



11 October 2021

Information circular No 3*

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 2021 applicable to all staff in these categories.

General Service

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

Language Teachers

4. 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/2019/10 of 14 November 2019, will be in effect until further notice.

5. The implementation of the revised salary scales will be reflected in the October 2021 payroll with retroactive effect to 1 September 2021.

(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 2021

		S T E P S											
Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII b/
1	(Gross)	69587	72025	74462	76906	79377	81849	84321	86793	89265	91737	94208	96680
	(Gross)	67949	70319	72693	75064	77436	79808	82180	84552	86964	89508	92051	94595
	(Total Net)	53162	54917	56672	58427	60182	61937	63692	65447	67202	68957	70712	72467
	(Net Pens.)	53162	54917	56672	58427	60182	61937	63692	65447	67202	68957	70712	72467
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
2	(Gross)	76237	78930	81625	84321	87017	89713	92408	95104	97800	100496	103192	105887
	(Gross)	74422	77007	79594	82180	84765	87422	90196	92970	95743	98516	101289	104062
	(Total Net)	57950	59864	61778	63692	65606	67520	69434	71348	73262	75176	77090	79004
	(Net Pens.)	57950	59864	61778	63692	65606	67520	69434	71348	73262	75176	77090	79004
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
3	(Gross)	83546	86482	89417	92352	95287	98223	101158	104093	107028	109963	112899	115834
	(Gross)	81441	84256	87122	90143	93161	96180	99199	102219	105239	108258	111277	114297
	(Total Net)	63142	65226	67310	69394	71478	73562	75646	77730	79814	81898	83982	86066
	(Net Pens.)	63142	65226	67310	69394	71478	73562	75646	77730	79814	81898	83982	86066
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
4	(Gross)	91621	94827	98032	101238	104444	107649	110855	114061	117266	120472	123677	126883
	(Gross)	89388	92686	95985	99283	102581	105878	109176	112473	115773	119070	122367	125665
	(Total Net)	68875	71151	73427	75703	77979	80255	82531	84807	87083	89359	91635	93911
	(Net Pens.)	68875	71151	73427	75703	77979	80255	82531	84807	87083	89359	91635	93911
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
5	(Gross)	100789	104292	107794	111297	114800	118303	121806	125308	128811	132314	135817	139320
	(Gross)	98819	102422	106029	109632	113237	116841	120446	124051	127656	131259	134865	138470
	(Total Net)	75384	77871	80358	82845	85332	87819	90306	92793	95280	97767	100254	102741
	(Net Pens.)	75384	77871	80358	82845	85332	87819	90306	92793	95280	97767	100254	102741
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
6	(Gross)	110907	114739	118572	122404	126237	130069	133901	137734	141566	145399	149231	153063
	(Gross)	109229	113173	117117	121061	125006	128949	132893	136837	140780	144725	148669	152613
	(Total Net)	82568	85289	88010	90731	93452	96173	98894	101615	104336	107057	109778	112499
	(Net Pens.)	82568	85289	88010	90731	93452	96173	98894	101615	104336	107057	109778	112499
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
7	(Gross)	121932	126134	130335	134537	138738	142939	147141	151342	155544	159745	163946	168148
	(Gross)	120567	124893	129217	133542	137867	142190	146516	150840	155165	159490	163813	168139
	(Total Net)	90396	93379	96362	99345	102328	105311	108294	111277	114260	117243	120226	123209
	(Net Pens.)	90396	93379	96362	99345	102328	105311	108294	111277	114260	117243	120226	123209
	(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 0.9560 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.

Annex II – page 1

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

(in Swiss Francs) a/

Effective 1 September 2021

	S	T	E	P	S									
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV
(Gross)	105289	108355	111421	114487	117554	120620	123686	126752	129818	132885	135951	139017	142083	145149
(Gross Pens.)	103436	106593	109751	112907	116066	119222	122380	125537	128694	131851	135008	138166	141324	144480
(Total Net)	78579	80756	82933	85110	87287	89464	91641	93818	95995	98172	100349	102526	104703	106880
(Net Pens.)	78579	80756	82933	85110	87287	89464	91641	93818	95995	98172	100349	102526	104703	106880
(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.

Revision 19
Oct-21

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 0.9560 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.