



28 décembre 2018

Circulaire No. 8*

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 1,0 pour cent à compter du 1er septembre 2018, applicable au personnel de ces deux catégories recruté le 1er juin 2016 ou après cette date.
3. Les traitements des agents des services généraux et des professeurs de langues à Genève recrutés avant le 1er juin 2016 restent inchangés.

Services généraux

4. Les barèmes révisés des traitements des agents des services généraux applicables au personnel recruté le 1er juin 2016 ou après cette date figurent à l'Annexe I (en anglais uniquement).

* La présente circulaire, qui annule et remplace la ST/IC/Genève/2017/9 datée du 1^{er} décembre 2017, restera en vigueur jusqu'à nouvel ordre.

5. Les barèmes des traitements des agents des services généraux applicables au personnel recruté avant le 1er juin 2016 restent inchangés afin de préserver le salaire net et figurent à l'Annexe II (en anglais uniquement).

Professeurs de langues

6. Les barèmes révisés des traitements des professeurs de langues applicables au personnel recruté le 1er juin 2016 ou après cette date figurent à l'Annexe III (en anglais uniquement).

7. Les barèmes des traitements des professeurs de langues applicables au personnel recruté avant le 1er juin 2016 restent inchangés et figurent à l'Annexe IV (en anglais uniquement).

8. Les barèmes révisés des traitements sont appliqués dans les états de paie du mois de décembre 2018, avec effet rétroactif au 1 septembre 2018.

Le Directeur, Division de l'administration
(Signé) **Clemens M. Adams**

Annex I – page 1

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

Effective 1 September 2018 (applicable only to staff recruited on or after 1 June 2016)

		S T E P S											
Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII b/
1	(Gross)	69630	72164	74697	77230	79764	82297	84830	87364	89897	92430	94964	97497
	(Gross pension)	67678	70039	72403	74764	77127	79490	81852	84215	86617	89151	91684	94218
	(Total net)	52950	54698	56446	58194	59942	61690	63438	65186	66934	68682	70430	72178
	(Net pension)	52950	54698	56446	58194	59942	61690	63438	65186	66934	68682	70430	72178
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
2	(Gross)	76545	79307	82070	84832	87594	90357	93119	95881	98643	101406	104168	106930
	(Gross pension)	74125	76700	79276	81852	84427	87074	89836	92599	95361	98123	100885	103647
	(Total net)	57721	59627	61533	63439	65345	67251	69157	71063	72969	74875	76781	78687
	(Net pension)	57721	59627	61533	63439	65345	67251	69157	71063	72969	74875	76781	78687
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
3	(Gross)	84033	87042	90051	93059	96068	99077	102086	105094	108103	111112	114120	117129
	(Gross pension)	81116	83920	86774	89783	92789	95796	98803	101811	104819	107826	110833	113841
	(Total net)	62888	64964	67040	69116	71192	73268	75344	77420	79496	81572	83648	85724
	(Net pension)	62888	64964	67040	69116	71192	73268	75344	77420	79496	81572	83648	85724
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
4	(Gross)	92319	95603	98887	102171	105455	108739	112023	115307	118591	121875	125159	128443
	(Gross pension)	89032	92316	95602	98887	102172	105456	108741	112025	115311	118595	121879	125164
	(Total net)	68605	70871	73137	75403	77669	79935	82201	84467	86733	88999	91265	93531
	(Net pension)	68605	70871	73137	75403	77669	79935	82201	84467	86733	88999	91265	93531
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
5	(Gross)	101709	105299	108888	112478	116068	119658	123248	126838	130428	134017	137607	141197
	(Gross pension)	98425	102014	105606	109195	112785	116375	119966	123556	127147	130736	134327	137918
	(Total net)	75084	77561	80038	82515	84992	87469	89946	92423	94900	97377	99854	102331
	(Net pension)	75084	77561	80038	82515	84992	87469	89946	92423	94900	97377	99854	102331
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
6	(Gross)	112071	116000	119929	123858	127787	131716	135645	139574	143503	147432	151361	155290
	(Gross pension)	108793	112722	116650	120578	124507	128435	132363	136291	140219	144148	148076	152004
	(Total net)	82234	84945	87656	90367	93078	95789	98500	101211	103922	106633	109344	112055
	(Net pension)	82234	84945	87656	90367	93078	95789	98500	101211	103922	106633	109344	112055
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
7	(Gross)	123378	127684	131990	136296	140601	144907	149213	153519	157825	162130	166436	170742
	(Gross pension)	120086	124395	128702	133009	137317	141623	145932	150239	154546	158854	163160	167468
	(Total net)	90036	93007	95978	98949	101920	104891	107862	110833	113804	116775	119746	122717
	(Net pension)	90036	93007	95978	98949	101920	104891	107862	110833	113804	116775	119746	122717
	(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

All allowances are payable to eligible staff members effective 1 September 2016.

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 0.981 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.

Revision 55
October 2018

Annex II – page 1

Salary scale for staff in the General Service category in Geneva

(in Swiss Francs) a/

Effective 1 April 2011 (applicable only to eligible staff already on board prior to 1 June 2016)

		S T E P S											
Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII b/
1	(Gross)	69067	71601	74136	76671	79206	81741	84275	86810	89345	91880	94414	96949
	(Gross Pens.)	66831	69103	71374	73645	75957	78320	80683	83047	85409	87773	90135	92498
	(Total Net)	52956	54705	56454	58203	59952	61701	63450	65199	66948	68697	70446	72195
	(Net Pens.)	<i>52956</i>	<i>54705</i>	<i>56454</i>	<i>58203</i>	<i>59952</i>	<i>61701</i>	<i>63450</i>	<i>65199</i>	<i>66948</i>	<i>68697</i>	<i>70446</i>	<i>72195</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
2	(Gross)	75983	78745	81507	84270	87032	89794	92557	95319	98081	100843	103606	106368
	(Gross Pens.)	73032	75531	78107	80680	83256	85829	88404	90980	93553	96129	98702	101278
	(Total Net)	57728	59634	61540	63446	65352	67258	69164	71070	72976	74882	76788	78694
	(Net Pens.)	<i>57728</i>	<i>59634</i>	<i>61540</i>	<i>63446</i>	<i>65352</i>	<i>67258</i>	<i>69164</i>	<i>71070</i>	<i>72976</i>	<i>74882</i>	<i>76788</i>	<i>78694</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
3	(Gross)	83481	86490	89499	92507	95516	98525	101533	104542	107551	110559	113568	116577
	(Gross Pens.)	79943	82749	85554	88360	91165	93971	96775	99581	102386	105192	107997	110802
	(Total Net)	62902	64978	67054	69130	71206	73282	75358	77434	79510	81586	83662	85738
	(Net Pens.)	<i>62902</i>	<i>64978</i>	<i>67054</i>	<i>69130</i>	<i>71206</i>	<i>73282</i>	<i>75358</i>	<i>77434</i>	<i>79510</i>	<i>81586</i>	<i>83662</i>	<i>85738</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
4	(Gross)	91755	95041	98326	101612	104897	108183	111468	114754	118039	121325	124610	127896
	(Gross Pens.)	87655	90719	93784	96846	99911	102974	106038	109101	112165	115439	118725	122011
	(Total Net)	68611	70878	73145	75412	77679	79946	82213	84480	86747	89014	91281	93548
	(Net Pens.)	<i>68611</i>	<i>70878</i>	<i>73145</i>	<i>75412</i>	<i>77679</i>	<i>79946</i>	<i>82213</i>	<i>84480</i>	<i>86747</i>	<i>89014</i>	<i>91281</i>	<i>93548</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
5	(Gross)	101149	104739	108329	111919	115509	119099	122688	126278	129868	133458	137048	140638
	(Gross Pens.)	96422	99767	103114	106461	109808	113214	116803	120392	123982	127571	131161	134750
	(Total Net)	75093	77570	80047	82524	85001	87478	89955	92432	94909	97386	99863	102340
	(Net Pens.)	<i>75093</i>	<i>77570</i>	<i>80047</i>	<i>82524</i>	<i>85001</i>	<i>87478</i>	<i>89955</i>	<i>92432</i>	<i>94909</i>	<i>97386</i>	<i>99863</i>	<i>102340</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
6	(Gross)	111519	115448	119377	123306	127235	131164	135093	139022	142951	146880	150809	154738
	(Gross Pens.)	106084	109747	113490	117420	121349	125279	129208	133138	137068	140997	144927	148857
	(Total Net)	82248	84959	87670	90381	93092	95803	98514	101225	103936	106647	109358	112069
	(Net Pens.)	<i>82248</i>	<i>84959</i>	<i>87670</i>	<i>90381</i>	<i>93092</i>	<i>95803</i>	<i>98514</i>	<i>101225</i>	<i>103936</i>	<i>106647</i>	<i>109358</i>	<i>112069</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
7	(Gross)	122814	127122	131429	135736	140043	144351	148658	152965	157272	161580	165887	170194
	(Gross Pens.)	116932	121238	125546	129852	134159	138466	142774	147080	151387	155693	159999	164307
	(Total Net)	90042	93014	95986	98958	101930	104902	107874	110846	113818	116790	119762	122734
	(Net Pens.)	<i>90042</i>	<i>93014</i>	<i>95986</i>	<i>98958</i>	<i>101930</i>	<i>104902</i>	<i>107874</i>	<i>110846</i>	<i>113818</i>	<i>116790</i>	<i>119762</i>	<i>122734</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0

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

LANGUAGE ALLOWANCES (to be included in pensionable remuneration):

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

All allowances are payable to eligible staff members effective 1 September 2016.

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 0.981 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 Pensionable: 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 Pensionable: 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.

Revision 51, Amend.2
October 2016

Annex III – page 1

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

(in Swiss Francs) a/

Effective 1 September 2018 (applicable only to staff recruited on or after 1 February 2016)

S T E P S															
Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV
1	(Gross)	106313	109457	112600	115743	118887	122030	125174	128317	131461	134604	137748	140891	144035	147178
	(Gross Pens.)	103024	106168	109313	112457	115603	118747	121892	125036	128181	131325	134470	137615	140760	143904
	(Total Net)	78261	80430	82599	84768	86937	89106	91275	93444	95613	97782	99951	102120	104289	106458
	(Net Pens.)	<i>78261</i>	<i>80430</i>	<i>82599</i>	<i>84768</i>	<i>86937</i>	<i>89106</i>	<i>91275</i>	<i>93444</i>	<i>95613</i>	<i>97782</i>	<i>99951</i>	<i>102120</i>	<i>104289</i>	<i>106458</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 to XIII and XIV shall be awarded after five years at preceding step.

Annex III – 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

All allowances are payable to eligible staff members effective 1 September 2016.

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 0.981 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: Net Pensionable is that part of net salary which is used to derive to the Gross Pensionable Salary.
Pens. 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.

Revision 17
October 2018

Annex IV- page 1

Salary scale for staff in the Language Teacher category in Geneva

(in Swiss Francs) a/

Effective 1 September 2018 (applicable only to staff already on board prior to 1 February 2016)

		<i>S T E P S</i>													
Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV
1	(Gross)	105749	108894	112039	115184	118329	121474	124619	127764	130909	134054	137199	140343	143488	146633
	(Gross Pens.)	100701	103633	106567	109500	112441	115587	118732	121878	125024	128170	131315	134461	137606	140753
	(Total Net)	78267	80437	82607	84777	86947	89117	91287	93457	95627	97797	99967	102137	104307	106477
	(Net Pens.)	78267	80437	82607	84777	86947	89117	91287	93457	95627	97797	99967	102137	104307	106477
	(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 IV- 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

All allowances are payable to eligible staff members effective 1 September 2016.

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 0.981 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.

Revision 13, Amend. 2
October 2016