

# Annex 3

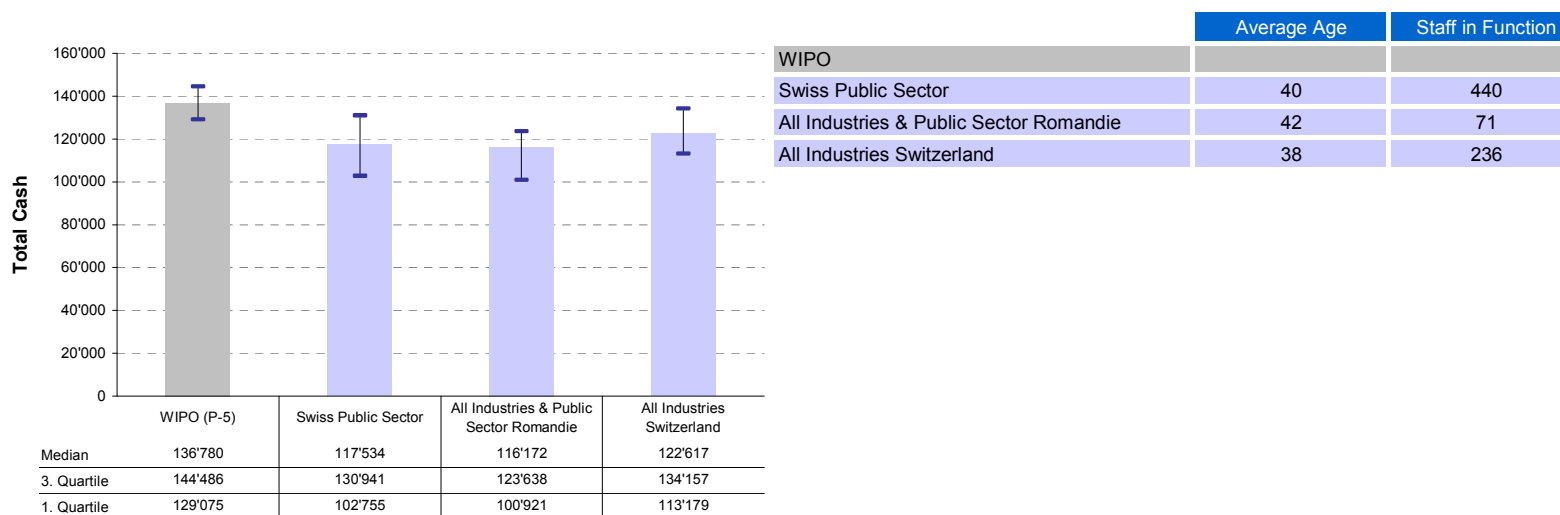
## Supply Analysis

### Benchmarking Data

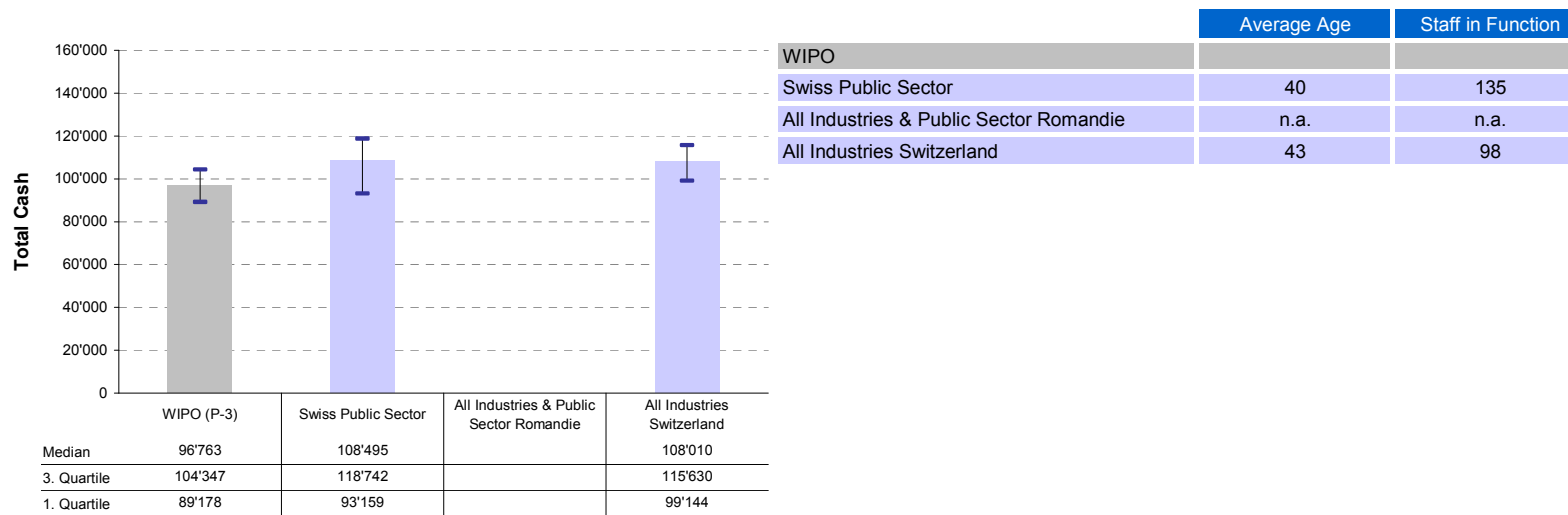
## Benchmarking data : (Comparators in Switzerland : 17 organizations in 2006)

Source : Saratoga institute benchmarking in public sector statistics - 2006.

Function		Base Salary	Variable Pay	Variable Pay in %	Total Cash
<b>Senior Legal Counsellor</b>					
WIPO (P-5)	1. Quartile	129'075	0	0.0%	129'075
	<b>Median</b>	<b>136'780</b>	<b>0</b>	<b>0.0%</b>	<b>136'780</b>
	3. Quartile	144'486	0	0.0%	144'486
Swiss Public Sector	1. Quartile	102'755	0	0.0%	102'755
	<b>Median</b>	<b>117'534</b>	<b>0</b>	<b>0.0%</b>	<b>117'534</b>
	3. Quartile	130'941	0	0.0%	130'941
All Industries & Public Sector Romandie	1. Quartile	100'921	0	0.0%	100'921
	<b>Median</b>	<b>116'172</b>	<b>0</b>	<b>0.0%</b>	<b>116'172</b>
	3. Quartile	123'638	0	0.0%	123'638
All Industries Switzerland	1. Quartile	113'179	7'171	6.3%	120'350
	<b>Median</b>	<b>122'617</b>	<b>8'488</b>	<b>6.9%</b>	<b>131'105</b>
	3. Quartile	134'157	10'880	8.1%	145'037



Function Translator		Base Salary	Variable Pay	Variable Pay in %	Total Cash
WIPO (P-3)	1. Quartile	89'178	0	0.0%	89'178
	<b>Median</b>	<b>96'763</b>	<b>0</b>	<b>0.0%</b>	<b>96'763</b>
	3. Quartile	104'347	0	0.0%	104'347
Swiss Public Sector	1. Quartile	93'159	0	0.0%	93'159
	<b>Median</b>	<b>108'495</b>	<b>0</b>	<b>0.0%</b>	<b>108'495</b>
	3. Quartile	118'742	0	0.0%	118'742
All Industries & Public Sector Romandie	1. Quartile				
	<b>Median</b>		<b>no data available</b>		
	3. Quartile				
All Industries Switzerland	1. Quartile	99'144	3'209	3.2%	102'353
	<b>Median</b>	<b>108'010</b>	<b>3'913</b>	<b>3.6%</b>	<b>111'923</b>
	3. Quartile	115'630	4'984	4.3%	120'614



Function Secretary II		Base Salary	Variable Pay	Variable Pay in %	Total Cash
WIPO (G-5)	1. Quartile	83'623	0	0.0%	83'623
	<b>Median</b>	<b>92'304</b>	<b>0</b>	<b>0.0%</b>	<b>92'304</b>
	3. Quartile	101'013	0	0.0%	101'013
Swiss Public Sector	1. Quartile	90'440	0	0.0%	90'440
	<b>Median</b>	<b>94'924</b>	<b>0</b>	<b>0.0%</b>	<b>94'924</b>
	3. Quartile	98'621	0	0.0%	98'621
All Industries & Public Sector Romandie	1. Quartile	90'012	0	0.0%	90'012
	<b>Median</b>	<b>95'616</b>	<b>0</b>	<b>0.0%</b>	<b>95'616</b>
	3. Quartile	97'494	0	0.0%	97'494
All Industries Switzerland	1. Quartile	80'376	2'796	3.5%	83'172
	<b>Median</b>	<b>87'018</b>	<b>3'772</b>	<b>4.3%</b>	<b>90'790</b>
	3. Quartile	93'777	4'720	5.0%	98'497

