

## **WIPO Coordination Committee**

**Sixty-Sixth (43<sup>rd</sup> Ordinary) Session**  
**Geneva, October 1 to 9, 2012**

### **ANNUAL REPORT ON HUMAN RESOURCES**

#### *Corrigendum*

This corrigendum is required to make two corrections to information published earlier:

- paragraph 50, page 10 “(b) Classification Policy” should be replaced due to subsequent agreements reached by the Consultative Group on Chapter II of the Staff Regulations and Staff Rules (SRR) on classification; it should now read as follows:

“50. Work is ongoing to develop and produce a classification policy by the end of the year. A policy was drafted by HRMD, and shared with SMT members and the Staff Council. Subsequently the Consultative Group reviewed the Classification Chapter in the SRR and made a proposal, supported by HRMD, for key changes in WIPO’s approach to reclassification. Subject to the approval of the revised SRR, the reclassification of posts will now trigger a competitive process for all changes of Category (G to P and P to D), for upgrades within the Director category and whenever the same incumbent is reclassified on the same post more than once. This approach would align WIPO with best practices in the UN system, while leaving some room for growth in the job. The policy will be finalized in line with the proposed changes in the SRR and will be ready for implementation once the revised SRR are promulgated. This proposed policy links reclassification and organizational planning and will establish a more systematic approach to reclassification linked to strategic objectives and expected results.”

- the numbering in the revised SRR published as document WO/CC/66/2 has resulted in a change to the Regulation number (3.24 instead of 3.21). As a consequence, paragraph 81, page 15 "Regulation 3.21" should be replaced by the following text:

"81. Consequently, it is proposed to implement a new regulation (Regulation 3.24) on mobility and hardship.

Regulation 3.24

MOBILITY AND HARDSHIP

- (a) The mobility and hardship scheme is composed of three allowances: mobility, hardship and non-removal. Mobility and hardship shall be paid as prescribed by the Director General by Office Instruction on the basis of conditions and procedures agreed among the international organizations in the United Nations common system and promulgated by the ICSC.
- (b) Official duty stations shall be categorized according to conditions of life and work and on the basis of criteria agreed among the international organizations concerned for classifying official stations. Headquarters, North American and European official stations and similar designated locations shall be categorized H official stations, whereas all other official stations shall be categorized from A to E.
- (c) A staff member appointed or reassigned to a new duty station for one year or more may be paid a mobility and hardship allowance. The amount of this allowance, if any, shall be determined by the Director General, taking into account in particular the length of the staff member's continuous service in the United Nations common system, the number and category of duty stations at which he or she has previously served, the length of time served at each duty station, the degree of difficulty of life and work at each duty station and whether or not the staff member has an entitlement to a removal of his or her household goods at the expense of the International Bureau.
- (d) After five years of continuous service at the same duty station, payment of the mobility element and of the "household non-removal" element of the mobility and hardship allowance shall be discontinued.
- (e) The level of the hardship, mobility and non-removal allowances are established by the ICSC.
- (f) This regulation shall not apply to temporary staff members."

[End of document]