

# WIPO



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## WORLD INTELLECTUAL PROPERTY ORGANIZATION GENEVA

WORLD INTELLECTUAL PROPERTY ORGANIZATION

### COORDINATION COMMITTEE

Thirtieth Session (23rd Ordinary)  
Geneva, September 21 to 29, 1992

#### STAFF MATTERS

#### Memorandum of the Director General

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AMENDMENTS TO THE STAFF REGULATIONS AND RULES

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

Scale of Pensionable Remuneration for the Professional and Higher Categories - Regulation 3.15(a)

1. With effect from November 1, 1991, the net remuneration of staff in the Professional and higher categories in New York increased by 3.9%. In accordance with Article 54(b) of the Regulations of the United Nations Joint Staff Pension Fund, the scale of pensionable remuneration for the said categories of staff was adjusted by the same percentage with effect from the same date.

2. The revised scale of pensionable remuneration for the Professional and Special categories is reproduced in Annex I.

Salaries for the Professional and Higher Categories - Regulation 3.1

3. With effect from March 1, 1992, the General Assembly of the United Nations approved (resolution 46/191, of December 20, 1991) a revised salary scale for staff members in the Professional and higher categories, resulting in a 6 per cent increase in net salaries, through the consolidation, on a no-gain no-loss basis, of the corresponding amount of post adjustment.

4. The corresponding amendment to Staff Regulation 3.1 (salary scale for the Professional and Special categories) is reproduced in Annex II.

Internal Taxation for the Professional and Higher Categories - Regulation 3.16bis(a)

5. Together with the revised salary scale referred to in paragraph 3 above, the General Assembly of the United Nations approved, also with effect from March 1, 1992, related changes in the rates of internal taxation used to derive net salaries from gross salaries for staff members in the Professional and higher categories with neither a dependent spouse nor a dependent child.

6. The corresponding amendment to Staff Regulation 3.16bis(a) (Internal Taxation) is reproduced in Annex III.

Separation Remuneration for the Professional and Higher Categories - Regulation 9.12bis

7. As a consequence of the increase in the salary scale referred to in paragraph 3 above, the transitional measure approved by the International Civil Service Commission (ICSC) in March 1990, whereby the scale of annual separation remuneration rates in force on April 1, 1990, continued to be used for calculating all separation payments other than commuted annual leave in

those cases where the amounts determined in accordance with that scale were higher than the amounts determined in accordance with the net salary scale under Staff Regulation 3.1, was no longer required and was discontinued with effect from March 1, 1992.

8. The corresponding amendment to Staff Regulation 9.12**bis** is reproduced in Annex IV.

Salaries and Dependency Allowances for the General Service Category - Regulations 3.1 and 3.12(B)

9. The methodology approved by the ICSC provides for periodic adjustments, between salary surveys, to the salary scale and dependency allowances for staff in the General Service category, depending, as concerns salaries of General Service staff in Geneva, on changes in the consumer price index for Geneva and, as concerns dependency allowances for General Service staff in Geneva, on modifications made to the Geneva Canton scales of income taxes and dependency allowances. The latest adjustments took effect on January 1, 1992, and resulted in an increase over the existing scale of 4.09 per cent in net salaries and from 6.02 per cent to 15.71 per cent in the various dependency allowances.

10. The corresponding amendments to Staff Regulations 3.1 and 3.12(B) are reproduced in Annexes V and VI.

Internal Taxation for the General Service Category - Regulation 3.16bis(b) and (c)

11. With effect from January 1, 1992, the General Assembly of the United Nations approved (resolution 46/191 of December 20, 1991) revised rates of internal taxation for staff in the General Service category which have been reflected in the new salary scale for General Service staff in Geneva which entered into force on January 1, 1992. For staff members appointed prior to February 1, 1992, however, gross salaries in force on December 31, 1991, are retained for the purposes of calculating pensionable remuneration in those cases where the revised rates of internal taxation, when applied to the new scale of net salaries, yield lower gross salaries than those in force on December 31, 1991, until such time as the latter gross salaries are overtaken as a result of subsequent revisions to the salary scale.

12. The corresponding amendment to Staff Regulation 3.16**bis**(b) and (c) is reproduced in Annex VII.

B. AMENDMENT TO THE STAFF RULES UNDER STAFF REGULATION 12.2

Medical Insurance - Rule 6.2.1

13. At the 28th session of the Coordination Committee (September-October 1991), the Director General informed the Coordination Committee of his intention to amend Staff Rule 6.2.1 to modify, with effect from January 1, 1992, the formula according to which medical insurance premiums are

shared between the International Bureau and the staff members (document WO/CC/XXVIII/2, paragraphs 4 to 6 and Annex I). The Coordination Committee noted the envisaged amendment (document WO/CC/XXVIII/7, paragraph 46). The envisaged amendment and a consequent amendment to Staff Rule 6.2.1(e) came into effect on January 1, 1992.

14. The corresponding amendment to Staff Rule 6.2.1 is reproduced in Annex VIII.

15. The WIPO Coordination Committee is invited:

(i) to approve the amendments to the Staff Regulations provisionally decreed and applied by the Director General (paragraphs 1 to 12, above); and

(ii) to note the amendment to the Staff Rule reported in paragraphs 13 and 14, above.

LIST OF ANNEXES

- ANNEX I - Pensionable Remuneration for the Professional and Special Categories
- ANNEX II - Salary Scale for the Professional and Special Categories
- ANNEX III - Internal Taxation (Staff Regulation 3.16bis(a))
- ANNEX IV - Separation Remuneration
- ANNEX V - Salary Scale for the General Service Category
- ANNEX VI - Dependency Allowances Applicable to the General Service Category
- ANNEX VII - Internal Taxation (Staff Regulation 3.16bis(b) and (c))
- ANNEX VIII - Medical Insurance

[Annex I follows]

ANNEX I

AMENDMENTS TO THE STAFF REGULATIONS  
Pensionable Remuneration for the Professional  
and Special Categories  
 (Regulation 3.15(a))

Catégories Professionnelle et spéciale / Professional and Special Categories  
 Barème en vigueur à partir du 1er mars 1991 / Scale in force as from March 1, 1991  
 (montants annuels en dollars EU / annual amounts in US dollars)

Grade	ECH. 1 STEP 1	ECH. 2 STEP 2	ECH. 3 STEP 3	ECH. 4 STEP 4	ECH. 5 STEP 5	ECH. 6 STEP 6	ECH. 7 STEP 7	ECH. 8 STEP 8	ECH. 9 STEP 9	ECH. 10 STEP 10	ECH. 11 STEP 11	ECH. 12 STEP 12	ECH. 13 STEP 13	ECH. 14 STEP 14	ECH. 15 STEP 15
P	36919	38186	39308	40453	41714	42846	44202	45970	47461	48822					
P.1 G	28521	29633	30769	31917	33065	34214	35374	36561	37748	38935					
P.1 D	22018	22719	23419	24120	24820	25520	26221	26921	27621	28322					
S	20776	21422	22066	22710	23354	23999	24642	25283	25924	26565					
P	47080	48585	50099	51536	53062	54553	55969	57448	58932	60954	62134	63339			
P.2 G	38075	39311	40546	41781	43016	44251	45503	46781	48060	49338	50617	51895			
P.2 D	27814	28543	29272	30001	30729	31458	32187	32915	33644	34373	35101	35830			
S	26101	26768	27435	28102	28769	29436	30099	30755	31413	32070	32727	33384			
P	58251	60050	61808	63476	65196	66955	68705	70869	72289	74201	75604	77272	78999	80765	82571
P.3 G	47890	49320	50749	52179	53608	55039	56521	58002	59483	60965	62446	63928	65417	66926	68435
P.3 D	33947	34362	35177	35992	36807	37621	38436	39251	40066	40881	41695	42510	43325	44140	44955
S	31325	32060	32795	33530	34265	34999	35734	36469	37204	37939	38673	39408	40146	40891	41637
P	71091	72975	74848	76633	78574	80442	82340	84445	86377	88426	89793	91727	93702	95720	97782
P.4 G	59277	60854	62431	64008	65596	67202	68808	70414	72020	73626	75232	76839	78445	80052	81688
P.4 D	39952	40820	41687	42554	43422	44289	45156	46024	46891	47758	48625	49493	50360	51227	52095
S	37101	37884	38666	39448	40234	41028	41821	42615	43408	44201	44995	45788	46582	47374	48125
P	86473	88455	90352	92286	94289	96147	98126	100410	102454	104371	106325	108315	110342		
P.5 G	72782	74429	76076	77723	79370	81036	82714	84392	86070	87748	89426	91104	92782		
P.5 D	47302	48192	49081	49971	50860	51749	52639	53528	54417	55307	56196	57085	57975		
S	43784	44598	45412	46225	47039	47826	48596	49366	50136	50906	51677	52447	53217		
P	97411	99619	101872	104001	106341	108583	110753	112967	115224						
D.1 G	83047	84902	86756	88610	90465	92319	94173	96028	97882						
D.1 D	52815	53798	54781	55763	56746	57729	58712	59695	60677						
S	48749	49600	50451	51302	52153	53004	53855	54707	55558						
P	110483	113135	115635	118230	120885	123598									
D.2 G	94478	96644	98809	100993	103200	105407									
D.2 D	58873	60021	61169	62316	63464	64612									
S	53995	54990	55983	56957	57906	58855									

P = rémunération considérée aux fins de la pension (art. 3.15), in vigueur à partir du 1er novembre 1991 / Pensionable remuneration (Reg. 3.15), in force as from November 1, 1991

G = traitements bruts / base de l'imposition interne (art. 3.16bis) / Gross salaries: basis for internal taxation (Reg. 3.16bis)

D = traitements nets / fonctionnaires avec conjoint et/ou enfant(s) à charge / net salaries: staff members with dependent spouse and/or dependent children

S = traitements nets / fonctionnaires sans conjoint ni enfant à charge / net salaries: staff members without dependent spouse and without dependent child

ANNEX II

AMENDMENTS TO THE STAFF REGULATIONS

Salary scale for the Professional and Special Categories  
(Regulation 3.1)

Catégories professionnelle et spéciale / Professional and Special Categories

Barème en vigueur à partir du 1er mars 1992 / Scale in force as from March 1, 1992

(montants annuels en dollars EU / annual amounts in US dollars)

Grade	ECH. 1 STEP 1	ECH. 2 STEP 2	ECH. 3 STEP 3	ECH. 4 STEP 4	ECH. 5 STEP 5	ECH. 6 STEP 6	ECH. 7 STEP 7	ECH. 8 STEP 8	ECH. 9 STEP 9	ECH. 10 STEP 10	ECH. 11 STEP 11	ECH. 12 STEP 12	ECH. 13 STEP 13	ECH. 14 STEP 14	ECH. 15 STEP 15
P	36919	38186	39308	40453	41714	42846	44202	45970	47461	48822					
P.1 G	36638	31856	33072	34290	35524	36781	38041	39298	40556	41815					
D	23339	24082	24824	25567	26309	27051	27794	28536	29278	30021					
S	22034	22718	23401	24086	24768	25449	26130	26810	27491	28172					
P	47080	48585	50009	51536	53062	54453	55969	57748	59432	60954	62134	63339			
P.2 G	40903	42214	43522	44822	46181	47535	48891	50246	51602	52956	54311	55691			
D	29483	30256	31028	31801	32573	33345	34118	34890	35663	36435	37207	37980			
S	27679	28388	29095	29804	30508	31211	31914	32618	33321	34024	34727	35428			
P	58251	60060	61808	63476	65196	66955	68705	70869	72789	74201	75604	77272	78999	80765	82571
P.3 G	51421	52937	54453	56002	57573	59142	60713	62384	63955	65433	67031	68631	70230	71830	73430
D	35560	36424	37288	38151	39015	39878	40742	41606	42470	43334	44197	45061	45924	46788	47652
S	33227	34014	34801	35582	36361	37139	37919	38698	39477	40257	41040	41824	42608	43392	44176
P	71091	72975	74848	76633	78574	80442	82340	84445	86377	88226	89793	91727	93702	95720	97782
P.4 G	63635	65313	67015	68717	70420	72122	73824	75528	77230	78931	80645	82383	84117	85851	87587
D	42349	43269	44188	45107	46027	46946	47865	48785	49704	50623	51542	52463	53382	54301	55221
S	39368	40198	41032	41866	42701	43535	44369	45204	46038	46871	47701	48525	49346	50168	50991
P	86473	88455	90352	92266	94289	96147	98126	100410	102454	104371	106325	108342	110342		
P.5 G	78037	79783	81558	83338	85117	86894	88674	90453	92230	94009	95789	97566	99345		
D	50140	51083	52026	52969	53912	54854	55797	56740	57682	58625	59568	60510	61453		
S	46433	47289	48133	48977	49820	50663	51506	52350	53192	54035	54879	55721	56565		
P	97411	99619	101872	104001	106341	108583	110753	112967	115224						
P.6 G	89026	90982	92958	94923	96889	98855	100837	102840	104842						
D	55984	57026	58068	59109	60151	61193	62235	63277	64318						
S	51673	52605	53537	54469	55400	56332	57235	58096	58957						
P	110483	113135	115635	118230	120885	123598									
P.7 G	101163	103504	105844	108183	110523	112863									
D	62405	63622	64839	66055	67272	68489									
S	57375	58382	59388	60394	61400	62406									

P = rémunération considérée aux fins de la pension (art. 3.15), en vigueur à partir du 1er novembre 1991 / pensionable remuneration (Reg. 3.15), in force as from November 1, 1991

G = traitements bruts : base de l'imposition interne (art. 3.16bis) / gross salaries: basis for internal taxation (Reg. 3.16bis)

D = traitements nets : fonctionnaires avec conjoint et/ou enfant(s) à charge / net salaries: staff members with dependent spouse and/or dependent children)

S = traitements nets : fonctionnaires sans conjoint ni enfant à charge / net salaries: staff members without dependent spouse and without dependent child

[Annex III follows]

AMENDMENTS TO THE STAFF REGULATIONS

Internal Taxation  
(Regulation 3.16bis(a))

Former Text

Each staff member shall be subject to internal taxation at the following rates:

(a) For staff members in the Professional category and above:

(1) Tax rates used in conjunction with gross salaries		(per cent)
Assessable amounts (in US dollars)	"Dependency rates"	"Single rates"
first \$15,000 per year	13.0	17.5
next \$ 5,000 per year	31.0	34.3
next \$ 5,000 per year	34.0	38.6
next \$ 5,000 per year	37.0	41.9
next \$ 5,000 per year	39.0	43.9
next \$10,000 per year	41.0	46.0
next \$10,000 per year	43.0	48.6
next \$15,000 per year	45.0	50.4
next \$20,000 per year	46.0	50.6
remaining assessable amounts	47.0	54.1
	48.0	57.0

The "dependency rates" shall apply to any staff member to whom the dependency rate of post adjustment applies under Regulation 3.5, and the "single rates" shall apply to any staff member to whom the single rate of post adjustment applies under the said Regulation.

Present Text

Each staff member shall be subject to internal taxation at the following rates:

(a) For staff members in the Professional category and above:

(1) Tax rates used in conjunction with gross salaries		(per cent)
Assessable amounts (in US dollars)	"Dependency rates"	"Single rates"
first \$15,000 per year	13.0	17.3
next \$ 5,000 per year	31.0	34.3
next \$ 5,000 per year	34.0	38.5
next \$ 5,000 per year	37.0	41.8
next \$ 5,000 per year	39.0	43.8
next \$10,000 per year	41.0	45.9
next \$10,000 per year	43.0	48.1
next \$15,000 per year	45.0	50.4
next \$20,000 per year	46.0	51.0
remaining assessable amounts	47.0	52.6
	48.0	57.0

The "dependency rates" shall apply to any staff member to whom the dependency rate of post adjustment applies under Regulation 3.5, and the "single rates" shall apply to any staff member to whom the single rate of post adjustment applies under the said Regulation.

[Annex IV follows]



AMENDMENTS TO THE STAFF REGULATIONS

Separation Remuneration  
(Regulation 9.12bis)

Former Text

Separation Remuneration

"Separation remuneration"--the basis for the calculation of any payments upon separation from service due pursuant to Regulations 9.6, 9.7 and 9.10--shall be the amount determined in accordance with the following provisions:

(1) for staff members in the General Service category, the separation remuneration shall be the salary (Regulation 3.1) increased by the non-resident allowance (Regulation 3.6) and language allowance (Regulation 3.7), if payable;

(2) for staff members in the Professional and higher categories, the separation remuneration shall be the salary as defined in Regulation 3.1(a);

(3) notwithstanding paragraph (2) above, the separation remuneration for staff members in the Professional and higher categories whose appointment took effect prior to July 1, 1990, shall continue to be determined in accordance with the scale of annual separation remuneration rates in force on April 1, 1990, until such time as the amount determined in accordance with that scale is overtaken by the amount determined in accordance with the net salary scale under Regulation 3.1.

Present Text

Separation Remuneration

"Separation remuneration"--the basis for the calculation of any payments upon separation from service due pursuant to Regulations 9.6, 9.7 and 9.10--shall be the amount determined in accordance with the following provisions:

(1) for staff members in the General Service category, the separation remuneration shall be the salary (Regulation 3.1) increased by the non-resident allowance (Regulation 3.6) and language allowance (Regulation 3.7), if payable;

(2) for staff members in the Professional and higher categories, the separation remuneration shall be the salary as defined in Regulation 3.1(a).

(3) Deleted

[Annex V follows]

**AMENDMENTS TO THE STAFF REGULATIONS**  
**Salary Scale for the General Service Category**  
**(Regulation 3.1)**

Catégorie des services généraux / General Service category

Traitements en vigueur à partir du : 1er Janvier 1992

Salaries in force as from: January 1, 1992

(montants annuels en francs suisses /  
annual amounts in Swiss francs)

Grade	Augmen- tation annuelle Annual incre- ment	ECH. 1	ECH. 2	ECH. 3	ECH. 4	ECH. 5	ECH. 6	ECH. 7	ECH. 8	ECH. 9	ECH. 10	ECH. 11
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
G.1	1)	58240	60244	62248	64252	66256	68260	70276	72294	74312	76330	78348
	2)	44654	46127	47600	49073	50546	52019	53492	54965	56438	57911	59384
G.2	1)	63712	65894	68077	70271	72468	74665	76863	79060	81263	83475	85687
	2)	48676	50280	51884	53488	55092	56696	58300	59904	61508	63112	64716
G.3	1)	69661	72063	74464	76865	79267	81676	84094	86512	88930	91348	93776
	2)	53043	54796	56549	58302	60055	61808	63561	65314	67067	68820	70573
G.4	1)	76260	78874	81494	84126	86758	89390	92021	94669	97319	99969	102619
	2)	57860	59768	61676	63584	65492	67400	69308	71216	73124	75032	76940
G.5	1)	83759	86641	89522	92403	95305	98206	101108	104009	106947	109889	112832
	2)	63318	65407	67496	69585	71674	73763	75852	77941	80030	82119	84208
G.6	1)	92056	95231	98409	101587	104771	107994	111216	114439	117661	120884	124106
	2)	69333	71621	73909	76197	78485	80773	83061	85349	87637	89925	92213
G.7	1)	101208	104692	108220	111749	115277	118805	122333	125861	129389	132918	136446
	2)	75924	78429	80934	83439	85944	88449	90954	93459	95964	98469	100974

1) Traitements bruts : élément de la rémunération considérée aux fins de la pension et base de l'imposition interne (art. 3.16bis)

Gross salaries: component of pensionable remuneration and basis for internal taxation (Reg. 3.16bis)

2) Traitements nets (art. 3.1) / Net salaries (Reg. 3.1.)

AMENDMENTS TO THE STAFF REGULATIONS

Dependency Allowances Applicable to the General Service Category  
(Regulation 3.12(B))

Former Text

(B) Staff Members in the General Service Category

Staff members in the General Service category shall be entitled to the following non-pensionable allowances under the conditions set forth below:

(a) 5,058 Swiss francs per annum in respect of a dependent spouse, subject to the application of Regulation 3.2(a).

(b) 3,175 Swiss francs per annum in respect of each dependent child.

(c) Where there is no spouse, the allowance in respect of the first dependent child shall be 7,733 Swiss francs per annum.

(d) In addition to any amount payable pursuant to paragraph (b) or (c) above, 3,175 Swiss francs per annum in respect of a child who is determined to be physically or mentally disabled either permanently or for a period expected to be of long duration.

(e) The allowances provided for under paragraphs (b) and (c) above, increased, where applicable, by the amount of the allowance provided for under paragraph (d) above, shall be reduced by the amount of any other dependency allowance received in respect of the same child, from the International Bureau or a source other than the International Bureau, by the staff member or the staff member's spouse.

(f) Where there is no dependent spouse, 1,216 Swiss francs per annum in respect of one of the following persons: a dependent parent, a dependent brother or a dependent sister.

(g) Locally recruited staff members in the General Service category may be eligible for the reimbursement of the education levy applied by the Canton of Geneva, under conditions established by Office Instruction.

Present Text

(B) Staff Members in the General Service Category

Staff members in the General Service category shall be entitled to the following non-pensionable allowances under the conditions set forth below:

(a) 5,670 Swiss francs per annum in respect of a dependent spouse, subject to the application of Regulation 3.2(a).

(b) 3,366 Swiss francs per annum in respect of each dependent child.

(c) Where there is no spouse, the allowance in respect of the first dependent child shall be 8,536 Swiss francs per annum.

(d) In addition to any amount payable pursuant to paragraph (b) or (c) above, 3,366 Swiss francs per annum in respect of a child who is determined to be physically or mentally disabled either permanently or for a period expected to be of long duration.

(e) No change

(f) Where there is no dependent spouse, 1,407 Swiss francs per annum in respect of one of the following persons: a dependent parent, a dependent brother or a dependent sister.

(g) No change

[Annex VII follows]

AMENDMENTS TO THE STAFF REGULATIONS

Internal Taxation  
(Regulation 3.16bis(b) and (c))

Former Text

(b) For staff members in the General Service category:

Gross salary (in US dollars)	Tax rates (per cent)
first \$2,000 per year . . .	11
next \$2,000 per year . . .	14
next \$2,000 per year . . .	17
next \$2,000 per year . . .	20
next \$4,000 per year . . .	22
next \$4,000 per year . . .	24
next \$4,000 per year . . .	26
next \$6,000 per year . . .	28
next \$6,000 per year . . .	30
next \$6,000 per year . . .	32
next \$8,000 per year . . .	34
remaining assessable payments	36

The amounts to which the tax rates apply shall be the equivalent in Swiss francs of the above-mentioned dollar amounts at the time the salary scales come into effect.

(c) Notwithstanding paragraph (b) above, the gross salaries of staff members in the General Service category shall be maintained in accordance with the scale of gross salaries in force on March 31, 1987, to the extent that the tax rates in the table set forth in paragraph (b), when applied to the scale of net salaries, produce lower gross salaries and until such time as those gross salaries are overtaken as a result of a revision in the relevant salary scale.

Present Text

(b) For staff members in the General Service category:

Gross salary (in US dollars)	Tax rates (per cent)
first \$2,000 per year . . .	15
next \$2,000 per year . . .	18
next \$2,000 per year . . .	20
next \$2,000 per year . . .	21
next \$4,000 per year . . .	22
next \$4,000 per year . . .	23
next \$4,000 per year . . .	24
next \$6,000 per year . . .	25
next \$6,000 per year . . .	25.5
next \$6,000 per year . . .	26
next \$8,000 per year . . .	26.5
next \$8,000 per year . . .	27
next \$8,000 per year . . .	27.5
next \$8,000 per year . . .	28
next \$8,000 per year . . .	29
remaining assessable payments	

The amounts to which the tax rates apply shall be the equivalent in Swiss francs of the above-mentioned dollar amounts at the time the salary scales come into effect.

(c) Notwithstanding paragraph (b) above, the gross salaries of staff members in the General Service category whose appointment took effect prior to February 1, 1992, shall be maintained in accordance with the scale of gross salaries in force on December 31, 1991, to the extent that the tax rates in the table set forth in paragraph (b), when applied to the scale of net salaries, produce lower gross salaries than those in force on December 31, 1991, and until such time as the latter gross salaries are overtaken as a result of a revision in the relevant salary scale.

ANNEX VIII

AMENDMENTS TO THE STAFF RULES

Medical Insurance  
(Rule 6.2.1)

Former Text

(a) "Medical insurance scheme" shall mean the insurance scheme the conditions of which are laid down in the contract entered into by WIPO and the "Caisse-maladie suisse d'Entreprises."

(b) For the purposes of this Rule, dependants shall be deemed to comprise:

- (i) the spouse;
- (ii) dependent children;
- (iii) one of the following persons: a dependent parent, a dependent brother or a dependent sister.

(c) Participation in the medical insurance scheme is compulsory for every staff member and his dependants. However, the Director General may, on request, authorize a staff member or any of his dependants not to participate in the medical insurance scheme when he carries other insurance which affords sufficient protection in the event of illness.

(d) Premiums due under the medical insurance scheme for staff members and their dependants shall be shared between the staff member and the International Bureau according to the following table:

	Percentage of the premium to be borne by the staff member	Percentage of the premium to be borne by the International Bureau
G.1 to G.4	30	70
G.5 and G.6	40	60
G.7, P.1 and P.2	50	50
P.3 and P.4	60	40
P.5 and above	70	30

Present Text

(a) No change

(b) No change

(c) No change

(d) Premiums due under the medical insurance scheme for staff members and their dependants shall be shared between the staff member and the International Bureau according to the following table:

	Percentage of the premium to be borne by the staff member	Percentage of the premium to be borne by the International Bureau
G.1 to G.4 and P.1	25	75
G.5, G.6 and P.2	30	70
G.7 and P.3	35	65
P.4	40	60
P.5	45	55
D.1 and above	50	50

Medical Insurance  
(Rule 6.2.1)

Former Text

(e) Premiums due under the medical insurance scheme for beneficiaries of pensions from the Pension Fund who continue to participate in the medical insurance scheme, as well as for their dependants, shall be shared equally between the insured person and the International Bureau. However, any additional premium to which insured persons referred to in this paragraph would be subject on grounds of residence outside Switzerland shall be borne in full by the International Bureau.

Present Text

(e) Premiums due under the medical insurance scheme for beneficiaries of pensions from the Pension Fund who continue to participate in the medical insurance scheme, as well as for their dependants, shall be shared on a 35 per cent/65 per cent basis between the insured person and the International Bureau. However, any additional premium to which insured persons referred to in this paragraph would be subject on grounds of residence outside Switzerland shall be borne in full by the International Bureau.

[End of Annex VIII and of document]