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**UPOV**

INTERNATIONALER VERBAND  
ZUM SCHUTZ VON  
PFLANZENZÜCHTUNGEN

UNION INTERNATIONALE  
POUR LA PROTECTION  
DES OBTENTIONS VÉGÉTALES

INTERNATIONAL UNION  
FOR THE PROTECTION OF  
NEW PLANT VARIETIES

COUNCIL

Fourth Session  
Geneva, October 28 and 29, 1970

STAFF MATTERS

Report by the Secretary General

1. According to paragraph (3) of Article 23 of the Convention, the Secretary General and the officials of senior grade of UPOV shall be appointed, on proposal of the Council, by the Government of the Swiss Confederation which shall determine the terms of their appointment. The terms of service and the remuneration of other grades shall be determined by the administrative and financial regulations.

2. Reference is made to Rules concerning the procedures for technical and administrative cooperation between the Union for the Protection of new Plant Varieties and the Unions administered by the United International Bureaux for the Protection of Intellectual Property (see document UPOV/C/IV/6), which

(i) in Article 2 provides that the person who is at the present time Director of BIRPI or any person who is, in the future, Director of BIRPI, shall be the Secretary General of UPOV

(ii) in Article 3 establishes a post of Vice-Secretary General

(iii) in Article 6 provides that the salary of the Secretary General shall be fixed by the Council in agreement with the Swiss Government as a percentage of his salary as the Director of BIRPI and that the post of Vice-Secretary General shall be classified as grade D.1, at a point on the scale to be determined having regard to the experience of the person appointed.

3. Reference is further made to Article 3 of the Administrative Regulations (Annex A to UPOV/C/IV/5), according to which the Salary of the Secretary General has been fixed at ten per cent.

4. The Secretary General. At the third meeting of the Council, October 8 and 9, 1969, it was decided to propose to the Government of the Swiss Confederation to nominate the Director of BIRPI, Professor G.H.C. Bodenhausen, as Secretary General of UPOV, see paragraph 13 of the report of the meeting (CPU doc. 20).

5. Accordingly the Swiss Federal Council appointed at its session held on October 21, 1969, Professor G.H.C. Bodenhausen as Secretary General of UPOV.

6. With regard to the application of the provision mentioned in paragraph 3 as far as the Secretary General's pension is concerned it was decided, with the consent of the Swiss Government (as Supervisory Authority of the Office of UPOV and of BIRPI), that the employer's contribution to the Pension Fund would be calculated on the total of both salaries and that ten-elevenths would be borne by BIRPI and one-eleventh by UPOV. It was agreed that this decision would be communicated to the Council of UPOV (which is now being done in this document) and to the Coordination Committee of WIPO (which has been done).

7. The Vice-Secretary General. At the meeting of the Working Committee, held on March 3, 1970, in Geneva, it was decided to recommend to the Council that Mr. Halvor Skov, Copenhagen, should be offered the post of Vice-Secretary General, and that the decision of the Council could be reached by correspondence after Mr. Skov had obtained the consent of his Government.

8. The Council decided after correspondence of which also the signatory States were informed to propose to the Swiss Government to appoint Mr. Skov as Vice-Secretary General and fix his salary at step 2 of D.1.

9. By Presidential Decree of June 10, 1970, Mr. Skov was appointed Vice-Secretary General as from August 1, 1970.

10. Secretary. In order to recruit a shorthand-typist as secretary of the Vice-Secretary General already envisaged in the budget for 1969 and provided for in the budget for 1970, the post was advertized in Swiss papers.

11. In accordance with Article 5 of the Administrative Regulations the Selection Committee (in French: Comité des nominations et promotions), presided by the Vice-Secretary General advised the Secretary General to appoint Miss Gertrud Fischer (German citizen) as secretary.

12. On June 30, 1970, the Secretary General appointed Miss Gertrud Fischer as from August 3, 1970, and decided that her post shall be classified in G.5 step 4.

13. The Council is invited to take note of the above.