



**Internal Oversight Division**

Reference: IOD-INV-2015-26

**Management Implication Report**

January 21, 2016



## BACKGROUND

1. In 2015, IOD conducted a preliminary evaluation into allegations that a staff member had "travelled on mission (...) although his clearance to travel had been withdrawn based on an assessment by the (...) Medical Service that [he/she] was not fit for travel. The staff member fell ill seriously while on mission. The staff member claimed that [he/she] only received the email message from the WIPO Nurse after he had checked in on his flight (...)."
2. IOD did not find sufficient evidence to show that the staff member had read the above WIPO Nurse message before embarking on his mission. However, the staff member knew that he/she was sick and awaiting advice from the Medical Service at the moment of his/her departure on mission.

## ISSUE

3. Due professional care on the part of the staff member implies that he/she should have actively sought clearance from the Medical Service before embarking on the said mission. This could have prevented a situation where a WIPO staff member falls ill on official travel, and the ensuing potential financial losses and reputational damage to the Organization.

## RECOMMENDATION

4. In view of the foregoing:

### Recommendation 1

HRMD should formally remind staff members of their obligation to exercise due professional care as regards their medical aptitude to engage in official travel, in line with Paragraph 4 of the Standards of Conduct for the International Civil Service requiring staff members to "place the interests of their organization above their own and use its resources in a responsible manner", and Regulation 1.1 requiring staff members to "discharge their functions and regulate their conduct only with the interests of the International Bureau in view".

(Importance: High)

Prepared by: Patrice Sam, Head, Investigation Section, IOD

Approved by: Tuncay Efendioglu, Acting Director, IOD

**TABLE OF RECOMMENDATIONS**

No.	Recommendation	Responsible unit/manager	Deadline for implementation	Management comment and action plan
1	<p>HRMD should formally remind staff members of their obligation to exercise due professional care as regards their medical aptitude to engage in official travel, in line with Paragraph 4 of the Standards of Conduct for the International Civil Service requiring staff members to "place the interests of their organization above their own and use its resources in a responsible manner", and Regulation 1.1 requiring staff members to "discharge their functions and regulate their conduct only with the interests of the International Bureau in view".</p> <p>(Importance: High)</p>	<p>HRMD            Ms. Moussa</p>	<p>January 31, 2016</p>	<p>HRMD accepts the recommendation and will:</p> <ol style="list-style-type: none"> <li>1. Send an email to all staff reminding them of their obligations, and</li> <li>2. Post a similar reminder on the Intranet page of the WIPO Medical Unit, under "Pre-departure questionnaire for official mission".</li> </ol>