immediately preceding the appointment with the International Bureau are included in the calculation of the years of service.

50. Regulation 9.6(c) provides, on the other hand, that any staff member whose appointment took effect prior to November 1, 1977, shall receive, where applicable, the indemnities provided for in Regulation 9.6 according to its tenor on October 31, 1977, should the amount of the latter indemnities be higher than that of the indemnities provided for in the present tenor of Regulation 9.6(a) and (b). This is a provision that was introduced in order to secure accrued rights of persons who already were staff members of the International Bureau at that time and it is not applicable to staff transferred to the International Bureau from other common system organizations at a later date, even though they have entered into service of the United Nations common system prior to November 1, 1977.

51. In order to clarify and reflect these two issues, it is proposed to amend Regulation 9.6(b) and (c) accordingly.

52. The text of the proposed amendments to Staff Regulation 9.6(b) and (c) (Termination Indemnity) is reproduced in Annex XVI.

Repatriation Grant

– Regulation 9.7

53. Pursuant to Regulation 9.7.(a), staff members whom the International Bureau is bound to repatriate shall be entitled to a repatriation grant. Whereas the conditions and definitions relating to eligibility for this grant are determined by the Staff Rules, Regulation 9.7(a) provides that the amount of the grant shall be proportional to length of service with the International Bureau and shall be calculated on the basis of the following table, it being understood that, if the period of continuous service away from the home country exceeds 12 years, the amount of the grant shall be the same as if that period had in fact been 12 years. In line with the calculation of the termination indemnity to be paid in accordance with Regulation 9.6 (see paragraphs 49 to 52, above), periods of continuous service away from the staff member's home country with another organization in the common system immediately preceding the appointment with the International Bureau are counted for in the calculation of the years of service, on the condition that the releasing organization has not already provided a repatriation grant to the staff member covering his years of service in that organization.

54. Regulation 9.7(b) provides, on the other hand, that any staff member whose appointment took effect prior to November 1, 1977, shall receive, where applicable, the grant provided for in Staff Regulation 9.7 and Staff Rule 9.7.1 according to their tenor on October 31, 1977, should the amount of the latter grant be higher than that of the grant provided for in present tenor of Regulation 9.7(a). As for the termination indemnity, this is a provision that was introduced in order to secure rights accrued by persons who already were staff members of the International Bureau at that time and it is not applicable to staff transferred to the International Bureau from other common system organizations at a later stage, even though they have entered into service of the United Nations common system prior to November 1, 1977.

55. In this context, it should furthermore be noted that Rule 9.7.1 provides that payment of the repatriation grant shall be subject to the presentation of evidence of the staff member's relocation away from the country of the last duty station. The evidence provided by the former staff member shall consist of documentary proof that he has established residence in a country other than that of the last duty station, such as a declaration by the immigration, police, tax or other authorities of the country, by the senior United Nations official in the country or by the former staff member's new employer, or such other form of documentary

evidence as the Director General considers satisfactory. Notwithstanding this requirement, staff members who were already in service before January 1, 1981, retain the entitlement to repatriation grant proportionate to the years and months of service qualifying for the grant which they already had accrued at that date without the necessity of production of evidence of relocation; the exercise of any additional entitlement accrued after that date shall, however, be subject to the conditions set out above. This is a provision that was introduced in order to secure accrued rights of persons who already were staff members of the International Bureau at that time and it is not applicable to staff transferred to the International Bureau from other common system organizations at a later date, even though they have entered into service of the United Nations common system prior to January 1, 1981.

56. In order to clarify and reflect these two issues, it is proposed to amend Regulation 9.7(a) and (b) accordingly. In addition, and pursuant to Staff Regulation 12.2.(a), the corresponding amendment will be made to Staff Rule 9.7.1.

57. The text of the proposed amendments to Staff Regulation 9.7(a) and (b) (Repatriation Grant) is reproduced in Annex XVII. The text of the amendment to Staff Rule 9.7.1(10) (Repatriation Grant) is reproduced in Annex XVIII.

58. *The WIPO Coordination Committee is invited to:*

(a) approve the proposed amendments to Staff Regulations 1.6, 2.1, 3.2, 3.5, 4.5, 4.8, 4.9, 4.15, 9.1, 9.6 and 9.7, as indicated in paragraphs 17 to 54, 56 and 57, above, and contained in Annexes VI to XI and XIII to XVII; and

(b) to note the amendments to Staff Rules 4.8.1 and 9.7.1, as indicated in paragraphs 39, 56 and 57, above, and contained in Annexes XII and XVIII.

C. AMENDMENTS TO THE STAFF RULES APPLIED UNDER STAFF REGULATION 12.2

Education Grant (Definitions)

– Rule 3.11.1(A)

59. The cost of attendance at an educational institution includes enrollment fees and the cost of prescribed textbooks, courses, examinations and diplomas but not boarding fees, school uniforms and optional charges. In line with the practices of other common system organizations, the costs of attendance may, if justified by local conditions, include the costs of midday meals, surveillance during the midday break and the cost of daily group transportation, if these activities are provided and billed by the educational institution. In order to reflect the present practice and clarify the present text, Rule 3.11.1 (A) has been slightly adjusted. In this context it should be noted that the International Civil Service Commission (ICSC) is presently studying the present education grant methodology with the intention of streamlining and simplifying provisions and processes and it is expected that

important changes to Regulation 3.11 will be presented to the Coordination Committee in 2007.

60. Pursuant to Staff Regulation 12.2.(a), the corresponding amendments have been made to Staff Rule 3.11.1(A)(3), effective May 1, 2006.

61. The text of the amendments to Staff Rule 3.11.1(A)(3) (Education Grant – Definitions) is reproduced in Annex XIX.

Local Recruitment

– Rule 4.4.1

62. In order to reflect the present practice of the International Bureau following the establishment of several duty stations, Staff Rules 4.4.1(a) and (c) have been amended by deleting the specific reference to Geneva.

63. Pursuant to Staff Regulation 12.2.(a), the corresponding amendments have been made to Staff Rule 4.4.1, effective November 1, 2005.

64. The text of the amendments to Staff Rule 4.4.1(a) and (c) (Local Recruitment) is reproduced in Annex XX.

Travel Conditions

– Rule 7.1.9

65. Air transportation conditions are constantly and rapidly changing and in order for the Organization to be in a position to adapt the mode of application of rules governing the conditions of official travel by air, a new Staff Rule 7.1.9(b)(7) has been included, allowing the Director General, from time to time, to adapt the rules on air travel conditions in accordance with the conditions offered by the air carrier companies.

66. Pursuant to Staff Regulation 12.2.(a), the corresponding amendment has been made to Staff Rule 7.1.9(b)(7), effective May 1, 2006.

67. The text of the amendments to Staff Rules 7.1.9(b) (Travel Conditions) is reproduced in Annex XXI.

Assignment Grant

– Rule 7.1.18

68. In order to align the WIPO Staff Regulations and Rules with those of other organizations of the common system of the United Nations and to the principles contained in the “Inter-Organization Agreement concerning Transfer, Secondment or Loan of Staff among the Organizations applying the United Nations Common System of Salaries and Allowances” (now replaced by the “Inter-Agency Mobility Accord”; see Part II, paragraphs 79 to 81, below) and in order to reflect the present practice of the International Bureau following the establishment of several duty stations, staff who are transferred between different duty stations shall be entitled to the assignment grant on the conditions set forth in the Staff Rules.

69. Pursuant to Staff Regulation 12.2.(a), the corresponding amendment has been made to Staff Rule 7.1.18, effective November 1, 2005.

70. The text of the amendment to Staff Rule 7.1.18(a) (Assignment Grant) is reproduced in Annex XXII.

Removal Expenses

– Rule 7.1.25

71. As for the Assignment Grant (see paragraphs 68 to 70, above), the establishment of duty stations outside Headquarters has made it necessary to specify the internationally recruited staff member's entitlement to the payment of the cost of removal of his household goods and personal belongings upon transfer between different duty stations and, thus, to adapt to practices of other United Nations common system organizations.

72. Pursuant to Staff Regulation 12.2.(a), the corresponding amendment has been made to Staff Rule 7.1.25, effective July 1, 2006.

73. The text of the amendment to Staff Rules 7.1.25 (Removal Expenses) is reproduced in Annex XXIII.

Appeal Board

– Rule 11.1.1

74. Recent experience in the preparation of the submissions on behalf of the Director General to the WIPO Appeal Board, and the significant and sustained increase in the volume of staff appeals, has shown that the deadlines previously provided in Chapter XI of the WIPO Staff Regulations and Staff Rules were insufficient.

75. Reasonable deadlines, balanced with the need for the administration of justice at WIPO to proceed expeditiously significantly enhance the thorough and timely preparation of the cases and allow for greater flexibility in planning the work of the organizational units principally involved in the appeal process. The main objectives of the amendments are: to increase the time available to the Administration to prepare its response, to clarify the provisions with respect to the opportunity for the staff member and the Administration to submit follow-up pleadings (a rejoinder and a surrejoinder) and give specific timelines for these and finally to extend the time available for the deliberations of the WIPO Appeal Board. These changes would further enhance the administration of justice at WIPO by significantly increasing the likelihood that all relevant information is made available, and for due process to be observed by allowing such information to be challenged by both the staff member and the Administration (as the case may be). It would also allow for reasonable time for the deliberations of the WIPO Appeal Board.

76. Pursuant to Staff Regulation 12.2.(a), the corresponding amendments have been made to Staff Rule 11.1.1, effective May 1, 2006.

77. The text of the amendment to Staff Rule 11.1.1(e) (Appeal Board) is reproduced in Annex XXIV.

78. *The WIPO Coordination Committee is invited to note the amendments to Staff Rules 3.11.1, 4.4.1, 7.1.9, 7.1.18, 7.1.25, and 11.1.1, as indicated in paragraphs 59 to 77, above, and contained in Annexes XIX to XXIV.*

II. INTER-AGENCY MOBILITY ACCORD¹

79. Effective January 1, 2006, the “Inter-Organization Agreement concerning Transfer, Secondment and Loan of Staff among Organizations applying the United Nations Common System of Salaries and Allowances” (revision June 2003) was superseded and replaced by the “Inter-Agency Mobility Accord”, as adopted by the High Level Committee on Management (HLCM) on behalf of the Chief Executives Board for Coordination (CEB). Recognizing that mobility is critical for strengthening the cohesiveness as well as effectiveness of the United Nations system’s response to global challenges and for building a competent, versatile, multi-skilled and experienced international civil service, the CEB affirmed in November 2003 its commitment to actively promote mobility among organizations of the common system. By endorsing a statement calling for enhanced mobility among the United Nations common system organizations, the CEB Executive Heads established the goals to be achieved in this regard as reflected and outlined in the new “Inter-Agency Mobility Accord”.

80. Staff members who already were on secondment or loan on December 31, 2005, will continue to be treated in accordance with the “Inter-Organization Agreement concerning Transfer, Secondment or Loan of Staff among the Organizations applying the United Nations Common System of Salaries and Allowances”. The principles of the new “Accord” will be applicable for future exchanges of staff or when a present secondment or loan agreement comes up for renewal/extension.

81. *The WIPO Coordination Committee is invited to note the information contained in paragraphs 79 and 80, above.*

III. INTERNATIONAL CIVIL SERVICE COMMISSION

82. Under Article 17 of its statute, the International Civil Service Commission (ICSC) is required to submit an annual report to the General Assembly of the United Nations. The Executive Heads of the other organizations of the United Nations system of organizations are required to transmit this report to the governing bodies of the respective organizations. The annual report was submitted by the ICSC to the 60th (2005) session of the General Assembly of the United Nations (A/60/30). Since the report was included in the documentation of the said session of the General Assembly of the United Nations, it is not reproduced by the International Bureau; nevertheless, the text is available in pdf.-format on the ICSC website at <http://icsc.un.org/resources/pdfs/ar/AR2005.pdf> for anybody who wishes to consult the report.

¹ This is available in English upon request. The French version will be issued by the CEB Secretariat at a later date.

83. The WIPO Coordination Committee is invited to note the information contained in the preceding paragraph.

IV. UNITED NATIONS JOINT STAFF PENSION BOARD

84. Under Article 14(a) of the Regulations of the United Nations Joint Staff Pension Fund (UNJSPF), the United Nations Joint Staff Pension Board is required to present a report annually to the General Assembly of the United Nations and to the other organizations members of the said Fund. The 2005 report was presented by that Board to the General Assembly of the United Nations at its 60th session (A/60/183). Since the report was included in the documentation of the said session of the General Assembly of the United Nations, it is not reproduced by the International Bureau; nevertheless, the text is available in pdf.-format on the UNJSPF website at <http://www.unjspf.org> for anybody who wishes to consult the report.

85. The WIPO Coordination Committee is invited to note the information contained in the preceding paragraph.

V. WIPO STAFF PENSION COMMITTEE

86. The WIPO Coordination Committee decided, at its ordinary session of 1977, that the WIPO Staff Pension Committee would consist of three members and three alternate members, one member and one alternate to be elected by the WIPO Coordination Committee. The members elected by the WIPO Coordination Committee serve a four-year term of office.

87. At its 47th ordinary session in 2001, the WIPO Coordination Committee re-elected Mr. Rémi Roul as a member of the WIPO Staff Pension Committee and his term expired at the end of the 53rd session of the Coordination Committee in 2005. Mr. Roul has informed the Director General that he will continue to stand as an alternate member until suitable candidates are found to be elected. The Director General has initiated a search for qualified and suitable candidates for both the member of the Committee and the alternate for the four-year term running until the ordinary session of 2009 of the WIPO Coordination Committee.

88. The WIPO Coordination Committee is invited to note the information contained in paragraphs 86 and 87, above.

[Annexes follow]