



14 November 2019

Information circular No 10*

Subject: **Revised salary scales for staff in the General Service and Language Teacher categories in Geneva**

1. The current procedure for effecting interim adjustments to the salary scales for staff in the General Service and Language Teacher categories at Geneva calls for an adjustment in the net salaries of such staff by 90 per cent of the movement of the consumer price index (CPI) for Geneva.
2. In application of the above-mentioned procedure, the revised net salaries of staff in the General Service and the Language Teacher categories at Geneva reflect an across the board increase of 0.2 percent effective 1 September 2019 applicable to staff recruited on or after 1 June 2016.
3. As a result of this interim adjustment, the new salary scales will surpass the frozen scales, both effective 1 April 2011, applicable to staff already on board prior to 1 June 2016. Therefore, the gap from the 2015 comprehensive salary survey is now closed and the new salary scales revision will be applicable to all staff in the General Service category and Language Teacher category.

General Service

4. The revised salary scale for the General Service category now applicable to all staff in that category is attached as Annex I.

Language Teachers

5. The revised salary scales for the Language Teacher category now applicable to all staff in that category is attached in Annex II.

* The present circular, which cancels and supersedes ST/IC/Geneva/2018/8 of 28 December 2018, will be in effect until further notice.

6. The implementation of the revised salary scales will be reflected in the November 2019 payroll with retroactive effect to 1 September 2019.

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

Annex I – page 1

Revised salary scales for staff in the General Service category in Geneva (in Swiss Francs) a/

Effective 1 September 2019

		S T E P S											
Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII b/
1	(Gross)	69311	71743	74175	76607	79041	81507	83973	86439	88906	91372	93838	96304
	(Gross pension)	67813	70179	72548	74914	77281	79649	82016	84383	86790	89329	91867	94406
	(Total net)	53059	54810	56561	58312	60063	61814	63565	65316	67067	68818	70569	72320
	(Net pension)	<i>53059</i>	<i>54810</i>	<i>56561</i>	<i>58312</i>	<i>60063</i>	<i>61814</i>	<i>63565</i>	<i>65316</i>	<i>67067</i>	<i>68818</i>	<i>70569</i>	<i>72320</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
2	(Gross)	75944	78597	81283	83973	86663	89354	92044	94734	97424	100114	102804	105494
	(Gross pension)	74273	76853	79435	82016	84596	87248	90016	92784	95552	98319	101087	103854
	(Total net)	57835	59745	61655	63565	65475	67385	69295	71205	73115	75025	76935	78845
	(Net pension)	<i>57835</i>	<i>59745</i>	<i>61655</i>	<i>63565</i>	<i>65475</i>	<i>67385</i>	<i>69295</i>	<i>71205</i>	<i>73115</i>	<i>75025</i>	<i>76935</i>	<i>78845</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
3	(Gross)	83199	86128	89058	91987	94917	97846	100776	103706	106635	109565	112494	115424
	(Gross pension)	81278	84088	86948	89963	92975	95988	99001	102015	105029	108042	111055	114069
	(Total net)	63015	65095	67175	69255	71335	73415	75495	77575	79655	81735	83815	85895
	(Net pension)	<i>63015</i>	<i>65095</i>	<i>67175</i>	<i>69255</i>	<i>71335</i>	<i>73415</i>	<i>75495</i>	<i>77575</i>	<i>79655</i>	<i>81735</i>	<i>83815</i>	<i>85895</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
4	(Gross)	91262	94461	97659	100858	104056	107255	110454	113652	116851	120049	123248	126446
	(Gross pension)	89210	92501	95793	99085	102376	105667	108958	112249	115542	118832	122123	125414
	(Total net)	68740	71011	73282	75553	77824	80095	82366	84637	86908	89179	91450	93721
	(Net pension)	<i>68740</i>	<i>71011</i>	<i>73282</i>	<i>75553</i>	<i>77824</i>	<i>80095</i>	<i>82366</i>	<i>84637</i>	<i>86908</i>	<i>89179</i>	<i>91450</i>	<i>93721</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
5	(Gross)	100408	103904	107400	110896	114392	117887	121383	124879	128375	131870	135366	138862
	(Gross pension)	98622	102218	105817	109413	113011	116608	120206	123803	127401	130997	134596	138194
	(Total net)	75234	77716	80198	82680	85162	87644	90126	92608	95090	97572	100054	102536
	(Net pension)	<i>75234</i>	<i>77716</i>	<i>80198</i>	<i>82680</i>	<i>85162</i>	<i>87644</i>	<i>90126</i>	<i>92608</i>	<i>95090</i>	<i>97572</i>	<i>100054</i>	<i>102536</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
6	(Gross)	110503	114328	118154	121979	125804	129630	133455	137280	141106	144931	148756	152582
	(Gross pension)	109011	112947	116883	120819	124756	128692	132628	136564	140499	144436	148372	152308
	(Total net)	82401	85117	87833	90549	93265	95981	98697	101413	104129	106845	109561	112277
	(Net pension)	<i>82401</i>	<i>85117</i>	<i>87833</i>	<i>90549</i>	<i>93265</i>	<i>95981</i>	<i>98697</i>	<i>101413</i>	<i>104129</i>	<i>106845</i>	<i>109561</i>	<i>112277</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
7	(Gross)	121510	125703	129896	134089	138282	142475	146668	150861	155054	159246	163439	167632
	(Gross pension)	120326	124644	128959	133275	137592	141906	146224	150539	154855	159172	163486	167803
	(Total net)	90216	93193	96170	99147	102124	105101	108078	111055	114032	117009	119986	122963
	(Net pension)	<i>90216</i>	<i>93193</i>	<i>96170</i>	<i>99147</i>	<i>102124</i>	<i>105101</i>	<i>108078</i>	<i>111055</i>	<i>114032</i>	<i>117009</i>	<i>119986</i>	<i>122963</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0

Annex I – page 2**DEPENDENCY
ALLOWANCES:**

Dependent spouse	Swf. 7,939 net per annum
Dependent child	Swf. 6,398 net per annum.
Except for first dependent child of a single, separated, divorced or widowed staff member	Swf. 13,183 net per annum
Secondary dependant (where there is no dependent spouse, for one dependent parent, brother or sister)	Swf. 2,515 net per annum.

LANGUAGE ALLOWANCES (to be included in pensionable remuneration):

First language	Swf. 3,192 net per annum
Second language	Swf. 1,596 net per annum

Note: The scale is based on a common workweek of 40 hours.

a/ Staff assessment is calculated based on the 36-month average exchange rate of Swiss francs 0.9860 to US\$ 1.00.
The official United Nations exchange rate for a given month will continue to be used for operational and Pension Fund purposes.

b/ Long-service step:

The qualifying criteria for in-grade increases to the long-service step are as follows:

(a) The staff member should have had at least 20 years of service within the United Nations Common System and five years of service at the top regular step of the current grade.

(b) The staff member's service should have been satisfactory.

Gross: Gross salaries have been derived through the application of staff assessment to Total Net salaries.
Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever UN salaries are taxed.

Gross Pens.: Gross Pensionable salaries have been derived through application of staff assessment to Net Pensionable salaries.
Gross Pensionable is the basis for determining Pension Fund contributions under Article 25 of UNJSPF Regulations and for determining Pension benefits.

Total Net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net Pens.: Net Pensionable is that part of net salary which is used to derive to the Gross Pensionable Salary.
Net Pensionable salary is the Total Net salary less the Non-pensionable component, i.e. 100 per cent of total net salaries.

Revision 56

Oct-19

Annex II – page 1

Revised salary scales for staff in the Language Teacher category in Geneva

(in Swiss Francs) a/

Effective 1 September 2019

<i>S T E P S</i>														
Level	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV
1 (Gross)	104896	107956	111017	114077	117138	120199	123259	126320	129380	132441	135501	138562	141623	144683
(Gross Pens.)	103230	106380	109532	112682	115834	118984	122136	125286	128437	131588	134739	137890	141042	144192
(Total Net)	78420	80593	82766	84939	87112	89285	91458	93631	95804	97977	100150	102323	104496	106669
(Net Pens.)	78420	80593	82766	84939	87112	89285	91458	93631	95804	97977	100150	102323	104496	106669
(NPC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Increments: Salary increments shall be awarded on the basis of satisfactory service and as follows:

Annual steps: steps I to XII shall be awarded on an annual basis.

Seniority steps: steps to XIII and XIV shall be awarded after five years at preceding step.

Annex II – page 2**DEPENDENCY
ALLOWANCES:**

Dependent spouse	Swf. 7,939 net per annum
Dependent child	Swf. 6,398 net per annum.
Except for first dependent child of a single, separated, divorced or widowed staff member	Swf. 13,183 net per annum
Secondary dependant (where there is no dependent spouse, for one dependent parent, brother or sister)	Swf. 2,515 net per annum.

Note: The scale is based on a common workweek of 40 hours.

a/ Staff assessment is calculated on the basis of the 36-month average exchange rate of Swiss Francs 0.9860 to US\$ 1.00.
The official United Nations exchange rate for a given month will continue to be used for operational and Pension Fund purposes.

Gross: Gross salaries have been derived through the application of staff assessment to Total Net salaries.
Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever UN salaries are taxed.

Gross Pens.: Gross Pensionable salaries have been derived through application of staff assessment to Net Pensionable salaries.
Gross Pensionable is the basis for determining Pension Fund contributions under Article 25 of UNJSPF Regulations and for determining Pension benefits.

Total Net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net Pens.: Net Pensionable is that part of net salary which is used to derive to the Gross Pensionable Salary.
Net Pensionable salary is the Total Net salary less the Non-pensionable component, i.e. 100 per cent of total net salaries.

NPC: Non-Pensionable Component is that part of net salary excluded from application of staff assessment in determination of the Gross Pensionable salary.
The Non-Pensionable Component has been established at 0 per cent.