



20 novembre 2023

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**Circulaire n°6\***

Objet : **Barèmes révisés des traitements des agents des services généraux et des professeurs de langues à Genève**

1. La procédure actuelle d'ajustement intermédiaire des barèmes révisés des traitements des agents des services généraux et des professeurs de langues à Genève prévoit un ajustement des traitements nets du personnel de ces deux catégories de 90 pour cent de l'indice des prix à la consommation (IPC) pour Genève.

2. En application de la procédure susmentionnée, les traitements nets révisés des agents des services généraux et des professeurs de langues à Genève reflètent une augmentation générale de 1,5 pour cent à compter du 1<sup>er</sup> septembre 2023, applicable à tous les membres du personnel de ces catégories. Les indemnités restent inchangées.

**Services généraux**

3. Les barèmes révisés des traitements des agents des services généraux applicables à tous les membres du personnel de cette catégorie figurent à l'Annexe I (en anglais uniquement).

**Professeurs de langues**

4. Les barèmes révisés des traitements des professeurs de langues applicables à tous les membres du personnel de cette catégorie figurent à l'Annexe II (en anglais uniquement).

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\* La présente circulaire, qui annule et remplace la ST/IC/Genève/2022/7 datée du 18 octobre 2022, restera en vigueur jusqu'à nouvel ordre.

5. Les barèmes révisés des traitements seront appliqués dans les états de paie de la fin du mois de novembre 2023, avec effet rétroactif au 1<sup>er</sup> septembre 2023.

*(Signé)* **Kira Kruglikova**  
Directrice, Division de l'Administration

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# Annex I – page 1

## Revised salary scales for staff in the General Service category in Geneva

(in Swiss Francs) a/

Effective 1 September 2023

|       |               | S             | T             | E             | P             | S             |               |               |               |               |               |               |               |
|-------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Level |               | I             | II            | III           | IV            | V             | VI            | VII           | VIII          | IX            | X             | XI            | XII b/        |
| 1     | (Gross)       | 73010         | 75579         | 78161         | 80742         | 83324         | 85906         | 88487         | 91069         | 93651         | 96232         | 98814         | 101396        |
|       | (Gross Pens.) | <b>70969</b>  | <b>73443</b>  | <b>75923</b>  | <b>78400</b>  | <b>80877</b>  | <b>83354</b>  | <b>85831</b>  | <b>88309</b>  | <b>90828</b>  | <b>93486</b>  | <b>96141</b>  | <b>98798</b>  |
|       | (Total Net)   | <b>55524</b>  | <b>57357</b>  | <b>59190</b>  | <b>61023</b>  | <b>62856</b>  | <b>64689</b>  | <b>66522</b>  | <b>68355</b>  | <b>70188</b>  | <b>72021</b>  | <b>73854</b>  | <b>75687</b>  |
|       | (Net Pens.)   | 55524         | 57357         | 59190         | 61023         | 62856         | 64689         | 66522         | 68355         | 70188         | 72021         | 73854         | 75687         |
|       | (NPC)         | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| 2     | (Gross)       | 80034         | 82851         | 85668         | 88485         | 91301         | 94118         | 96935         | 99752         | 102569        | 105386        | 108203        | 111020        |
|       | (Gross Pens.) | <b>77729</b>  | <b>80429</b>  | <b>83131</b>  | <b>85831</b>  | <b>88531</b>  | <b>91306</b>  | <b>94204</b>  | <b>97101</b>  | <b>99998</b>  | <b>102894</b> | <b>105789</b> | <b>108686</b> |
|       | (Total Net)   | <b>60520</b>  | <b>62520</b>  | <b>64520</b>  | <b>66520</b>  | <b>68520</b>  | <b>70520</b>  | <b>72520</b>  | <b>74520</b>  | <b>76520</b>  | <b>78520</b>  | <b>80520</b>  | <b>82520</b>  |
|       | (Net Pens.)   | 60520         | 62520         | 64520         | 66520         | 68520         | 70520         | 72520         | 74520         | 76520         | 78520         | 80520         | 82520         |
|       | (NPC)         | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| 3     | (Gross)       | 87685         | 90749         | 93814         | 96879         | 99944         | 103008        | 106073        | 109138        | 112203        | 115268        | 118332        | 121397        |
|       | (Gross Pens.) | <b>85060</b>  | <b>87999</b>  | <b>90994</b>  | <b>94148</b>  | <b>97301</b>  | <b>100454</b> | <b>103607</b> | <b>106761</b> | <b>109915</b> | <b>113068</b> | <b>116222</b> | <b>119376</b> |
|       | (Total Net)   | <b>65952</b>  | <b>68128</b>  | <b>70304</b>  | <b>72480</b>  | <b>74656</b>  | <b>76832</b>  | <b>79008</b>  | <b>81184</b>  | <b>83360</b>  | <b>85536</b>  | <b>87712</b>  | <b>89888</b>  |
|       | (Net Pens.)   | 65952         | 68128         | 70304         | 72480         | 74656         | 76832         | 79008         | 81184         | 83360         | 85536         | 87712         | 89888         |
|       | (NPC)         | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| 4     | (Gross)       | 96113         | 99461         | 102808        | 106156        | 109504        | 112852        | 116200        | 119548        | 122896        | 126244        | 129592        | 132939        |
|       | (Gross Pens.) | <b>93360</b>  | <b>96805</b>  | <b>100251</b> | <b>103694</b> | <b>107139</b> | <b>110582</b> | <b>114027</b> | <b>117471</b> | <b>120917</b> | <b>124361</b> | <b>127805</b> | <b>131249</b> |
|       | (Total Net)   | <b>71936</b>  | <b>74313</b>  | <b>76690</b>  | <b>79067</b>  | <b>81444</b>  | <b>83821</b>  | <b>86198</b>  | <b>88575</b>  | <b>90952</b>  | <b>93329</b>  | <b>95706</b>  | <b>98083</b>  |
|       | (Net Pens.)   | 71936         | 74313         | 76690         | 79067         | 81444         | 83821         | 86198         | 88575         | 90952         | 93329         | 95706         | 98083         |
|       | (NPC)         | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| 5     | (Gross)       | 105692        | 109349        | 113007        | 116665        | 120323        | 123980        | 127638        | 131296        | 134954        | 138611        | 142269        | 145927        |
|       | (Gross Pens.) | <b>103210</b> | <b>106973</b> | <b>110741</b> | <b>114503</b> | <b>118269</b> | <b>122032</b> | <b>125798</b> | <b>129563</b> | <b>133328</b> | <b>137092</b> | <b>140858</b> | <b>144623</b> |
|       | (Total Net)   | <b>78737</b>  | <b>81334</b>  | <b>83931</b>  | <b>86528</b>  | <b>89125</b>  | <b>91722</b>  | <b>94319</b>  | <b>96916</b>  | <b>99513</b>  | <b>102110</b> | <b>104707</b> | <b>107304</b> |
|       | (Net Pens.)   | 78737         | 81334         | 83931         | 86528         | 89125         | 91722         | 94319         | 96916         | 99513         | 102110        | 104707        | 107304        |
|       | (NPC)         | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| 6     | (Gross)       | 116254        | 120256        | 124259        | 128262        | 132265        | 136268        | 140270        | 144273        | 148276        | 152279        | 156282        | 160285        |
|       | (Gross Pens.) | <b>114083</b> | <b>118202</b> | <b>122321</b> | <b>126441</b> | <b>130560</b> | <b>134679</b> | <b>138798</b> | <b>142917</b> | <b>147036</b> | <b>151156</b> | <b>155275</b> | <b>159395</b> |
|       | (Total Net)   | <b>86236</b>  | <b>89078</b>  | <b>91920</b>  | <b>94762</b>  | <b>97604</b>  | <b>100446</b> | <b>103288</b> | <b>106130</b> | <b>108972</b> | <b>111814</b> | <b>114656</b> | <b>117498</b> |
|       | (Net Pens.)   | 86236         | 89078         | 91920         | 94762         | 97604         | 100446        | 103288        | 106130        | 108972        | 111814        | 114656        | 117498        |
|       | (NPC)         | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             | 0             |
| 7     | (Gross)       | 127768        | 132156        | 136545        | 140934        | 145323        | 149711        | 154100        | 158489        | 162877        | 167266        | 171655        | 176044        |
|       | (Gross Pens.) | <b>125924</b> | <b>130443</b> | <b>134958</b> | <b>139476</b> | <b>143993</b> | <b>148509</b> | <b>153026</b> | <b>157542</b> | <b>162060</b> | <b>166577</b> | <b>171092</b> | <b>175610</b> |
|       | (Total Net)   | <b>94411</b>  | <b>97527</b>  | <b>100643</b> | <b>103759</b> | <b>106875</b> | <b>109991</b> | <b>113107</b> | <b>116223</b> | <b>119339</b> | <b>122455</b> | <b>125571</b> | <b>128687</b> |
|       | (Net Pens.)   | 94411         | 97527         | 100643        | 103759        | 106875        | 109991        | 113107        | 116223        | 119339        | 122455        | 125571        | 128687        |
|       | (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 0.9240 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.

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.

Annex II – page 1

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

(in Swiss Francs) a/

Effective 1 September 2023

|               | S T E P S |        |        |        |        |        |        |        |        |        |        |        |        |        |
|---------------|-----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|               | I         | II     | III    | IV     | V      | VI     | VII    | VIII   | IX     | X      | XI     | XII    | XIII   | XIV    |
| (Gross)       | 110385    | 113587 | 116790 | 119993 | 123196 | 126399 | 129601 | 132804 | 136007 | 139210 | 142413 | 145615 | 148818 | 152021 |
| (Gross Pens.) | 108033    | 111329 | 114628 | 117924 | 121223 | 124519 | 127818 | 131116 | 134412 | 137710 | 141007 | 144306 | 147603 | 150900 |
| (Total Net)   | 82069     | 84343  | 86617  | 88891  | 91165  | 93439  | 95713  | 97987  | 100261 | 102535 | 104809 | 107083 | 109357 | 111631 |
| (Net Pens.)   | 82069     | 84343  | 86617  | 88891  | 91165  | 93439  | 95713  | 97987  | 100261 | 102535 | 104809 | 107083 | 109357 | 111631 |
| (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.

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**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<br>of a single, separated, divorced<br>or widowed staff member             | Swf. 13,183 net per annum |
| Secondary dependant (where there is<br>no dependent spouse, for one<br>dependent parent, brother or sister) | Swf. 2,515 net per annum. |

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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 0.9240 to US\$ 1.00.<br>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.<br>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.<br>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.<br>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.<br>The Non-Pensionable Component has been established at 0 per cent.                                                   |