

## WIPO Coordination Committee

**Seventy-Fourth (48<sup>th</sup> Ordinary) Session**  
**Geneva, October 2 to 11, 2017**

### AMENDMENTS TO STAFF REGULATIONS AND RULES

#### *Addendum*

1. Currently, Staff Regulation 9.10 on “Age Limit for Retirement” allows the Director General to retain in service, until the age of 65, staff members whose statutory retirement age is 60 or 62. However, it does not allow the retention in service beyond retirement age of staff members whose statutory retirement age is 65.
2. In order to align the Organization’s legal provisions with those of other organizations of the United Nations common system, it is proposed to amend Staff Regulation 9.10 to introduce the possibility, for the Director General, to extend any staff member beyond the statutory retirement age, in exceptional cases, if he or she considers it to be in the interests of the Organization. Any limitations in respect of such extensions will be specified in an Office Instruction.
3. The proposed amendment, to be effective as from January 1, 2018, is provided in the Annex.
4. *The WIPO Coordination Committee is invited to approve the amendment to Staff Regulation 9.10 as provided in the Annex, document WO/CC/74/4 Add., to be effective as from January 1, 2018.*

[Annex follows]

**PROPOSED AMENDMENT TO STAFF REGULATION 9.10 TO BE EFFECTIVE AS FROM JANUARY 1, 2018**

Provision	Current Text	Proposed New Text	Purpose/Description of amendment
<p><b>Regulation 9.10</b>  Age Limit for Retirement</p>	<p>(a) Staff members whose appointments took effect on or after January 1, 2014, shall not be retained in service beyond the age of 65.</p> <p>(b) Staff members whose appointments took effect on or after November 1, 1990, and prior to January 1, 2014, shall not be retained in service beyond the age of 62.</p> <p>(c) Staff members whose appointment took effect on or after November 1, 1977, and prior to November 1, 1990, shall not be retained in service beyond the age of 60.</p> <p>(d) Notwithstanding paragraphs (b) and (c) above, the Director General may authorize, in specific cases, extension of these limits up to the age of 65 if he or she considers it to be in the interests of the Organization.</p> <p>(e) Retirement shall not be regarded as termination within the meaning of Regulations 9.2 and 9.4.</p>	<p>(a) Staff members whose appointments took effect on or after January 1, 2014, shall not be retained in service beyond the age of 65.</p> <p>(b) Staff members whose appointments took effect on or after November 1, 1990, and prior to January 1, 2014, shall not be retained in service beyond the age of 62.</p> <p>(c) Staff members whose appointment took effect on or after November 1, 1977, and prior to November 1, 1990, shall not be retained in service beyond the age of 60.</p> <p>(d) <del>Notwithstanding paragraphs (b) and (c) above,</del> The Director General may authorize, in <b>exceptional</b> specific cases, extensions of these <b>age</b> limits up to the age of 65 if he or she considers it to be in the interests of the Organization.</p> <p>(e) Retirement shall not be regarded as termination within the meaning of Regulations 9.2 and 9.4.</p>	<p>Paragraph (d) amended to introduce the possibility, for the Director General, to extend any staff member beyond the statutory retirement age, in exceptional cases.</p>

[End of Annex and of document]