



11 May 2016

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**Information Circular No. 3\*****Subject : Revised salary scales for staff in the General Service and Language Teacher categories at Geneva**

1. In accordance with article 12.1 of its statute, and on the basis of the methodology for surveys of best prevailing conditions of employment of the General Service and other locally recruited staff at Headquarters and similar duty stations under survey methodology I, the International Civil Service Commission conducted a comprehensive survey in Geneva, with a reference date of September 2015, for the purpose of making recommendations to the Secretary-General on the salary scales of staff in the General Service and related categories at Geneva. Representatives of administration and staff participated actively in all aspects of the survey, including the selection of employers and jobs to be surveyed. In accordance with an earlier decision of the Commission, no separate surveys were conducted in respect of the Language Teachers category. Instead, salary levels for that category shall be adjusted in accordance with the same percentage as that agreed for the General Service category.
2. On the basis of the results of the survey, the Commission recommended salary scales for both categories of locally recruited staff in Geneva that are 1.8 per cent lower than the current scales. Accordingly, staff members recruited on or after 1 June 2016 will be paid according to the revised salary scales. Staff members recruited prior to 1 June 2016 will continue to be paid according to the salary scales in effect since 1 April 2011. Those salary scales will remain frozen for the time being, until such time as the annual interim revisions to the lower salary scales close the gap between the two sets of salary scales.
3. The interim salary adjustment procedure in place for staff in the General Service and Language Teacher categories at Geneva is based upon a 90 per cent of movement in the consumer price index (CPI) over a 12-month period, or whenever the trigger point of 5 per cent has been reached, whichever comes first. The CPI reference was based on September 2015 in order to coincide with the comprehensive salary survey month. The next annual interim adjustment of the new salary scale will be due in September 2016.

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\* The present circular, which cancels and supersedes ST/IC/Geneva/2011/9 of 13 May 2011, will be in effect until further notice.

4. The revised salary scales, which are contained in the annex to the present circular, will be implemented for the June 2016 payroll.

*(Signed)* Clemens M. Adams  
Director, Division of Administration

## Recommended net salary scales for the General Service and Language Teacher categories in Geneva

Table 1

### Recommended net salary scale for the General Service category in Geneva

(Swiss francs per annum)

Grade	Steps											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
G-1	52 003	53 720	55 437	57 154	58 871	60 588	62 305	64 022	65 739	67 456	69 173	70 890
G-2	56 689	58 561	60 433	62 305	64 177	66 049	67 921	69 793	71 665	73 537	75 409	77 281
G-3	61 770	63 808	65 846	67 884	69 922	71 960	73 998	76 036	78 074	80 112	82 150	84 188
G-4	67 376	69 602	71 828	74 054	76 280	78 506	80 732	82 958	85 184	87 410	89 636	91 862
G-5	73 741	76 174	78 607	81 040	83 473	85 906	88 339	90 772	93 205	95 638	98 071	100 504
G-6	80 768	83 430	86 092	88 754	91 416	94 078	96 740	99 402	102 064	104 726	107 388	110 050
G-7	88 421	91 340	94 259	97 178	100 097	103 016	105 935	108 854	111 773	114 692	117 611	120 530

Note: Survey reference month: September 2015 (applicable to staff recruited on or after date of implementation).

Table 2

### Recommended net salary scale for the Language Teacher category in Geneva

(Swiss francs per annum)

Level	Steps													
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII <sup>a</sup>	XIV <sup>a</sup>
Language Teacher	76 858	78 989	81 120	83 251	85 382	87 513	89 644	91 775	93 906	96 037	98 168	100 299	102 430	104 561

Note: Survey reference month: September 2015 (applicable to staff recruited on or after date of implementation).

<sup>a</sup> Seniority steps.