

Q & A
(resulting from pre-PBC briefing sessions and the 19th session of the PBC)

1. Q: After-Service Health Insurance, ASHI: How does the medical insurance for retirees function?

A: Please find, below, the relevant extracts from Part C of the WIPO Administrative Manual on the subject:

PARAGRAPH 2: “2. PURPOSE OF THE INSURANCE CONTRACT

On the basis of this contract, the persons specified in paragraph 3.2 below are insured for reasonable and customary expenses relating to medical and pharmaceutical treatment resulting from illness, accident or maternity, to preventive care and to dental treatment under a group insurance plan, the conditions of which are set out hereafter.”

PARAGRAPH 3.2: “3.2 PERSONS INSURED

The following persons may be insured:

(a) Staff members and employees of WIPO or the International Union for the Protection of New Varieties of Plants (UPOV) in Geneva, Tokyo, Rio de Janeiro, Singapore and possibly in other places determined by WIPO or UPOV;

(b) retired WIPO and UPOV staff, provided that they were covered by the group medical insurance plan for five years before their separation from service, and persons receiving pensions or other retirement benefits from WIPO or from UPOV, hereinafter referred to as “pensioners”;

(c) the spouses of staff members and pensioners; with regard to the spouses of pensioners, they must have been members of the group medical insurance scheme for at least five years prior to the staff member’s separation from service;

(d) the dependent children of staff members and pensioners; for the purposes of this insurance, dependent children means the unmarried children under 18 years of age, or under 25 years of age if in regular attendance at a school, university or comparable educational establishment; children of pensioners must have been members of the

group medical insurance scheme for at least five years before the pensioner's separation from service;

(e) the staff member's or pensioner's unmarried children over 18 and under 30 years of age, living together with the staff member or pensioner and/or for whom the staff member or pensioner provides main and continuing support; children of pensioners must have been members of the group medical insurance scheme for at least five years before the pensioner's separation from service;

(f) unmarried children of the staff member or pensioner who are physically or mentally incapable, owing to illness or accident, of such gainful employment as would enable them to meet their needs; children of pensioners must have been members of the group medical insurance scheme for at least five years before the pensioner's separation from service;

(g) one of the following persons: a father or a mother or a brother or a sister who is considered dependent according to the Staff Regulations and Staff Rules.

(h) for any request for coverage of a spouse and/or a person recognized as a dependant, as established under paragraph (g), received more than one month after the official's appointment, the age limit for admission shall be 65 years. Exceptions may be made with the consent of the WIPO Collective Medical and Accident Insurance Management Committee.

However, a widower or widow of a WIPO staff member who remarries shall not be able to insure dependants resulting from that marriage."

Also, see relevant annex, attached.

2. Q: How are other international organizations funding After-Service Health Insurance? What is the IPSAS norm regarding ASHI?

A: According to the information obtained by the Secretariat, in 2010-2011 the ASHI liability in other international organizations was funded as follows: Food and Agriculture Organization (FAO) (partially funded by Member nations and income), International Atomic Energy Agency (IAEA) (not funded), International Civil Aviation Organization (ICAO) (partially funded by transfer from surplus), International Fund for Agricultural Development (IFAD) (fully funded from payroll charge, budgetary allocations and transfer from reserves), International Labor Organization (ILO) (partially funded from payroll charge and accumulated reserves of health fund), International Maritime Organization (IMO) (not funded), International Telecommunication Union (ITU) (no information available), Pan American Health Organization (PAHO) (partially funded from payroll charge and transfer from reserves), United Nations (UN) (not funded), United Nations Development Programme (UNDP) (partially funded from payroll charge and budgetary allocations), United Nations Capital Development Fund (UNCDF) (no information available), United Nations Entity for Gender Equality and the Empowerment of Women (UN WOMEN) (no information available), United Nations Educational, Scientific and Cultural Organization (UNESCO) (not funded), United Nations Population Fund (UNFPA) (partially funded from payroll charge and transfer from reserves), United Nations High Commissioner for Refugees (UNHCR) (no information available), United Nations Children's Fund (UNICEF) (partially funded through transfer from fund balance), United Nations Industrial Development Organization (UNIDO) (not funded),

United Nations Relief and Works Agency (UNRWA) (no information available), World Tourism Organization (UNWTO) (partially funded from budgetary allocations), Universal Postal Union (UPU) (no information available), World Food Programme (WFP) (partially funded from payroll charge and budgetary allocations), World Health Organization (WHO) (partially funded from payroll charge and transfer from reserves), UNAIDS (partially funded from payroll charge and transfer from reserves), World Meteorological Organization (WMO) (not funded).

For information, the IPSAS norm regarding ASHI is IPSAS 25 (for complete text see <http://www.ifac.org/sites/default/files/publications/files/ipsas-25-employee-benefits-3.pdf>)

3. Q: What are the main revisions proposed to be made to the Financial Regulations and Rules (FRR)?

A: Three types of revisions are being proposed to the FRR:

- revisions to the terminology: new terminology introduced to correspond to the one used in the International Public Sector Accounting Standards (IPSAS); e.g., “a statement of income, expenditures and changes in reserves and fund balances” would now be called “a statement of financial position”, “a statement of assets, liabilities, reserves and fund balances” would now be called “a statement of financial performance”;
- revisions reflecting the requirement to prepare annual financial statements: the existing FRR require that the Organization submit biennial financial statements to the External Auditor. With the adoption of IPSAS, the Organization is required to submit annual financial statements to the External Auditor; and
- revisions reflecting the introduction of an IPSAS requirement to maintain the inventory of fixed assets, which is not mandatory in the existing FRR.

4. Q: Could the internal audit and evaluation reports issued by the Internal Audit and Oversight Division (IAOD) be made available to Member States?

A: The IAOD audit and evaluation reports will be made available to Member States on request, on a secure password protected website.

5. Q: How could Member States consult recommendations made by the Joint Inspection Unit (JIU) and is the record of such recommendations kept by the Secretariat?

A: The Secretariat maintains a list of JIU recommendations and the status of their implementation. The list is provided to the IAOC. Member States may consult this information on request.

6. Q: What is the cost of the contract reform? What cost savings will be made? Was the additional cost budgeted?

A: The cost of the contract reform is 2 million Swiss francs per year. Implementation as of July 2012 will mean an additional cost of 3 million Swiss francs for the 2012/13 biennium. WIPO is confident that these costs can be funded within the current 2012/13 budget.

7. Q: What is the cost of the Staff Rules and Regulations?

A: There are no additional costs involved in the Staff Rules and Regulations *per se*, all extra costs are related to the contract reform which is included in the new SRR (see answer above).

THE NEW CONSTRUCTION PROJECT (NEW BUILDING)

8. Q: What is the situation vis-à-vis the worksite on the Route de Ferney, alongside the WIPO New Building?

A: Road works on the Route de Ferney are under the responsibility of the City of Geneva which has announced that they would be completed by December 2012.

9. Q: What is the situation vis-à-vis the repair of the atria glass tops of the WIPO New Building?

A: The repair of the atria glass tops is ongoing and currently scheduled to be completed by the end of December 2012.

10. Q: What is the situation vis-à-vis the repair of the facades of the WIPO New Building?

A: The preparatory works and coordination between companies are ongoing. The actual repairs will start in the Spring 2013 when the weather conditions will be more appropriate for the works envisaged. These repairs will last for most of the remainder of 2013.

THE NEW CONFERENCE HALL PROJECT

11. Q: When will the informal briefings to Member States on the progress of the New Conference Hall Project take place ?

A: The Circular to the Permanent Missions in Geneva has been issued on September 28, 2012 for the first three briefings as follows:

Monday, October 22, 2012, from 3 to 4 p.m., in Room B
Monday, November 26, 2012, from 2 to 3 p.m., in Room B
Monday, December 10, 2012, from 2 to 3 p.m., in Room B

Interpretation will be provided in English, French and Spanish.
The interpretation cost for each briefing is 4,500 Swiss francs.

Dates for the briefings from January to June 2013 will be announced before the end of 2012.

12. Q: What is the situation vis-à-vis insurance on the worksite ?

A: WIPO has had a “**Civil Responsibility**” coverage in place for the worksite (as for the previous worksite) since the date of signature of the original contract. Specific insurance coverage for “**Construction Works**” has been contracted by WIPO from the main WIPO insurance company and it has been effective since beginning September 2012.

13. Q: What is the situation vis-à-vis security, health and safety on the worksite ?

A: **Security** of the worksite in terms of preventing unauthorized access is under WIPO’s responsibility. **Health and safety** on the worksite are covered by a specialized firm of engineers which was previously a sub-contractor of the former general contractor. The contract has been re-awarded to that former sub-contractor by WIPO (as with other sub-contractors, under the same contractual conditions as had been offered to the former general contractor).

[Annex follows]

ANNEX
 APPORTIONMENT OF MEDICAL INSURANCE CONTRIBUTIONS
 (IN SWISS FRANCS)
 as from January 1, 2010 (no change in 2011)

| CATEGORY | Basic Premium Amount | G1 to G4 and P1 | | G5, G6 and T1 | | G7, P2, P3, TII, TIII, TIV, RI, RII and Pensioner | | P4 and RIII | | P5 | | D1 and above | |
|----------------------|-------------------------|-----------------|-------------|---------------|-------------|---|-------------|---------------|-------------|---------------|-------------|---------------|-------------|
| | | MEMBER 25% | WIPO 75% | MEMBER 30% | WIPO 70% | MEMBER 35% | WIPO 65% | MEMBER 40% | WIPO 60% | MEMBER 45% | WIPO 55% | MEMBER 50% | WIPO 50% |
| ADULTS (21 and over) | 552.00 | 138.00 | 414.00 | 165.60 | 386.40 | 193.20 | 358.80 | 220.80 | 331.20 | 248.40 | 303.60 | 276.00 | 276.00 |
| CHILDREN (up to 21) | 245.00 | 61.25 | 183.75 | 73.50 | 171.50 | 85.75 | 159.25 | 98.00 | 147.00 | 110.25 | 134.75 | 122.50 | 122.50 |