



association du personnel

staff association

### Internal Memorandum – Mémorandum interne

**To/À:** The Director General

**Date:** September 17, 2013

**From/De:** The Staff Council

**cc:** The Senior  
Management Team  
Mr. Kwakwa  
Ms. Moussa  
The President and  
Members of the IAOC  
Mr. Rajaobelina  
The External Auditor

**Subject/**

**Objet:** Request for Withdrawal of the Revisions of the Staff Regulations and Staff Rules in Relation to the Internal System of Justice at WIPO

Mode of transmittal: Electronic and via registered letter

Following yesterday's information session of the WIPO Staff Association, during which concerns were expressed by the staff regarding the amendments to the internal system of justice which the Administration will be submitting to next week's session of the Coordination Committee for its approval, the Staff Council has taken the following decisions:

1. To request the Director General to withdraw the proposed amendments to the Staff Regulations and Staff Rules in relation to the internal system of justice as laid down in document WO/CC/67/3;
2. To request the Director General to undertake further consultation between the Administration and the duly elected staff representatives (the Staff Council) in order to overcome the differences as much as possible and to agree on a consensual basis on a revised version of said amendments;
3. To invite the Director General to inform all staff of his decision prior to the commencement of the WIPO Assemblies;
4. To circulate, in parallel, a Petition to all staff calling for their signatures in support of the request for withdrawal of the amendments in their current form; and

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5. To inform Group Coordinators of the different regions accordingly and, in case the Director General agrees to withdraw the intended reform, to convey said decision to their kind attention.

For the purpose of transparency, and as a courtesy, the text of the Petition will be transmitted to the Director General in due course.

Thank you.