



INFORMATION CIRCULAR N° 9**Subject: Revised salary scales for staff in the General Service and Language Teacher Categories**

1. The current procedure for effecting interim adjustments of the salary scales for staff in the General Service and related categories at Geneva calls for an adjustment in the net salaries of such staff whenever the consumer price index (CPI) for Geneva moves by 5 per cent by reference to the index used at the time of the previous adjustment or every 12 months, whichever comes first. In order to obtain the amount of the net salary increase, the CPI movement is then adjusted by a factor of 0.9 per cent to account for local taxation. In line with the established practice, 12-month CPI movement is measured two months in advance of the reference date of the salary scale (currently 1 March).

2. In application of the above-mentioned procedure (which is also extended to the Language Teacher category) and based on 12-month CPI movement for the period January 2009 – January 2010, the net salaries of staff in the General Service and Language Teacher categories have been adjusted upwards by 1.05 per cent, with effect from 1 March 2010.

General Service

3. The revised salary scales for the General Service category are attached as Annex I.
4. The dependency and language allowances remain unchanged.

Language Teachers

5. The revised salary scales for the Language Teacher category are reproduced in Annex II.
6. The dependency allowances remain unchanged.

Payroll implementation of revised scales

7. The implementation of the revised scales, which are contained in the annexes to the present circular, will be reflected in the April 2010 payroll with retroactive effect to 1 March 2010.

(Signed) **Kumiko Matsuura Mueller**
Officer-in-charge, Division of Administration

UNITED NATIONS



NATIONS UNIES

ANNEX I
Geneva (Switzerland)
General Service Category - Annual Salaries and Allowances
(In Swiss francs) a/
Effective 1 March 2010

Level		I	II	III	IV	S V	T VI	E VII	P VIII	S IX	X	XI	XII b/
1	(Gross)	68242	70761	73280	75799	78317	80836	83355	85874	88393	90912	93430	95949
	(Gross Pens.)	66426	68684	70941	73198	75496	77845	80194	82543	84891	87241	89589	91937
	(Total Net)	52637	54375	56113	57851	59589	61327	63065	64803	66541	68279	70017	71755
	(Net Pens.)	52637	54375	56113	57851	59589	61327	63065	64803	66541	68279	70017	71755
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
2	(Gross)	75116	77861	80606	83351	86096	88841	91586	94330	97075	99820	102565	105310
	(Gross Pens.)	72589	75073	77633	80191	82751	85309	87868	90428	92986	95546	98104	100664
	(Total Net)	57380	59274	61168	63062	64956	66850	68744	70638	72532	74426	76320	78214
	(Net Pens.)	57380	59274	61168	63062	64956	66850	68744	70638	72532	74426	76320	78214
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
3	(Gross)	82570	85559	88549	91539	94529	97519	100509	103499	106488	109478	112468	115458
	(Gross Pens.)	79458	82247	85035	87824	90612	93401	96188	98977	101765	104554	107342	110130
	(Total Net)	62523	64586	66649	68712	70775	72838	74901	76964	79027	81090	83153	85216
	(Net Pens.)	62523	64586	66649	68712	70775	72838	74901	76964	79027	81090	83153	85216
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
4	(Gross)	90791	94057	97322	100587	103852	107117	110383	113648	116913	120178	123443	126709
	(Gross Pens.)	87124	90169	93215	96259	99305	102350	105395	108440	111485	114739	118005	121271
	(Total Net)	68196	70449	72702	74955	77208	79461	81714	83967	86220	88473	90726	92979
	(Net Pens.)	68196	70449	72702	74955	77208	79461	81714	83967	86220	88473	90726	92979
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
5	(Gross)	100128	103696	107264	110832	114400	117968	121536	125104	128672	132241	135809	139377
	(Gross Pens.)	95837	99162	102489	105816	109142	112528	116095	119662	123230	126798	130366	133933
	(Total Net)	74638	77100	79562	82024	84486	86948	89410	91872	94334	96796	99258	101720
	(Net Pens.)	74638	77100	79562	82024	84486	86948	89410	91872	94334	96796	99258	101720
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
6	(Gross)	110430	114336	118242	122148	126054	129959	133865	137771	141677	145583	149488	153394
	(Gross Pens.)	105441	109082	112802	116708	120613	124519	128425	132331	136237	140142	144048	147954
	(Total Net)	81747	84442	87137	89832	92527	95222	97917	100612	103307	106002	108697	111392
	(Net Pens.)	81747	84442	87137	89832	92527	95222	97917	100612	103307	106002	108697	111392
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
7	(Gross)	121661	125942	130223	134504	138786	143067	147348	151629	155910	160191	164472	168754
	(Gross Pens.)	116223	120503	124785	129065	133346	137626	141908	146188	150469	154749	159029	163311
	(Total Net)	89496	92450	95404	98358	101312	104266	107220	110174	113128	116082	119036	121990
	(Net Pens.)	89496	92450	95404	98358	101312	104266	107220	110174	113128	116082	119036	121990
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0

Geneva (Switzerland)

DEPENDENCY ALLOWANCES:

Dependent spouse	Swf. 6,526 net per annum (payable to staff who become eligible on or after 1 April 2008).
	Swf. 7,211 net per annum (payable to eligible staff on board and already in receipt of amount prior to 1 April 2008).
Dependent child	Swf. 5,025 net per annum.
Except for first dependent child of a single, separated, divorced or widowed staff member	Swf. 9,321 net per annum (payable to staff who become eligible on or after 1 April 2008).
	Swf. 10,702 net per annum (payable to eligible staff on board and already in receipt of amount prior to 1 April 2008).
Secondary dependant (where there is no dependent spouse, for one dependent parent, brother or sister)	Swf. 1,635 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 on the basis of the 36-month average exchange rate of Swiss francs 1.11 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.

UNITED NATIONS

**ANNEX II**

NATIONS UNIES

**Geneva (Switzerland)
Language Teacher Category – Annual Salaries and Allowances
(In Swiss francs) a/
Effective 1 March 2010**

Level	S T E P S														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	
1	(Gross)	104697	107823	110949	114075	117201	120328	123454	126580	129706	132832	135958	139084	142210	145336
	(Gross Pens.)	100090	103005	105921	108836	111759	114886	118012	121139	124266	127393	130519	133646	136772	139900
	(Total Net)	77791	79948	82105	84262	86419	88576	90733	92890	95047	97204	99361	101518	103675	105832
	(Net Pens.)	<i>77791</i>	<i>79948</i>	<i>82105</i>	<i>84262</i>	<i>86419</i>	<i>88576</i>	<i>90733</i>	<i>92890</i>	<i>95047</i>	<i>97204</i>	<i>99361</i>	<i>101518</i>	<i>103675</i>	<i>105832</i>
	(NPC)	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>

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 XIII to XIV shall be awarded after five years at the preceding step.

Geneva (Switzerland)

DEPENDENCY ALLOWANCES:

Dependent spouse	Swf. 6,526 net per annum (payable to staff who become eligible on or after 1 April 2008).
	Swf. 7,211 net per annum (payable to eligible staff on board and already in receipt of amount prior to 1 April 2008).
Dependent child	Swf. 5,025 net per annum.
Except for first dependent child of a single, separated, divorced or widowed staff member	Swf. 9,321 net per annum (payable to staff who become eligible on or after 1 April 2008).
	Swf. 10,702 net per annum (payable to eligible staff on board and already in receipt of amount prior to 1 April 2008).
Secondary dependant (where there is no dependent spouse, for one dependent parent, brother or sister)	Swf. 1,635 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 1.11 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.