



Geneva (Switzerland)

**General Service Category - Annual Salaries and Allowances
(in Swiss francs) a/**

Effective 1 September 2016

Applicable only to staff recruited on or after 1 June 2016

Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII b/
1	(Gross)	68633	71126	73619	76112	78604	81097	83590	86083	88575	91068	93561	96054
	(Gross Pens.)	66588	68912	71237	73561	75885	78210	80535	82859	85222	87715	90208	92701
	(Total Net)	52097	53817	55537	57257	58977	60697	62417	64137	65857	67577	69297	71017
	(Net Pens.)	52097	53817	55537	57257	58977	60697	62417	64137	65857	67577	69297	71017
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
2	(Gross)	75439	78157	80874	83591	86309	89026	91743	94461	97178	99896	102613	105330
	(Gross Pens.)	72932	75466	78000	80535	83068	85672	88390	91108	93826	96543	99261	101979
	(Total Net)	56793	58668	60543	62418	64293	66168	68043	69918	71793	73668	75543	77418
	(Net Pens.)	56793	58668	60543	62418	64293	66168	68043	69918	71793	73668	75543	77418
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
3	(Gross)	82810	85770	88729	91688	94648	97607	100567	103526	106486	109445	112404	115364
	(Gross Pens.)	79810	82569	85377	88337	91295	94254	97213	100172	103131	106090	109049	112008
	(Total Net)	61879	63921	65963	68005	70047	72089	74131	76173	78215	80257	82299	84341
	(Net Pens.)	61879	63921	65963	68005	70047	72089	74131	76173	78215	80257	82299	84341
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
4	(Gross)	90952	94184	97416	100648	103880	107112	110343	113575	116807	120039	123271	126503
	(Gross Pens.)	87598	90830	94062	97295	100527	103758	106990	110222	113454	116686	119917	123149
	(Total Net)	67497	69727	71957	74187	76417	78647	80877	83107	85337	87567	89797	92027
	(Net Pens.)	67497	69727	71957	74187	76417	78647	80877	83107	85337	87567	89797	92027
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
5	(Gross)	100197	103729	107261	110793	114325	117857	121388	124920	128452	131984	135516	139048
	(Gross Pens.)	96840	100372	103905	107437	110969	114502	118034	121567	125100	128632	132164	135697
	(Total Net)	73876	76313	78750	81187	83624	86061	88498	90935	93372	95809	98246	100683
	(Net Pens.)	73876	76313	78750	81187	83624	86061	88498	90935	93372	95809	98246	100683
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
6	(Gross)	110394	114259	118125	121990	125855	129720	133586	137451	141316	145181	149046	152912
	(Gross Pens.)	107042	110907	114772	118637	122502	126367	130232	134097	137962	141827	145692	149557
	(Total Net)	80912	83579	86246	88913	91580	94247	96914	99581	102248	104915	107582	110249
	(Net Pens.)	80912	83579	86246	88913	91580	94247	96914	99581	102248	104915	107582	110249
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
7	(Gross)	121510	125748	129986	134223	138461	142699	146936	151174	155412	159649	163887	168125
	(Gross Pens.)	118153	122392	126630	130868	135106	139343	143582	147820	152058	156296	160534	164772
	(Total Net)	88582	91506	94430	97354	100278	103202	106126	109050	111974	114898	117822	120746
	(Net Pens.)	88582	91506	94430	97354	100278	103202	106126	109050	111974	114898	117822	120746
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0

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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 0.948 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.

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