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INTERNATIONALER VERBAND
ZUM SCHUTZ VON
PFLANZENZÜCHTUNGEN

UNION INTERNATIONALE
POUR LA PROTECTION
DES OBTENTIONS VÉGÉTALES

INTERNATIONAL UNION
FOR THE PROTECTION OF
NEW PLANT VARIETIES

ADMINISTRATIVE REGULATIONS

(as adopted on October 29, 1970, and amended on November 10, 1972, in accordance with the procedure provided for in Article 20 of the Convention for the Protection of New Varieties of Plants, signed in Paris on December 2, 1961)

Article 1

Adoption of the Staff Regulations and Staff Rules of WIPO

The Administrative Regulations of the International Union for the Protection of New Plant Varieties shall consist, mutatis mutandis and subject to the provisions of the following articles, of the Staff Regulations (hereinafter referred to as "the Regulations") and the Staff Rules (hereinafter referred to as "the Rules") of the World Intellectual Property Organization (WIPO), as established on September 29, 1970, including all subsequent amendments to such Regulations and such Rules.

Article 2

Classification Committee

When the Classification Committee (Article 2.1 of the Regulations) is called upon to express its views on the classification of a post provided for in the UPOV budget, the Vice-Secretary of UPOV shall be made a member of that Committee.

Article 3

Salary of the Secretary General

The salary of the Secretary General shall be ten per cent of the salary, including post adjustment, which he receives in his capacity as Director General of WIPO, in accordance with Articles 3.1 and 3.5 of the Regulations.

Article 4Appointment of Staff Members

Paragraphs (a) and (b) of Article 4.8 of the Regulations shall be replaced by the following provisions:

- (a) Any staff member who is to occupy a post provided for in the UPOV budget with a grade of P.4 or above shall be appointed by the Government of the Swiss Confederation, on the recommendation of the Council of UPOV, which shall first have sought the advice of:
 - (i) the Secretary General when the post to be filled is that of the Vice-Secretary General;
 - (ii) the Secretary General and the Vice-Secretary General when a post other than that of the Vice-Secretary General is to be filled.
- (b) Any staff member who is to occupy another post provided for in the UPOV budget shall be appointed by the Secretary General on the recommendation of the Vice-Secretary General and, in the case of a post with grade P.3, after the opinion of the Council of UPOV has been heard.

Article 5Selection Committee

When the Selection Committee (Article 4.9 of the Regulations) is called upon to advise the Secretary General concerning a vacancy in a post provided for in the UPOV budget, that Committee shall be presided over by the Vice-Secretary General.

Article 6Letter of Appointment

The letter of appointment (Article 4.12(a) of the Regulations) of any staff member of the Office of UPOV whose appointment lies within the competence of the Government of the Swiss Confederation shall be signed by a duly authorized member of that Government.

Article 7Joint Consultative Committee

When the Joint Consultative Committee (Rule 8.2.1) examines questions which directly or indirectly concern the staff of the Office of UPOV, a member of the staff of the said Office, designated by the Secretary General, shall be made a member of that Committee.

Article 8Dismissal

1. The provisions of paragraphs (a)(1) to (3) of Article 9.1 of the Regulations shall apply to staff members whose post is provided for in the UPOV budget, with the following reservations:

- (a) The dismissal of any staff member with a grade of P.4 or above shall be decided by the Government of the Swiss Confederation, on the recommendation of the Council of UPOV, which shall first have sought the advice of:
 - (i) the Secretary General when the Vice-Secretary General is concerned:
 - (ii) the Secretary General and the Vice-Secretary General when a staff member other than the Vice-Secretary General is concerned.
- (b) The dismissal of any staff member occupying a post with a grade lower than those referred to in paragraph (a) shall be decided by the Secretary General on the recommendation of the Vice-Secretary General and, when it concerns a staff member occupying a post with grade P.3, after having sought the advice of the Council of UPOV.

2. The provisions of paragraphs (a)(4) and (5), and those of paragraph (d) of Article 9.1 of the Regulations shall not apply.

Article 9Amendment of the Administrative Regulations

1. Subject to the provisions of the Convention for the Protection of New Varieties of Plants, signed at Paris on December 2, 1961, the Regulations Concerning the Procedure for Technical and Administrative Cooperation Between UPOV and the Unions Administered by BIRPI, approved by the Swiss Federal Council on October 21, 1969, and the rights of staff members, as established by Article 12.1 of the Regulations and Rule 12.2.1, these Administrative Regulations--including any changes resulting from the amendment of the Regulations and Rules (see Article 1)--may be amended by the Council of UPOV.

2. All amendments shall be adopted by a majority of three-fourths of the States members of UPOV, after the opinion of the Government of the Swiss Confederation has been heard.

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