

# WIPO



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WORLD INTELLECTUAL PROPERTY ORGANIZATION

## COORDINATION COMMITTEE

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

REPORT OF THE WORKING GROUP  
ON PROFESSIONAL REMUNERATION

(SUPPLEMENT TO DOCUMENT WO/CC/XXX/1)

### Memorandum of the Director General

#### A. CONSIDERATION BY THE ICSC OF THE REPORT OF THE WORKING GROUP

1. As stated in document WO/CC/XXX/1, paragraph 7, the Director General communicated the report of the Working Group on Professional Remuneration established by the Coordination Committee at its 28th session to the Chairman of the International Civil Service Commission (ICSC) with the request that it be submitted to the ICSC at its 36th session (July 13 to August 7, 1992) for any views that the ICSC would wish to express on the said report.

2. The report of the Working Group was considered by the ICSC at the said 36th session. The part of the report of the 36th session of the ICSC dealing with the report of the Working Group was received by the International Bureau on August 25, 1992. It is attached as Annex I to this document.

#### B. COMMENTS OF THE DIRECTOR GENERAL ON THE REPORT OF THE WORKING GROUP

3. As set out in the decision of the Coordination Committee quoted in paragraph 1 of document WO/CC/XXX/1, the task of the Working Group was to establish facts, namely the facts concerning:

(a) the evolution of the remuneration of the staff in the Professional and higher categories in WIPO during approximately the last 15 years;

- (b) the evolution of the cost of living in Geneva during the same period;
- (c) the evolution of the conditions of the labor market during the same period;
- (d) alleged inequality of treatment between staff serving in Geneva and those serving at the base of the common system (New York); and
- (e) any related question relevant for forming an opinion on the appropriate level of the said remuneration.

4. As a general remark, it is noted that, whereas the Working Group was certainly founded in giving its views on, or interpretation of, the facts that it was mandated to establish, its report conveys more views than facts. In particular, very few of the facts presented to the Working Group on the evolution of the conditions of the labor market over the reference period are reflected in the report. Similarly, the report of the Working Group contains none of the information provided to it, at its request, on recruitment difficulties experienced by WIPO. The report of the Working Group, however, sheds some light on a number of issues affecting WIPO Professional remuneration.

#### Evolution of the Purchasing Power of Professional Remuneration in Geneva

5. In paragraph 9 of its report, the Working Group, using a cost-of-living index combining the Geneva consumer price index and an out-of-area price progression factor calculated by the ICSC, identifies a 25.02 per cent decline in WIPO Professional remuneration over the period from January 1975 to January 1992. The report goes on to explain that this decline results from the operation of the post adjustment system which aims at equating the purchasing power of Professional staff at the various duty stations with that at the base city of the system (namely New York), the latter being itself tied to the remuneration levels paid by the United States Federal Civil Service. The very question however is whether a remuneration system that allows remuneration to lose one quarter of its purchasing power over a 17-year period meets the requirements of WIPO. The Director General considers that it obviously does not.

#### Evolution of the Conditions of the Labor Market

6. The Working Group noted in its report (paragraph 16) that whereas Professional remuneration levels in WIPO were, in 1975, by and large in line with those of intergovernmental organizations with headquarters in Europe (the European Communities, the Coordinated Organisations and CERN), by 1992 Professional remuneration in WIPO had fallen to some 14 to 33 per cent behind the remuneration offered by "certain European organizations" and the Coordinated Organisations (the report of the Working Group fails to note the fact--although it was presented to it--that the "certain European organizations" include the European Patent Office where Professional remuneration is currently 50 per cent higher than in WIPO). The Working Group does not seem to consider these differences relevant on the ground that those organizations compete for recruitment in a more restricted geographical area. It is difficult to understand why this would make any difference since WIPO recruits persons also from that "restricted area" (words of the Working Group) that Europe is. It flows from the principle laid down in Article 9(7) of the

WIPO Convention--referred to in the resolution of the Coordination Committee recalled in paragraph 4 of document WO/CC/XXX/1--that WIPO should offer conditions of employment enabling it to secure and retain the services of individuals of the highest standard of efficiency, competence and integrity, that WIPO should also be in a position to compete successfully for recruitment in all its member countries, including the member countries of the OECD and the European Communities (which, by the way, are all members of WIPO).

7. The report of the Working Group also makes reference to the fact that the Professional remuneration levels of the World Bank and the International Monetary Fund (IMF) (which are specialized agencies of the United Nations though not part--for reasons which ought to be explained--of the common system) are significantly higher than those of the common system. A recent study of the Secretariat of the Consultative Committee on Administrative Questions (CCAQ) reckoned the difference to be, in Geneva, up to 20 per cent in favor of the IMF and the World Bank.

8. The above evidence indicates clearly that the 70-year old Noblemaire principle referred to in paragraph 17 of the Working Group's report no longer meets the requirements of the principle laid down in Article 9(7) of the WIPO Convention. Paragraph 18 of the report of the Working Group refers to a review that the ICSC has been doing for several years (and probably will not complete for several more years) of whether the United States civil service is still the appropriate comparator. That review, however, considers only national civil services and does not take into account international civil services outside the United Nations common system. The Director General intends to press, in the Administrative Committee on Coordination (ACC) and before the ICSC, for a review of the continued validity of the application which has been made so far of the Noblemaire principle and for the inclusion in the determination of the best paying civil service of intergovernmental organizations outside the United Nations common system.

#### Recruitment and Retention Difficulties

9. A closely related issue is that of the recruitment and retention difficulties experienced by WIPO.

10. At the request of the Working Group, the International Bureau provided it with detailed information on recruitment and retention of staff in the Professional and higher categories over approximately the last 15 years. While the Working Group declared itself unable to conclude from that information that the decline in, and current level of, the purchasing power of Professional remuneration in WIPO had, as yet, led to serious difficulties in the recruitment of staff throughout WIPO (paragraph 20), the Director General is seriously concerned that all indicators, both quantitative and qualitative, point to increasing recruitment difficulties and will not cease to draw the attention of the Coordination Committee to the facts presented in the documentation made available to the Working Group (document WG/PREM/II/2) before the situation deteriorates to the point where a lowering of the efficiency of the International Bureau would become unavoidable.

11. The Director General notes that the Working Group nevertheless recognized that recruitment difficulties had been experienced by WIPO in recent years in fields where special expertise was required by WIPO.

Alleged Inequality of Treatment between Staff Serving in Geneva and Staff Serving in New York

12. Paragraphs 10 to 14 of the Working Group's report deal with one of the most frequently alleged inequalities of treatment between staff serving in Geneva and those serving in New York, namely that the purchasing power of Professional remuneration in Geneva declined considerably more than the purchasing power of Professional remuneration in New York. Using the combined cost-of-living indexes described in paragraphs 9 and 10 of the Working Group's report, the decline identified by the Working Group was 25.02 per cent for Geneva and 9.31 per cent for New York\*. While noting that the latest place-to-place cost-of-living survey conducted by the ICSC in 1990 had concluded that there was then virtually equivalence of purchasing power between Geneva and New York (paragraph 12) and that the relative decline of purchasing power of Professional staff salaries in Geneva appeared to have had the effect of correcting a previous imbalance in their favor (paragraph 11)--thereby suggesting that the original determination was wrong--the Working Group also stated in its report that it was not, however, in a position to pass a judgment either on the methodology or on the result of past surveys (paragraph 13). Consequently, the Working Group did not examine the substance of the question. The Director General notes in this regard that neither the investigations of the International Bureau nor the information obtained from the representatives of the ICSC during the Working Group sessions could bring any valid explanation for the 15.7 per cent difference in loss of purchasing power between Geneva and New York in the 1975-1992 period.

13. Regarding paragraph 15 of the Working Group's report, evidence was provided to the Working Group that WIPO Professional staff members in Geneva were required to work 40 hours per week when United Nations Professional staff members in New York were required to work 35 hours per week except during sessions of the General Assembly when they were required to work 37.5 hours per week, that is to say an average of 35.8 hours per week over the year. As a result, WIPO Professional staff members in Geneva were required to work 11.8 per cent more hours per year than United Nations Professional staff members in New York. The Working Group's report does not deny this fact and as a justification it gives the following laconic one: the difference can be justified by local circumstances. "Local circumstances" advanced during the Working Group's meetings included commuting time alleged to be longer in New York than in Geneva (a curious argument since persons working in Geneva and in New York can and do live at a distance that may be five minutes or an hour from their working place), the difference in the "quality of life" (not defined) and in the working environment (not clear at all what it means) between the two places, allegations that Professional staff of the United Nations secretariat serving the General Assembly and its Committees would in fact do more overtime than the Professional staff of the International Bureau of WIPO (unproven and unlikely), and even the possibility for staff working in Geneva to live in neighboring France (which not only is not available to all WIPO staff, not only is not a condition of service determined by WIPO, but has obviously no relationship with working hours).

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\*It may be noted, however, that, using the local consumer price indexes only, on which any employee tend to focus his attention, the decline would be 22.6% in Geneva and only 2.7% in New York.

14. The Director General considers that the fact that the difference in working hours between the base city of the remuneration system and Geneva is not taken into account in the remuneration of WIPO Professional staff is inconsistent with the principle of equal remuneration for equal work (a principle that, so far, nobody dared to challenge) and that the remuneration of WIPO Professional staff should be adjusted to take that difference into account. This could be achieved through the payment to staff members in the Professional and higher categories of a salary differential equal to 11.8 per cent of their net salary plus post adjustment, on the understanding that, should the ratio between the number of hours that WIPO Professional staff members are required to work in a year and the number of hours that United Nations Professional staff members in New York are required to work in a year change, the remuneration differential would be adjusted accordingly.

15. Mindful of the appeal made by the General Assembly of the United Nations to the organizations of the United Nations common system "to refrain from seeking to establish for their staff, whether by provisions in their staff regulations or by other means, additional entitlements and benefits, as such actions would be detrimental to the common system under which all staff should receive equal [!] treatment irrespective of their employing organizations" (resolution 46/191 of December 20, 1991), and although it is considered that WIPO staff in Geneva and United Nations staff in New York do not in this respect receive equal treatment, the Director General, at this stage, merely proposes that the Coordination Committee note that the Director General intends to request the ICSC to review the question of the difference of working hours of Professional staff between Geneva and the base city of the common system (New York) and to make recommendations as to how that difference of working hours could be taken into account in the determination of Professional remuneration of WIPO Professional staff.

#### Other Issues Raised by the Report of the Working Group

16. The discussions before the Working Group illustrated the extreme complexity and lack of transparency of the common system of Professional remuneration. The system is so intricate that it is virtually incomprehensible. The International Bureau itself is not in a position to verify with any certainty the underlying concepts, methodologies and calculations that determine the remuneration of WIPO Professional staff. The result is frustration on the part of the staff and the most anomalous situation for the Administration in that it cannot explain to the staff how changes in their salaries are calculated. The institutional framework which, paragraph 13 of the Working Group's report states, exists to provide "full participation" of individual organizations in place-to-place surveys is largely illusory.

17. The Director General is following with interest an experiment being conducted by the International Atomic Energy Agency (IAEA), after consultation with the ICSC, to simplify their payroll procedures and eliminate the odd variations in take-home pay from one month to the other that continue to result from variations in the exchange rate between the United States dollar and the local currency (Swiss francs for WIPO) in which Professional remuneration is paid and that contribute to creating unnecessary disappointment on the part of the staff.

18. The IAEA experiment consists essentially in converting the take-home pay (net salary plus post adjustment less pension fund contribution) into local currency (Austrian Schillings) at the time of a change in the post adjustment resulting from a cost-of-living adjustment, and maintaining that amount in local currency until the next movement of the post adjustment owing to a cost-of-living adjustment or a place-to-place survey or until a change in the contribution to the pension fund takes place. Other elements of the compensation package, in particular pensionable remuneration and pension contributions are not affected.

19. The IAEA formula would seem particularly suitable to WIPO whose budget and accounts are expressed in Swiss francs. Based on the experience gained by the IAEA with their current experiment, the Director General will consider introducing similar payroll procedures in WIPO and, as appropriate, will submit to the Coordination Committee any amendments to the WIPO Staff Regulations that they would entail.

#### C. LANGUAGE INCENTIVE FOR STAFF IN THE PROFESSIONAL AND SPECIAL CATEGORIES

20. In reply to questions raised at the first session of the Working Group, the ICSC provided for the second session of the Working Group information on what it considered to be differences in conditions of employment between New York and Geneva, other than take-home pay (see document WG/PREM/II/3). The information provided by the ICSC included the language incentive schemes applicable to Professional and Special (D) category staff members in the United Nations and the International Labour Office (ILO), although, admittedly, they do not constitute a difference of conditions of employment according to the duty station, but rather a difference between organizations.

21. Since January 1, 1972, as decided by the General Assembly of the United Nations at its 23rd (1968) session (resolution 2480 B (XXIII) of December 21, 1968), the Secretary-General of the United Nations has been given the authority to reduce the interval between within-grade salary increments to ten months instead of 12 (or 20 months instead of 24 at those grade levels where the salary increment is due on a two-year basis) in the case of staff assigned to posts subject to geographical distribution (i.e. Professional and Special (D) category posts other than language posts and Technical Cooperation Project Personnel posts) who have an adequate and confirmed knowledge of a second official language of the United Nations, i.e., Arabic, Chinese, English, French, Russian or Spanish (Annex I of the United Nations Staff Regulations refers). This provision of the United Nations Staff Regulations applies equally to the staff of the United Nations Office in Geneva.

22. As a result of accelerated within-grade salary increments (or step increases), eligible staff in the United Nations therefore receive (and have been receiving since 1972) over a 12-months period a salary which is higher than that of staff of other organizations which do not provide for accelerated step increases by one-sixth of the value of one step in their grade. The value of one step in the Professional salary scale is approximately two per cent of take-home pay. Over one year, the additional benefit is small (one-third of one per cent of take-home pay); over a career, however, the additional benefit may become significant as eligible staff members qualify for one additional step every five years (i.e. six steps instead of five in 60 months).

23. The question of the language incentive for staff in the Professional and higher categories was first considered by the ICSC in its second annual report in 1976. The Commission decided to "review the question at the earliest opportunity."

24. In December 1980, by resolution 35/214, the General Assembly of the United Nations requested the ICSC "to begin as soon as possible the review of the language incentive scheme of the United Nations."

25. The said review took place at the eighteenth session of the Commission in July-August 1983. In its annual report for the year 1983 (document A/38/30), the Commission concluded that the incentive as applied by the United Nations "should not continue, that a harmonization of practices among organizations for dealing with the encouragement and recognition of language knowledge would be desirable, and that an appropriate solution should be found as soon as possible."

26. Resolution 38/232 (December 20, 1983) of the General Assembly of the United Nations, which deals with the report of the ICSC for the year 1983, makes no mention of the recommendations of the ICSC quoted in the preceding paragraph. Instead, it recalls resolution 2480 B (XXIII) of December 1968 (see paragraph 21 above) and requests the Secretary-General of the United Nations to submit to the General Assembly, at its following session, a report on the status of the linguistic skills of United Nations staff, including the effects of the language incentive program, and to propose, if necessary, further measures to improve the current situation. The said report was submitted by the Secretary-General to the General Assembly of the United Nations at its 39th (1984) session. The report concluded that there seemed to be no real justification for changing the current system of language incentives. The report was taken note of by the General Assembly (resolution 39/245 of December 18, 1984). In other words, and in effect, the General Assembly of the United Nations did not follow the recommendation of the ICSC and decided to continue the language incentive scheme.

27. This was eight years ago. Since then, the question of a language incentive scheme for the Professional and higher categories has not been the subject of any further review by the ICSC or of any further decision by the General Assembly of the United Nations. On the other hand, a scheme similar to that of the United Nations (also providing for step increases after ten or 20 months instead of 12 and 24, respectively) was introduced by the ILO with effect from January 1, 1985.

28. At present, apart from the United Nations and the ILO, two other organizations which are part of the common system apply the same provision on accelerated step increases as the United Nations, namely UNIDO and GATT.

29. Given that not only the United Nations itself, but three other organizations of the common system apply a scheme of accelerated step increases for their staff in the Professional and Special (D) categories, that the matter has been on the agenda of the ICSC for 16 years without a solution for common system-wide application being proposed, and that the General Assembly of the United Nations did not follow the recommendation made by the Commission in 1983 to discontinue accelerated step increases in the United Nations, thereby confirming for the United Nations staff a benefit which did not apply on a system-wide basis, the Director General considers that WIPO staff in the Professional and Special (D) categories should enjoy the same benefit, without, however, the exclusion of staff assigned to posts not subject to geographical distribution (language posts and posts financed by funds-in-trust made available to WIPO for development cooperation activities) since such exclusion would lead to unjustified discrimination. It is therefore proposed to amend Staff Regulation 3.4 as set out in Annex II of this document, with effect from October 1, 1992. It is not proposed to ask

first for the opinion of the ICSC since one can be sure of its reply: one should wait and the decision taken by the General Assembly of the United Nations in 1968 applies only to the United Nations. It is believed that in this matter the WIPO Coordination Committee should follow the example of the General Assembly of the United Nations.

30. Although accelerated step increases have existed in the United Nations for 20 years, it is not proposed to introduce them in the WIPO Staff Regulations with retroactive effect, be it only for the fact that it would imply recalculating the payroll for all Professional staff, which would be an extremely complex and costly exercise. On the other hand, it is considered that some recognition should be given to the fact that WIPO staff have not enjoyed over the past 20 years a benefit that builds up over time. For this reason, it is proposed that the Coordination Committee decide that, with effect from October 1, 1992, all qualifying staff members in the Professional and Special (D) categories (that is to say all those qualifying under the proposed amendment to Staff Regulation 3.4) be granted for each complete five years of service with WIPO one additional step in their grade, at those grade levels where step increases are annual, or for each ten years of service with WIPO one additional step in their grade, at those grade levels where step increases are biennial. Only service in the Professional or Special (D) categories would be taken into account and only up to a maximum of 20 years. Any period of service beyond multiples of five years would advance the next step increase by two months for every ten months of service for staff at grade levels where step increases are annual, or by four months for every 20 months of service for staff at grade levels where step increases are biennial. Additional steps would be granted within the limit of the number of steps existing in the staff member's grade, that is to say only to the extent that the staff member does not reach the top step of his grade.

31. Should the Coordination Committee so decide, a maximum of five staff members would qualify for four additional steps on October 1, 1992, 13 for three additional steps, 29 for two additional steps and 39 for one additional step.

32. The Coordination Committee is invited to:

(a) consider the report of the Working Group on Professional Remuneration contained in Annex I to document WO/CC/XXX/1 as well as the extract of the report of the 36th session of the International Civil Service Commission contained in Annex I of this document and the comments of the Director General contained in this document;

(b) note the intention of the Director General (paragraph 15, above) to request the ICSC to review the working hours question;

(c) approve the amendment to Staff Regulation 3.4 set out in Annex II of this document and the proposal set out in paragraph 30 above).

[Annex I follows]



## ANNEX I

EXTRACT FROM THE REPORT OF THE 36TH SESSION OF  
THE INTERNATIONAL CIVIL SERVICE COMMISSION (ICSC)Report of the Working Group on Professional  
Remuneration established by the WIPO Coordination Committee

1. At its twenty-eighth session in September-October 1991 the Coordination Committee of the World Intellectual Property Organization (WIPO) established a Working Group on Professional Remuneration. In its resolution 46/191, the General Assembly requested the WIPO Coordination Committee to involve the relevant common system bodies fully in the Working Group and to seek the views of those bodies, as appropriate, on any report or conclusions it reached.
2. The Working Group held three sessions at WIPO headquarters in February, April and June 1992. The Chairman and the Executive Secretary of ICSC attended the first two meetings of the Group, where substantive discussion took place of the various issues on the Working Group's agenda. At its last meeting, the Working Group adopted its report for submission to the Coordination Committee. In line with the above request from the General Assembly and at the request of the Working Group itself, the Director General of WIPO transmitted the Working Group's report to the Chairman of ICSC with the request that it be submitted to the Commission for its views. The report was considered by the Commission at its thirty-sixth session.
3. The WIPO Working Group had examined detailed information concerning the evolution of remuneration at grade P.4 step VI and of the cost of living in New York and Geneva during the period January 1975 to January 1992. Those data showed that there had been considerable monthly variations in net take home pay in Geneva since 1975. The Group was pleased to note that corrective measures had been introduced by the Commission and that, under the revised system for mitigating the effects of currency fluctuations, the local currency amount of take home pay was now maintained within a band of plus or minus 0.5 per cent.
4. The Working Group had noted that the purchasing power of take home pay of a staff member at grade P.4 step 6 in Geneva had declined by approximately 25 per cent during the reference period. During the same period the loss of purchasing power in the take home pay of an official at the same grade in New York was some 9.3 per cent. Following a detailed investigation of the main decisions and events affecting the evolution of Professional remuneration since 1975, the Working Group acknowledged that there appeared to be valid explanations for the difference in the evolution of purchasing power in the two locations. In this regard the Working Group had noted that the cost of living surveys conducted by the Commission in 1978-79, 1983, 1988 and 1990 had shown that purchasing power in Geneva was higher than in New York. When the results of these surveys, and the action by the Commission relating thereto, were taken account the relative decline in purchasing power of Professional staff salaries in Geneva appeared to have had the effect of correcting a previous imbalance in their favour.
5. The Working Group had also addressed the issue of alleged inequality of treatment between Geneva and New York. In this regard the Working Group had not seen any evidence of lack of objectivity on the part of the ICSC in carrying out place to place surveys. As regards the other alleged differences in conditions of service between staff in New York and Geneva, the Working Group had concluded that when all variations were taken into account there were no relevant differences in overall conditions of service between the two duty stations.

Views of the representative of WIPO

6. The representative of WIPO said that the Working Group had been established in response to concerns expressed in the Coordination Committee about the loss of purchasing power of the remuneration of Professional and higher category staff. The Director General's invitation to ICSC to participate in the Working Group's

deliberations stemmed from his own view that the Commission should be fully associated with the Group's work; it was also in line with the views expressed by the General Assembly. He expressed appreciation to the Chairman and Executive Secretary of the Commission for their active participation in the Working Group and thanked the Commission for including the item on the agenda of the session. He noted that WIPO had become a specialized agency in 1974, although its roots went back much earlier. It was one of the smallest and at the same time one of the most specialized agencies in the United Nations system, with a mandate which was assuming increasing importance in the light of the liberalization of international trade and technology transfer. WIPO essentially received seventy-five per cent of its resources from the private sector under international registration arrangements managed by the Organization. In conclusion he noted that in its report, the Working Group had stressed the need to improve the common system's responsiveness to the needs of its constituent members.

#### Views of staff representatives

7. The President of FICSA referred to the data on loss of purchasing power in the report of the WIPO Working Group and invited the Commission to note that further details supporting this question were contained in the FICSA document before the Commission dealing with the same issue.

#### Discussion by the Commission

8. The Commission expressed satisfaction with the findings of the Working Group concerning the relative difference in the loss of purchasing power of remuneration of Professional staff in Geneva and New York, the alleged inequality of treatment and other alleged differences in conditions of service of staff at these two duty stations as outlined above. A view was expressed that as there were periods between 1975 and 1992 when the purchasing power of staff in Geneva was higher than that of their counterparts in New York, this could be viewed as a distinct advantage for the Geneva staff.

9. The Commission was informed that the Director General of WIPO had invited the Chairman of the Commission to participate in the deliberations on the Working Group's report at the Coordination Committee, when the latter met in Geneva in September 1992.

#### Decision of the Commission

10. The Commission took note of the Report of the Working Group on Professional Remuneration established by the WIPO Coordination Committee. It expressed its appreciation to the Director General of WIPO for making it possible for the Commission to be represented at the meetings of the Working Group and for inviting the Chairman to participate in the Coordination Committee's deliberations on the Working Group's Report.

[Annex II follows]

ANNEX II

ADVANCEMENT WITHIN GRADE  
(Staff Regulation 3.4)

Present text

Subject to satisfactory service, staff members shall receive annual salary increases according to the steps provided in Regulation 3.1. However, for staff members of grade D.2 the interval shall be two years, for staff members of grade D.1 it shall be two years from step 4 onwards, for staff members of grade P.5 it shall be two years from step 10 onwards, for staff members of grade P.4 it shall be two years from step 12 onwards, for staff members of grade P.3 it shall be two years from step 13 onwards and for staff members of grade P.2 it shall be two years from step 11.

Proposed text

(a) Subject to satisfactory service, staff members shall receive annual salary increases according to the steps provided in Regulation 3.1. However, for staff members of grade D.2 the interval shall be two years, for staff members of grade D.1 it shall be two years from step 4 onwards, for staff members of grade P.5 it shall be two years from step 10 onwards, for staff members of grade P.4 it shall be two years from step 12 onwards, for staff members of grade P.3 it shall be two years from step 13 onwards and for staff members of grade P.2 it shall be two years from step 11.

(b) The interval shall be reduced to ten months instead of one year or 20 months instead of two years in the case of staff members in the Professional and Special categories who have an adequate and confirmed knowledge of two of the following languages: Arabic, Chinese, English, French, Russian and Spanish.

[End of Annex II and of document]

