

A I T C
International Association of Conference Translators
Translators, Revisers, Précis-Writers, Editors and Terminologists

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18 March 2013

This file contains four documents which provide information about translators' rates of pay and the non-regression provisions established under the 2013 CEB-AITC Agreement:

1. **CEB memorandum CEB/2013/HLCM/CM/2/Rev.1 of 22 February 2013** setting out the daily and monthly rates for short-term freelance translators.
2. **AITC information note of 8 March 2013** on the application of the non-regression provisions and rates of pay.
3. **CEB circular of 14 December 2012** on implementation of the non-regression principle as referred to in the 2013 CEB-AITC Agreement (§47; and Annex III, §H.25).
4. **AITC detailed 2013 rates and non-regression figures.**

The purpose of the non-regression provisions is to ensure that, if a translator worked under the old Agreement in 2012, then his or her salary in 2013 cannot be less than the 2012 salary.

Note that a short-term translator's pay has three components:

- (i) the net base salary (determined from the UN common system salary scale for the Professional and higher categories);
- (ii) the 9 per cent social security element (paid to all translators except (a) if the employing organization is already providing social security coverage (pension benefits or contributions) or (b) if the short-term translator is in receipt of a benefit from the UN Joint Staff Pension Fund or the WTO Pension Plan);
- (iii) the post adjustment.

A translator working on a non-local contract is also paid the applicable daily subsistence allowance (DSA).



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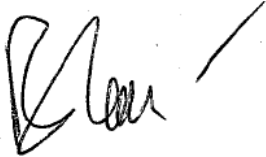
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CEB/2013/HLCM/CM/2/Rev.1
22 February 2013

To: All member organizations and AITC

From: Remo Lalli
Secretary, HLCM 

Subject: **Daily and monthly rates for free-lance translators based on
the new CEB/AITC Agreement (effective 1 January 2013)**

CORRIGENDUM

1. The new CEB/AITC agreement which entered into force on 1 January 2013 prescribes a new compensation methodology, as set out in its Annex III. Accordingly, please find below both the new schedule of daily and monthly rates for free-lance translators effective 1 January 2013.
2. However, for free-lance translators who were employed during 2012 by one of the organizations applying the 1991 Agreement, a non-regression principle applies where the translator meets the required conditions (see pages 4 to 7), as per the summary criteria laid out in the attached CEB Circular dated 14 December 2012.
3. Furthermore, please note the following:
 - (a) Page 3 of this memorandum presents the rates effective 1 January 2013 for the eight Headquarters duty stations (Geneva, London, Madrid, Montreal, New York, Paris, Rome and Vienna), plus the World rate. Pages 4 onwards present the December 2012 non-local rates and the local rates for 19 duty stations. The December 2012 daily rates on pages 4 onwards have been re-based to reflect the fact that under the old Agreement translators received the daily rate of pay on Saturdays, Sundays and legal holidays whereas under the new 2013 Agreement translators receive the daily rate of pay only on days actually worked.
 - (b) The CEB circular of 14 December 2012 sets out the criteria for determining whether non-regression applies to a given translator.

- (c) To apply the non-regression principle for a translator employed on a non-local contract, the applicable 2013 World rate from page 3 is compared against the December 2012 non-local rate. The translator is paid the higher of the two rates.
- (d) To apply the non-regression principle for a translator employed on a local contract at one of the eight Headquarters duty stations, the applicable 2013 Headquarters rate from page 3 is compared against the December 2012 rate for that same duty station. The translator is paid the higher of the two rates.
- (e) To apply the non-regression principle for a translator employed on a local contract at a place other than one of the eight Headquarters duty stations, the applicable 2013 World rate from page 3 is compared against the December 2012 rate for the duty station in question. The translator is paid the higher of the two rates.
- (f) Non-regression rates are exclusive of the 9% social security element.

4. With reference to the post adjustment system, it should be noted that the General Assembly decided to defer consideration of all items in the ICSC report to the first part of its resumed 67th Session in March 2013 (see attached GA draft resolution A/C.5/67/L.14). Accordingly, the 2012 salary scale of the Professional category remains in force and has been used to calculate the rates coming into force effective 1 January 2013.

5. This circular and other relevant information are also available on the CEB website: <http://www.unsceb.org/ceb/ref/hr/421/2013-translators-rates>

Daily and Monthly Rates as of 1 January 2013

(in US Dollars only)

Daily Rates:

United Nations Grade/step	New York		Geneva		Vienna		London		Madrid		Montreal		Paris		Rome		World	
	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security
T-1/P-1/1	311.4	295.3	369.9	353.9	291.2	275.2	341.5	325.5	280.7	264.6	308.6	292.6	304.8	288.8	295.8	279.7	301.2	285.1
T-2/P-2/1	393.4	373.1	467.3	447.0	368.0	347.6	431.4	411.1	354.6	334.3	389.9	369.6	385.1	364.8	373.7	353.4	380.5	360.2
T-3/P-3/1	474.5	450.0	563.6	539.2	443.5	419.2	520.4	495.9	427.7	403.2	470.2	445.8	464.5	440.0	450.7	426.2	458.9	434.5
T-4/P-4/1	572.2	542.7	679.7	650.2	535.0	505.6	627.5	598.0	515.7	486.2	567.1	537.6	560.1	530.6	543.5	514.0	553.5	523.9
T-5/P-5/1	686.2	650.8	815.1	779.7	641.5	606.3	752.5	717.2	618.5	583.1	680.1	644.7	671.7	636.3	651.8	616.4	663.7	628.3

Monthly Rates:

United Nations Grade/step	New York		Geneva		Vienna		London		Madrid		Montreal		Paris		Rome		World	
	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security
T-1/P-1/1	5,735.1	5,439.3	6,812.8	6,517.0	5,363.2	5,067.4	6,289.7	5,993.9	5,169.2	4,873.5	5,683.9	5,388.1	5,614.0	5,318.2	5,447.8	5,152.0	5,547.3	5,251.5
T-2/P-2/1	7,244.8	6,871.1	8,606.2	8,232.6	6,775.0	6,401.3	7,945.4	7,571.8	6,530.0	6,156.4	7,180.1	6,806.4	7,091.9	6,718.2	6,881.9	6,508.2	7,007.5	6,633.9
T-3/P-3/1	8,738.2	8,287.6	10,380.3	9,929.6	8,171.5	7,720.9	9,583.3	9,132.6	7,876.1	7,425.4	8,660.2	8,209.5	8,553.8	8,103.1	8,300.5	7,849.8	8,452.1	8,001.4
T-4/P-4/1	10,537.9	9,994.4	12,518.2	11,974.7	9,854.5	9,311.0	11,557.0	11,013.5	9,498.2	8,954.7	10,443.8	9,900.3	10,315.5	9,772.0	10,010.0	9,466.5	10,192.8	9,649.3
T-5/P-5/1	12,637.3	11,985.5	15,012.1	14,360.3	11,817.7	11,166.0	13,859.4	13,207.6	11,390.5	10,738.7	12,524.4	11,872.7	12,370.5	11,718.8	12,004.2	11,352.4	12,223.4	11,571.6

Rates based on the Non-Regression Principle

1 December 2012 - Daily rates under the 1991 Agreement

(see CEB Circular of 14 December 2012 on Non-Regression Principle)

Net daily salary rates

Annual net salary rate - NET S (1 January 2012)	\$46'730.00	\$56'091.00	\$65'488.00	\$72'919.00	\$80'349.00
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		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
(a) Base salary for post adjustment		\$144.67	\$173.66	\$202.75	\$225.76	\$248.76
NON-LOCAL (Worldwide) rate	COL	\$79.60	\$95.55	\$111.45	\$124.10	\$136.70
Base salary + COL		\$224.27	\$269.21	\$314.20	\$349.86	\$385.46
Non-local rate rebased [d*323/221]		\$327.79	\$393.46	\$459.21	\$511.33	\$563.36
LOCAL RATES - LOCATION	(b) PAM					
Addis Ababa	46.4					
(c) PA component [axb%]		\$67.13	\$80.58	\$94.08	\$104.75	\$115.42
(d) Local rate [a+c]		\$211.80	\$254.23	\$296.82	\$330.51	\$364.18
(e) Local rate rebased [d*323/221]		\$309.56	\$371.57	\$433.82	\$483.05	\$532.27
Arusha	51.4					
(c) PA component [axb%]		\$74.36	\$89.26	\$104.21	\$116.04	\$127.86
(d) Local rate [a+c]		\$219.04	\$262.92	\$306.96	\$341.79	\$376.62
(e) Local rate rebased [d*323/221]		\$320.13	\$384.26	\$448.64	\$499.54	\$550.45
Bangkok	50.5					
(c) PA component [axb%]		\$73.06	\$87.70	\$102.39	\$114.01	\$125.62
(d) Local rate [a+c]		\$217.74	\$261.35	\$305.14	\$339.76	\$374.38
(e) Local rate rebased [d*323/221]		\$318.23	\$381.98	\$445.97	\$496.58	\$547.17
Beirut	55.5					
(c) PA component [axb%]		\$80.29	\$96.38	\$112.53	\$125.29	\$138.06
(d) Local rate [a+c]		\$224.97	\$270.04	\$315.28	\$351.05	\$386.82
(e) Local rate rebased [d*323/221]		\$328.80	\$394.67	\$460.79	\$513.07	\$565.35
Copenhagen	68.3					
(c) PA component [axb%]		\$98.81	\$118.61	\$138.48	\$154.19	\$169.90
(d) Local rate [a+c]		\$243.49	\$292.26	\$341.23	\$379.95	\$418.66
(e) Local rate rebased [d*323/221]		\$355.87	\$427.15	\$498.72	\$555.31	\$611.89
Geneva	100.2					
(c) PA component [axb%]		\$144.96	\$174.00	\$203.15	\$226.21	\$249.26
(d) Local rate [a+c]		\$289.64	\$347.66	\$405.90	\$451.96	\$498.01
(e) Local rate rebased [d*323/221]		\$423.32	\$508.12	\$593.24	\$660.56	\$727.87
Hamburg	48.6					
(c) PA component [axb%]		\$70.31	\$84.40	\$98.54	\$109.72	\$120.90
(d) Local rate [a+c]		\$214.99	\$258.05	\$301.29	\$335.47	\$369.66
(e) Local rate rebased [d*323/221]		\$314.21	\$377.15	\$440.34	\$490.31	\$540.27

		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
London	87.7					
(c) PA component [axb%]		\$126.88	\$152.30	\$177.81	\$197.99	\$218.16
(d) Local rate [a+c]		\$271.55	\$325.95	\$380.56	\$423.74	\$466.92
(e) Local rate rebased [d*323/221]		\$396.89	\$476.39	\$556.20	\$619.32	\$682.42
Madrid	50.3					
(c) PA component [axb%]		\$72.77	\$87.35	\$101.98	\$113.55	\$125.13
(d) Local rate [a+c]		\$217.45	\$261.01	\$304.73	\$339.31	\$373.88
(e) Local rate rebased [d*323/221]		\$317.81	\$381.47	\$445.38	\$495.92	\$546.45
Montreal	66.8					
(c) PA component [axb%]		\$96.64	\$116.00	\$135.44	\$150.80	\$166.17
(d) Local rate [a+c]		\$241.32	\$289.66	\$338.19	\$376.56	\$414.93
(e) Local rate rebased [d*323/221]		\$352.70	\$423.35	\$494.27	\$550.36	\$606.43
Nairobi	43.1					
(c) PA component [axb%]		\$62.35	\$74.85	\$87.38	\$97.30	\$107.21
(d) Local rate [a+c]		\$207.03	\$248.50	\$290.13	\$323.06	\$355.97
(e) Local rate rebased [d*323/221]		\$302.58	\$363.20	\$424.04	\$472.16	\$520.27
New York	65.5					
(c) PA component [axb%]		\$94.76	\$113.74	\$132.80	\$147.87	\$162.94
(d) Local rate [a+c]		\$239.44	\$287.40	\$335.55	\$373.63	\$411.70
Paris	65.1					
(c) PA component [axb%]		\$94.18	\$113.05	\$131.99	\$146.97	\$161.94
(d) Local rate [a+c]		\$238.86	\$286.71	\$334.74	\$372.72	\$410.70
(e) Local rate rebased [d*323/221]		\$349.10	\$419.03	\$489.23	\$544.75	\$600.25
Phnom Penh	28.4					
(c) PA component [axb%]		\$41.09	\$49.32	\$57.58	\$64.11	\$70.65
(d) Local rate [a+c]		\$185.76	\$222.97	\$260.33	\$289.87	\$319.41
(e) Local rate rebased [d*323/221]		\$271.50	\$325.89	\$380.48	\$423.66	\$466.82
Rome	59.7					
(c) PA component [axb%]		\$86.37	\$103.67	\$121.04	\$134.78	\$148.51
(d) Local rate [a+c]		\$231.05	\$277.33	\$323.79	\$360.53	\$397.27
(e) Local rate rebased [d*323/221]		\$337.68	\$405.33	\$473.23	\$526.93	\$580.62
Santiago	48.4					
(c) PA component [axb%]		\$70.02	\$84.05	\$98.13	\$109.27	\$120.40
(d) Local rate [a+c]		\$214.70	\$257.71	\$300.88	\$335.02	\$369.16
(e) Local rate rebased [d*323/221]		\$313.79	\$376.65	\$439.75	\$489.65	\$539.54
The Hague	51.6					
(c) PA component [axb%]		\$74.65	\$89.61	\$104.62	\$116.49	\$128.36
(d) Local rate [a+c]		\$219.33	\$263.26	\$307.37	\$342.25	\$377.12
(e) Local rate rebased [d*323/221]		\$320.56	\$384.77	\$449.23	\$500.20	\$551.17
Vienna	56.6					
(c) PA component [axb%]		\$81.89	\$98.29	\$114.76	\$127.78	\$140.80
(d) Local rate [a+c]		\$226.56	\$271.95	\$317.51	\$353.53	\$389.56
(e) Local rate rebased [d*323/221]		\$331.13	\$397.46	\$464.05	\$516.70	\$569.35
Washington	48.4					
(c) PA component [axb%]		\$70.02	\$84.05	\$98.13	\$109.27	\$120.40
(d) Local rate [a+c]		\$214.70	\$257.71	\$300.88	\$335.02	\$369.16
(e) Local rate rebased [d*323/221]		\$313.79	\$376.65	\$439.75	\$489.65	\$539.54

1 December 2012 - Monthly rates under the 1991 Agreement

(see CEB Circular of 14 December 2012 on Non-Regression Principle)

Net monthly salary rates

Annual net salary rate – NET S (1 January 2012)		\$46'730.00	\$56'091.00	\$65'488.00	\$72'919.00	\$80'349.00
		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
(a) Base salary for post adjustment		\$3'894.17	\$4'674.25	\$5'457.33	\$6'076.58	\$6'695.75
NON-LOCAL (Worldwide) rate	COL	\$2'137.80	\$2'566.00	\$2'995.90	\$3'336.30	\$3'676.10
Base salary + COL		\$6'031.97	\$7'240.25	\$8'453.23	\$9'412.88	\$10'371.85
LOCAL RATES - LOCATION	(b) PAM					
Addis Ababa	46.4					
(c) PA component [axb%]		\$1'806.89	\$2'168.85	\$2'532.20	\$2'819.53	\$3'106.83
(d) Local rate [a+c]		\$5'701.06	\$6'843.10	\$7'989.54	\$8'896.12	\$9'802.58
Arusha	51.4					
(c) PA component [axb%]		\$2'001.60	\$2'402.56	\$2'805.07	\$3'123.36	\$3'441.62
(d) Local rate [a+c]		\$5'895.77	\$7'076.81	\$8'262.40	\$9'199.95	\$10'137.37
Bangkok	50.5					
(c) PA component [axb%]		\$1'966.55	\$2'360.50	\$2'755.95	\$3'068.67	\$3'381.35
(d) Local rate [a+c]		\$5'860.72	\$7'034.75	\$8'213.29	\$9'145.26	\$10'077.10
Beirut	55.5					
(c) PA component [axb%]		\$2'161.26	\$2'594.21	\$3'028.82	\$3'372.50	\$3'716.14
(d) Local rate [a+c]		\$6'055.43	\$7'268.46	\$8'486.15	\$9'449.09	\$10'411.89
Copenhagen	68.3					
(c) PA component [axb%]		\$2'659.72	\$3'192.51	\$3'727.36	\$4'150.31	\$4'573.20
(d) Local rate [a+c]		\$6'553.88	\$7'866.76	\$9'184.69	\$10'226.89	\$11'268.95
Geneva	100.2					
(c) PA component [axb%]		\$3'901.96	\$4'683.60	\$5'468.25	\$6'088.74	\$6'709.14
(d) Local rate [a+c]		\$7'796.12	\$9'357.85	\$10'925.58	\$12'165.32	\$13'404.89
Hamburg	48.6					
(c) PA component [axb%]		\$1'892.57	\$2'271.69	\$2'652.26	\$2'953.22	\$3'254.13
(d) Local rate [a+c]		\$5'786.73	\$6'945.94	\$8'109.60	\$9'029.80	\$9'949.88
London	87.7					
(c) PA component [axb%]		\$3'415.18	\$4'099.32	\$4'786.08	\$5'329.16	\$5'872.17
(d) Local rate [a+c]		\$7'309.35	\$8'773.57	\$10'243.41	\$11'405.75	\$12'567.92
Madrid	50.3					
(c) PA component [axb%]		\$1'958.77	\$2'351.15	\$2'745.04	\$3'056.52	\$3'367.96
(d) Local rate [a+c]		\$5'852.93	\$7'025.40	\$8'202.37	\$9'133.10	\$10'063.71
Montreal	66.8					
(c) PA component [axb%]		\$2'601.30	\$3'122.40	\$3'645.50	\$4'059.16	\$4'472.76
(d) Local rate [a+c]		\$6'495.47	\$7'796.65	\$9'102.83	\$10'135.74	\$11'168.51

		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Nairobi	43.1					
(c) PA component [axb%]		\$1'678.39	\$2'014.60	\$2'352.11	\$2'619.01	\$2'885.87
(d) Local rate [a+c]		\$5'572.55	\$6'688.85	\$7'809.44	\$8'695.59	\$9'581.62
New York	65.5					
(c) PA component [axb%]		\$2'550.68	\$3'061.63	\$3'574.55	\$3'980.16	\$4'385.72
(d) Local rate [a+c]		\$6'444.85	\$7'735.88	\$9'031.89	\$10'056.75	\$11'081.47
Paris	65.1					
(c) PA component [axb%]		\$2'535.10	\$3'042.94	\$3'552.72	\$3'955.86	\$4'358.93
(d) Local rate [a+c]		\$6'429.27	\$7'717.19	\$9'010.06	\$10'032.44	\$11'054.68
Phnom Penh	28.4					
(c) PA component [axb%]		\$1'105.94	\$1'327.49	\$1'549.88	\$1'725.75	\$1'901.59
(d) Local rate [a+c]		\$5'000.11	\$6'001.74	\$7'007.22	\$7'802.33	\$8'597.34
Rome	59.7					
(c) PA component [axb%]		\$2'324.82	\$2'790.53	\$3'258.03	\$3'627.72	\$3'997.36
(d) Local rate [a+c]		\$6'218.98	\$7'464.78	\$8'715.36	\$9'704.30	\$10'693.11
Santiago	48.4					
(c) PA component [axb%]		\$1'884.78	\$2'262.34	\$2'641.35	\$2'941.07	\$3'240.74
(d) Local rate [a+c]		\$5'778.94	\$6'936.59	\$8'098.68	\$9'017.65	\$9'936.49
The Hague	51.6					
(c) PA component [axb%]		\$2'009.39	\$2'411.91	\$2'815.98	\$3'135.52	\$3'455.01
(d) Local rate [a+c]		\$5'903.56	\$7'086.16	\$8'273.32	\$9'212.10	\$10'150.76
Vienna	56.6					
(c) PA component [axb%]		\$2'204.10	\$2'645.63	\$3'088.85	\$3'439.35	\$3'789.79
(d) Local rate [a+c]		\$6'098.27	\$7'319.88	\$8'546.18	\$9'515.93	\$10'485.54
Washington	48.4					
(c) PA component [axb%]		\$1'884.78	\$2'262.34	\$2'641.35	\$2'941.07	\$3'240.74
(d) Local rate [a+c]		\$5'778.94	\$6'936.59	\$8'098.68	\$9'017.65	\$9'936.49

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INFORMATION NOTE

**The 2013 CEB-AITC Agreement
for the employment of short-term translators**

*Application of the non-regression provisions
and rates of pay effective 1 January 2013*

1. On 18 January 2013, the Secretariat of the United Nations System Chief Executives Board (CEB) issued memorandum CEB/2013/HLCM/CM/2 setting out the rates of pay for short-term translators under the new 2013 CEB-AITC Agreement, effective 1 January 2013. Those pay rates are copied on page 4 below.
2. There are three components of a translator's pay: the salary, the post adjustment and the 9 per cent social-security element. All three components are reflected in the figures on page 4.
3. In the case of someone who has not worked before 1 January 2013 as a short-term translator for one of the organizations applying the Agreement, the pay rates on page 4 apply.
4. However, for someone who worked under the predecessor CEB-AITC Agreement of 1991 – which expired on 31 December 2012 – his or her pay, excluding the social-security element, is “protected” thanks to the non-regression provisions under the 2013 Agreement.¹ Hence the translator's pay rate, excluding the social-security element, cannot be lower under the new 2013 Agreement than it was in 2012.
5. This information note illustrates the practical application of the non-regression provisions established under the 2013 Agreement as amplified in the CEB circular of 14 December 2012. The figures presented here have been prepared in strict accordance with the methodology laid down in the Agreement and that circular.
6. In the Agreement, the term *translator* means a translator, précis-writer, report-writer, verbatim reporter, editor, terminologist, reviser of translations, reviser of summary records, reviser of minutes, reviser of reports, reviser of verbatim records or reviser of terminology records. Organizations may also apply the Agreement's provisions to other professional staff concerned with language documentation services according to their customary internal practices.² The Agreement does not cover interpreters.
7. Translators may be employed on a local basis, a non-local basis or an off-site basis.

¹ 2013 Agreement, §§47-48; Annex III, §25; Appendix, third page, §7; CEB Secretariat circular of 14 December 2012.

² 2013 Agreement, §1.

- (a) ***A local translator*** is one who is employed to work on-site, on premises provided by the employer organization, and whose declared professional domicile is the same place where the organization is providing the work premises.
- (b) ***A non-local translator*** is one who is employed to work on-site, on premises provided by the employer organization, and whose declared professional domicile is some place other than the place where the organization is providing the work premises. In this case, the organization covers the translator's travel and daily subsistence allowance in addition to the translator's pay.
- (c) ***An off-site translator*** is one who is employed to work on his or her own premises.
8. The 2013 Agreement provides for ***eight sets of Headquarters rates*** – one set each for eight duty stations, namely Geneva, London, Madrid, Montreal, New York, Paris, Rome and Vienna – and ***one set of World rates***.
9. All translators – local, non-local or off-site – are paid the World rate, with two exceptions:
- (a) ***If a local translator*** has declared his or her professional domicile to be one of the eight Headquarters duty stations, ***and if*** that translator is employed by a language service which provides work premises at that same Headquarters duty station, ***then*** the translator is paid the Headquarters rate for that duty station.³
- (b) ***If an off-site translator*** physically resides at one of the eight Headquarters duty stations, ***and if*** that translator is employed by a language service situated at that same Headquarters duty station, ***then*** the translator is paid the Headquarters rate for that duty station.⁴
10. Non-regression is applied to any translator who
- *was employed by any of the organizations applying the 1991 Agreement during the period 1 January 2012 to 31 December 2012; this period may be extended to 1 January 2011 where a translator did not work in 2012 due to certificated serious illness or accident affecting the translator's work capacity or due to parental responsibilities in respect of a newborn or adopted child;*
 - and*
 - *had a formally declared professional domicile as at 1 December 2012 in a duty station for which local rates were applied under the 1991 Agreement.*⁵
11. For translators covered by the non-regression principle, the four lists on pages 5 to 8 below show ***how non-regression is applied***.
- (a) ***For the T-I, T-II, T-III and T-IV grades, the 2012 pay rate is compared against the 2013 pay rate*** to determine which of the two is higher.
- (b) However, translators who held the R-III grade under the predecessor Agreement of 1991 are automatically converted to the T-IV grade under the new 2013 Agreement. For those translators, ***the R-III pay rate of 2012 is compared against the T-IV pay rate of 2013.***⁶

³ 2013 Agreement, §55(a).

⁴ 2013 Agreement, §55(b).

⁵ CEB Secretariat circular of 14 December 2012.

⁶ 2013 Agreement, Annex VI.

12. Translators who do not benefit from the non-regression principle are paid in accordance with the schedules of rates illustrated in the Appendix to the 2013 Agreement, as updated from time to time by the CEB Secretariat. ***CEB memorandum CEB/2013/HLCM/CM/2/Rev.1 of 22 February 2013 contains the current update, with effect from 1 January 2013.***
13. In addition to salary and post adjustment, all translators are paid an ***extra 9 per cent social-security element except*** where the employer organization is already providing pension benefits or pension contributions in respect of the translator, or the translator is receiving a pension benefit from any pension scheme of an organization party to the 2013 Agreement.⁷
14. At the end of the calculation process, rates are rounded to the nearest whole figure, both in United States dollars and in local currency.⁸

At the Association's website, the AITC Secretariat provides salary updates and other information of interest to employers. To reach it, go to the homepage <http://www.aitc.ch> and look for a menu item at the left-hand side of the screen labelled ***Accès employeurs*** (or ***Employers only*** or ***Empleadores***, depending on the language interface you are using). That menu item brings up a list of information materials available to employers. Click on the item of information desired and then, in the pop-up dialogue box, enter the username "IGO" and the password "INGO" to download that item of information. (Please do not use the "username" and "password" boxes at the right-hand side of the screen, which are for AITC members only.)

⁷ 2013 Agreement, §65.

⁸ 2013 Agreement, Annex III, §24; Appendix, third page, §10.

Daily and Monthly Rates as of 1 January 2013

(in US Dollar only)

Daily Rates:

United Nations Grade/step	New York		Geneva		Vienna		London		Madrid		Montreal		Paris		Rome		World	
	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security
T-1/P-1/1	311.4	295.3	369.9	353.9	291.2	275.2	341.5	325.5	280.7	264.6	308.6	292.6	304.8	288.8	295.8	279.7	301.2	285.1
T-2/P-2/1	393.4	373.1	467.3	447.0	368.0	347.6	431.4	411.1	354.6	334.3	389.9	369.6	385.1	364.8	373.7	353.4	380.5	360.2
T-3/P-3/1	474.5	450.0	563.6	539.2	443.5	419.2	520.4	495.9	427.7	403.2	470.2	445.8	464.5	440.0	450.7	426.2	458.9	434.5
T-4/P-4/1	572.2	542.7	679.7	650.2	535.0	505.6	627.5	598.0	515.7	486.2	567.1	537.6	560.1	530.6	543.5	514.0	553.5	523.9
T-5/P-5/1	686.2	650.8	815.1	779.7	641.5	606.3	752.5	717.2	618.5	583.1	680.1	644.7	671.7	636.3	651.8	616.4	663.7	628.3

Monthly Rates:

United Nations Grade/step	New York		Geneva		Vienna		London		Madrid		Montreal		Paris		Rome		World	
	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security	with Social Security	no Social Security
T-1/P-1/1	5,735.1	5,439.3	6,812.8	6,517.0	5,363.2	5,067.4	6,289.7	5,993.9	5,169.2	4,873.5	5,683.9	5,388.1	5,614.0	5,318.2	5,447.8	5,152.0	5,547.3	5,251.5
T-2/P-2/1	7,244.8	6,871.1	8,606.2	8,232.6	6,775.0	6,401.3	7,945.4	7,571.8	6,530.0	6,156.4	7,180.1	6,806.4	7,091.9	6,718.2	6,881.9	6,508.2	7,007.5	6,633.9
T-3/P-3/1	8,738.2	8,287.6	10,380.3	9,929.6	8,171.5	7,720.9	9,583.3	9,132.6	7,876.1	7,425.4	8,660.2	8,209.5	8,553.8	8,103.1	8,300.5	7,849.8	8,452.1	8,001.4
T-4/P-4/1	10,537.9	9,994.4	12,518.2	11,974.7	9,854.5	9,311.0	11,557.0	11,013.5	9,486.2	8,954.7	10,443.8	9,900.3	10,315.5	9,772.0	10,010.0	9,466.5	10,192.8	9,649.3
T-5/P-5/1	12,637.3	11,985.5	15,012.1	14,360.3	11,817.7	11,166.0	13,859.4	13,207.6	11,390.5	10,738.7	12,524.4	11,872.7	12,370.5	11,718.8	12,004.2	11,352.4	12,223.4	11,571.6

Non-regression – List 1
Daily rates for Headquarters duty stations

Chart 1

Daily rates for December 2012 under the predecessor Agreement of 1991 (re-based using the new compression of 221 days, and not including the 9 per cent social-security element):

	T-I	T-II	T-III/R-I	T-IV/R-II	R-III
Geneva	\$423.32	\$508.12	\$593.24	\$660.56	\$727.87
London	\$396.89	\$476.39	\$556.20	\$619.31	\$682.42
Madrid	\$317.81	\$381.47	\$445.38	\$495.91	\$546.45
Montreal	\$352.70	\$423.35	\$494.27	\$550.35	\$606.43
New York	\$349.95	\$420.05	\$490.42	\$546.06	\$601.71
Paris	\$349.10	\$419.03	\$489.23	\$544.74	\$600.25
Rome	\$337.68	\$405.33	\$473.23	\$526.93	\$580.62
Vienna	\$331.13	\$397.46	\$464.05	\$516.70	\$569.35

Chart 2

Daily rates for January 2013 under the new 2013 Agreement (not including the 9 per cent social-security element):

	T-I <i>P1/step 1</i>	T-II <i>P2/step 1</i>	T-III <i>P3/step 1</i>	T-IV <i>P4/step 1</i>	T-V <i>P5/step 1</i>
Geneva	\$353.87	\$447.02	\$539.16	\$650.21	\$779.74
London	\$325.46	\$411.14	\$495.89	\$598.02	\$717.15
Madrid	\$264.62	\$334.28	\$403.19	\$486.23	\$583.10
Montreal	\$292.57	\$369.58	\$445.77	\$537.57	\$644.67
New York	\$295.35	\$373.09	\$450.00	\$542.68	\$650.80
Paris	\$288.77	\$364.79	\$439.99	\$530.60	\$636.31
Rome	\$279.75	\$353.39	\$426.23	\$514.02	\$616.42
Vienna	\$275.15	\$347.58	\$419.23	\$505.57	\$606.30

For purposes of non-regression, the applicable amount in Chart 1 is compared against the applicable amount in Chart 2 to find which is higher.

If the amount in Chart 2 is higher, then the translator is paid in accordance with the schedules of rates on page 4. Whether or not the translator is paid the additional 9 per cent social-security element shown in those rates (reflected in the columns “With Social Security” and “No Social Security”) is determined as provided in paragraph 65 of the 2013 Agreement.

If the amount in Chart 1 is higher, then the translator is paid in accordance with Chart 1.

Paragraph 65 of the 2013 Agreement determines whether the translator receives the 9 per cent social-security element. This social security-element is paid ***in addition to*** the amount shown in Chart 1:

	T-I	T-II	T-III	T-IV
Social-security element	\$16.06	\$20.29	\$24.47	\$29.51

Non-regression – List 2
Monthly rates for Headquarters duty stations

Chart 3

Monthly rates for December 2012 under the predecessor Agreement of 1991 (not including the 9 per cent social-security element):

	T-I	T-II	T-III/R-I	T-IV/R-II	R-III
Geneva	\$7,796.12	\$9,357.85	\$10,925.58	\$12,165.24	\$13,404.89
London	\$7,309.35	\$8,773.57	\$10,243.41	\$11,405.67	\$12,567.92
Madrid	\$5,852.93	\$7,025.40	\$8,202.37	\$9,133.04	\$10,063.71
Montreal	\$6,495.47	\$7,796.65	\$9,102.83	\$10,135.67	\$11,168.51
New York	\$6,444.85	\$7,735.88	\$9,031.89	\$10,056.68	\$11,081.47
Paris	\$6,429.27	\$7,717.19	\$9,010.06	\$10,032.37	\$11,054.68
Rome	\$6,218.98	\$7,464.78	\$8,715.36	\$9,704.24	\$10,693.11
Vienna	\$6,098.27	\$7,319.88	\$8,546.18	\$9,515.86	\$10,485.54

Chart 4

Monthly rates for January 2013 under the new 2013 Agreement (not including the 9 per cent social-security element):

	T-I	T-II	T-III	T-IV	T-V
	<i>P1/step 1</i>	<i>P2/step 1</i>	<i>P3/step 1</i>	<i>P4/step 1</i>	<i>P5/step 1</i>
Geneva	\$6,517.02	\$8,232.57	\$9,929.62	\$11,974.67	\$14,360.28
London	\$5,993.91	\$7,571.75	\$9,132.58	\$11,013.47	\$13,207.60
Madrid	\$4,873.46	\$6,156.35	\$7,425.41	\$8,954.71	\$10,738.68
Montreal	\$5,388.08	\$6,806.45	\$8,209.52	\$9,900.30	\$11,872.66
New York	\$5,439.30	\$6,871.15	\$8,287.55	\$9,994.41	\$11,985.51
Paris	\$5,318.24	\$6,718.22	\$8,103.10	\$9,771.97	\$11,718.76
Rome	\$5,151.99	\$6,508.21	\$7,849.80	\$9,466.51	\$11,352.44
Vienna	\$5,067.36	\$6,401.31	\$7,720.86	\$9,311.00	\$11,165.96

For purposes of non-regression, the applicable amount in Chart 3 is compared against the applicable amount in Chart 4 to find which is higher.

If the amount in Chart 4 is higher, then the translator is paid in accordance with the schedules of rates on page 4. Whether or not the translator is paid the additional 9 per cent social-security element shown in those rates (reflected in the columns “With Social Security” and “No Social Security”) is determined as provided in paragraph 65 of the 2013 Agreement.

If the amount in Chart 3 is higher, then the translator is paid in accordance with Chart 3. Paragraph 65 of the 2013 Agreement determines whether the translator receives the 9 per cent social-security element. This social security-element is paid ***in addition to*** the amount shown in Chart 3:

	T-I	T-II	T-III	T-IV
Social-security element	\$295.79	\$373.66	\$450.68	\$543.50

**Non-regression – List 3
Daily World rates**

Chart 5

Daily rates for December 2012 under the predecessor Agreement of 1991 (re-based using the new compression of 221 days, and not including the 9 per cent social-security element):

	T-I	T-II	T-III/R-I	T-IV/R-II	R-III
Non-local (worldwide)	\$327.78	\$393.44	\$459.35	\$511.47	\$563.59
Addis Ababa	\$309.56	\$371.57	\$433.82	\$483.04	\$532.27
Bangkok	\$318.23	\$381.98	\$445.97	\$496.57	\$547.17
Beirut	\$328.80	\$394.67	\$460.79	\$513.07	\$565.35
Nairobi	\$302.58	\$363.20	\$424.04	\$472.16	\$520.27
Santiago	\$313.79	\$376.65	\$439.75	\$489.64	\$539.54
Arusha	\$320.13	\$384.26	\$448.64	\$499.54	\$550.45
Hamburg	\$314.21	\$377.15	\$440.34	\$490.30	\$540.27
Phnom Penh	\$271.50	\$325.89	\$380.48	\$423.65	\$466.82
The Hague	\$320.56	\$384.77	\$449.23	\$500.20	\$551.17
Copenhagen	\$355.87	\$427.15	\$498.72	\$555.30	\$611.89
Washington	\$313.79	\$376.65	\$439.75	\$489.64	\$539.54

Chart 6

Daily World rates for January 2013 under the new 2013 Agreement (not including the 9 per cent social-security element):

	T-I	T-II	T-III	T-IV	T-V
	<i>P1/step 1</i>	<i>P2/step 1</i>	<i>P3/step 1</i>	<i>P4/step 1</i>	<i>P5/step 1</i>
World	\$285.16	\$360.23	\$434.48	\$523.96	\$628.35

For purposes of non-regression, the applicable amount in Chart 5 is compared against the applicable amount in Chart 6 to find which is higher.

If the amount in Chart 6 is higher, then the translator is paid in accordance with the schedules of rates on page 4. Whether or not the translator is paid the additional 9 per cent social-security element shown in those rates (reflected in the columns “With Social Security” and “No Social Security”) is determined as provided in paragraph 65 of the 2013 Agreement.

If the amount in Chart 5 is higher, then the translator is paid in accordance with Chart 5. Paragraph 65 of the 2013 Agreement determines whether the translator receives the 9 per cent social-security element. This social security-element is paid ***in addition to*** the amount shown in Chart 5:

	T-I	T-II	T-III	T-IV
Social-security element	\$16.06	\$20.29	\$24.47	\$29.51

**Non-regression – List 4
Monthly World rates**

Chart 7

Monthly rates for December 2012 under the predecessor Agreement of 1991 (not including the 9 per cent social-security element):

	T-I	T-II	T-III/R-I	T-IV/R-II	R-III
Non-local (worldwide)	\$6,036.58	\$7,245.84	\$8,459.74	\$9,419.61	\$10,379.48
Addis Ababa	\$5,701.06	\$6,843.10	\$7,989.54	\$8,896.06	\$9,802.58
Bangkok	\$5,860.72	\$7,034.75	\$8,213.29	\$9,145.20	\$10,077.10
Beirut	\$6,055.43	\$7,268.46	\$8,486.15	\$9,449.02	\$10,411.89
Nairobi	\$5,572.55	\$6,688.85	\$7,809.44	\$8,695.53	\$9,581.62
Santiago	\$5,778.94	\$6,936.59	\$8,098.68	\$9,017.59	\$9,936.49
Arusha	\$5,895.77	\$7,076.81	\$8,262.40	\$9,199.88	\$10,137.37
Hamburg	\$5,786.73	\$6,945.94	\$8,109.60	\$9,029.74	\$9,949.88
Phnom Penh	\$5,000.11	\$6,001.74	\$7,007.22	\$7,802.28	\$8,597.34
The Hague	\$5,903.56	\$7,086.16	\$8,273.32	\$9,212.04	\$10,150.76
Copenhagen	\$6,553.88	\$7,866.76	\$9,184.69	\$10,226.82	\$11,268.95
Washington	\$5,778.94	\$6,936.59	\$8,098.68	\$9,017.59	\$9,936.49

Chart 8

Daily World rates for January 2013 under the new 2013 Agreement (not including the 9 per cent social-security element):

	T-I <i>P1/step 1</i>	T-II <i>P2/step 1</i>	T-III <i>P3/step 1</i>	T-IV <i>P4/step 1</i>	T-V <i>P5/step 1</i>
World	\$5,251.69	\$6,634.15	\$8,001.70	\$9,649.69	\$11,572.11

If the amount in Chart 8 is higher, then the translator is paid in accordance with the schedules of rates on page 4. Whether or not the translator is paid the additional 9 per cent social-security element shown in those rates (reflected in the columns “With Social Security” and “No Social Security”) is determined as provided in paragraph 65 of the 2013 Agreement.

If the amount in Chart 7 is higher, then the translator is paid in accordance with Chart 7.

Paragraph 65 of the 2013 Agreement determines whether the translator receives the 9 per cent social-security element. This social security-element is paid ***in addition to*** the amount shown in Chart 7:

	T-I	T-II	T-III	T-IV
Social-security element	\$295.79	\$373.66	\$450.68	\$543.50

Chief Executives Board for Coordination

14 December 2012

CEB Circular
(referred to in Agreement, Annex III, paragraph H.25)
on implementation of the non-regression principle
under paragraph 47 of the CEB-AITC Agreement

Introduction

Paragraph 47 of the CEB-AITC 2012 Agreement provides:

47. The rates derived under the methodology established in the "1991 CEB/AITC Agreement" will remain in force until the entry into force of the new Agreement on 1 January 2013. The rate or rates in force as at 31 December 2012 will remain frozen until the application of the methodology set out in annex III results in an increase in the rates payable, as applicable.

This non-regression principle aims to ensure that a short-term translator who was employed by one of the organizations applying the existing 1991 Agreement will retain his/her pay level under the new Agreement once it enters into force on 1 January 2013 (the 2013 Agreement).

To the extent that the methodology for determining daily rates under the two agreements is different, as is the grading structure of free-lance translators, the implementation of the non-regression in the transition from the 1991 Agreement to the 2013 Agreement requires the definition of the following implementation parameters.

Scope of non-regression under paragraph 47 of the Agreement

Non-regression will be applied to any translator who:

- was employed by any of the organizations applying the 1991 Agreement during the period 1 January 2012 to 31 December 2012; this period may be extended to 1 January 2011 where a translator did not work in 2012 due to certificated serious illness or accident affecting the translator's work capacity or due to parental responsibilities in respect of a newborn or adopted child;
- and
- had a formally declared professional domicile as at 1 December 2012 in a duty station for which local rates were applied under the 1991 Agreement.

Non-regression will be applied in respect of the daily and monthly rates applicable at the declared professional domicile of the translator as at 31 December 2012 for as long as the translator remains in the same professional domicile, until such time as the new methodology generates a higher rate or the translator is reclassified to a higher grade, whichever occurs first.

In the case of translators whose professional domicile is in one of the Headquarters duty stations, the comparison will be between the relevant local rate applicable for that duty station on 31 December 2012 and the corresponding Headquarters rate under the 2013 Agreement. In the case of translators with a professional domicile in another duty station, the comparison will be between the local rate applicable for that duty station on 31 December 2012 and the World rate under the 2013 Agreement.

With respect to translators employed outside of their professional domicile, non-regression will be applied in respect of the non-local daily and monthly rates applicable on 31 December 2012 until such time as the World Rate under the 2013 Agreement generates a higher rate or the translator is reclassified to a higher grade, whichever occurs first.

Non-regression does not apply to off-site rates (which were not regulated by the 1991 AITC Agreement).¹

Components of a short-term translator's pay

- (i) The net base salary, determined from the UN salary scale for the Professional and higher categories:
 - Under the 1991 Agreement, daily salaries are calculated by dividing the annual salary at single rate by 323 days.
 - Under the 2013 Agreement, daily salaries are calculated by dividing the annual salary at dependency rate by 221 days.
 - Under both Agreements, monthly salaries are calculated by dividing the annual salary (at single rate under the 1991 Agreement and at dependency rate under the 2013 Agreement) by 12 months.

¹ *Although this excludes any claims based on rates paid under off-site contracts prior to 2013, it does allow for translators who will benefit from non-regression on in-house contracts to make comparable earnings for comparable work on off-site contracts.*

- (ii) The 9 per cent social security element:
 - Under the 1991 Agreement, all translators are paid the social security element, which is calculated as 9 per cent of the base rate (excluding post adjustment).
 - Under paragraph 65 of the new 2013 Agreement², all translators are paid the 9 per cent social security element except those in receipt of pension benefits or for whom the employing organization is already providing contributions.
- (iii) The post adjustment.

Mechanism for implementation of the non-regression principle

The base daily salary under the existing 1991 Agreement (annual salary at single rate, divided by 323) plus the December 2012 post adjustment amount applicable to each duty station with local rates will be rebased to the base salary plus post adjustment under the new 2013 Agreement (annual salary at dependency rate, divided by 221).

No adjustment is required for the monthly rates.

These frozen daily and monthly rates will be published by the United Nations/CEB only for the eight Headquarters duty stations and the World rate.

For local rates in other duty stations, the frozen rates will be published on request by the agencies employing translators on local conditions.

In the latter case, the comparison will be between the frozen local rate and the world rate under the 2013 Agreement.

The social security element (9 per cent of base salary) is excluded from the comparison, given that not all short-term translators are entitled to this element under paragraph 65 of the 2013 Agreement.

For those entitled, the 9 per cent social security element will be calculated on the base rates established as of 1 January 2013 and added to their salary.

The example of a re-basing calculation, as well as of the comparison between the monthly salaries payable under the 1991 and 2013 agreements, are given below for purely illustrative purposes (all figures in US dollars *corresponding to Geneva data as at 1 October 2012*):

² *The remuneration rates for short-term translators are set out in annex III. The rates include a 9 per cent add-on to the base salary rate as a social security element of the compensation package. The 9 per cent add-on is not applied if the employing organization is already providing social security coverage (pension benefits or contributions) in respect of the short-term translator by virtue of the short-term rules of the organization, or if the short-term translator is in receipt of a benefit from any pension scheme of an organization party to this agreement. As detailed in annex III and illustrated in the appendix, the Agreement accordingly provides for schedules of rates with and without the 9% social security element add-on.*

GENEVA		TI	TII	TIII/RI	TIV/RII	RIII
Grade equivalency under 1991 Agreement		P2/1(S)	P3/1(S)	P3/8(S)	Mean P3/8+P4/10(S)	P4/10(S)
(a)	Base	46730.00	56091.00	65488.00	72918.50	80349.00
(b)	Divided by 323	144.67	173.66	202.75	225.75	248.76
(c)	PAM Oct.2012	97.70	97.70	97.70	97.70	97.70
(d)	PA amount	141.35	169.66	198.09	220.56	243.04
(e)	(b) + (d)	286.02	343.32	400.84	446.32	491.80
Daily rate	(e) rebased: x 323 / 221	418.03	501.77	585.84	652.31	718.78
Monthly rate	((a)+ PAM Oct.2012)/12	7698.77	9240.99	10789.15	12013.32	13237.50

		TI	TII	TIII	TIV	TV
Grade equivalency under 2013 Agreement		P1/1(D)	P2/1(D)	P3/1(D)	P4/1(D)	P5/1(D)*
(f)	Base	39439.00	49821.00	60091.00	72467.00	86904.00
(g)	Divided by 221	178.46	225.43	271.90	327.90	393.90
(h)	PAM 12-mth avg (Nov.11-Oct.12)	98.90	98.90	98.90	98.90	98.90
(i)	PA amount	176.49	222.95	268.91	324.30	388.91
Daily rate	(g) + (i)	354.95	448.39	540.82	652.20	782.14
Monthly rate	((f)+PAM 12-mth avg)/12	6537.01	8257.83	9960.08	12011.41	14404.34

Social security element to be added to the rate of eligible officials

Daily	16.06	20.09	24.47	29.51	35.39
Monthly	295.79	373.66	450.68	543.50	651.78

Thus, from 1 January 2013, a TIII/RI short-term translator to whom non-regression is applicable will receive:

- USD 585.84 per working day, compared to USD 540.82 at the new TIII level;
- USD 10789.15 per month, compared to USD 9960.08 at the new TIII level

until such time as the new methodology generates a higher daily rate or the translator is reclassified to a higher grade, whichever occurs first.

The non-regressed amount (the “protected” amount) will be frozen as at 31 December 2012 and will not be subject to adjustment.

Eligible translators will in addition receive the social security element payable under the 2013 Agreement.

All figures will be updated in January 2013 with the methodological parameters prescribed under Annex III of the AITC 2013 Agreement; they may be higher or lower than those shown above.

* In accordance with paragraph 35 of the 2013 Agreement, the P5 grade equivalency will only apply in organizations whose grading structure for staff translators include the P5 grade, provided the translator is granted that equivalency in accordance with the provisions of Annex VI B of the 2013 Agreement.

Therefore, non-regression for eligible RIII translators will be implemented by comparison between the RIII rate under the 1991 Agreement and the TIV grade under the 2013 Agreement.

NON-REGRESSION – WORLD RATE (non-local rate in 2012): Daily and monthly rates

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Not applicable (see COL)					
(d)	Daily COL (equivalent to a coefficient of 55.016 per cent)	\$79.60	\$95.55	\$111.45	\$124.10	\$136.70
(e)	Daily rate using 2012 compression: (b) + (d)	\$224.27	\$269.21	\$314.20	\$349.85	\$385.46
(f)	Daily rate using 2013 compression (re-basing): (e) × 323/221	\$327.79	\$393.46	\$459.21	\$511.32	\$563.36
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly COL	\$2,137.80	\$2,566.00	\$2,995.90	\$3,336.30	\$3,676.10
(i)	Monthly rate: (g) + (h)	\$6,031.97	\$7,240.25	\$8,453.23	\$9,412.84	\$10,371.85
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	World PAM: 12-month average Jan 2012 to Dec 2012	59.8	59.8	59.8	59.8	59.8
(m)	Daily post adjustment: (k) × (l)	\$106.70	\$134.79	\$162.58	\$196.06	\$235.12
(n)	Daily salary rate: (k) + (m)	\$285.16	\$360.23	\$434.48	\$523.96	\$628.35
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$1,965.10	\$2,482.40	\$2,994.12	\$3,610.77	\$4,330.11
(q)	Monthly salary rate: (o) + (p)	\$5,251.69	\$6,634.15	\$8,001.70	\$9,649.69	\$11,572.11
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – GENEVA: Daily and monthly rates

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	100.2	100.2	100.2	100.2	100.2
(d)	Daily post adjustment: (b) × (c)	\$144.96	\$174.00	\$203.15	\$226.21	\$249.26
(e)	Daily rate using 2012 compression: (b) + (d)	\$289.64	\$347.66	\$405.90	\$451.96	\$498.01
(f)	Daily rate using 2013 compression: (e) × 323/221	\$423.32	\$508.12	\$593.24	\$660.56	\$727.87
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$3,901.96	\$4,683.60	\$5,468.25	\$6,088.69	\$6,709.14
(i)	Monthly rate: (g) + (h)	\$7,796.12	\$9,357.85	\$10,925.58	\$12,165.24	\$13,404.89
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	Local PAM: 12-month average Jan 2012 to Dec 2012	98.3	98.3	98.3	98.3	98.3
(m)	Daily post adjustment: (k) × (l)	\$175.41	\$221.58	\$267.26	\$322.30	\$386.51
(n)	Daily salary rate: (k) + (m)	\$353.87	\$447.02	\$539.16	\$650.21	\$779.74
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$3,230.44	\$4,080.82	\$4,922.04	\$5,935.75	\$7,118.28
(q)	Monthly salary rate: (o) + (p)	\$6,517.02	\$8,232.57	\$9,929.62	\$11,974.67	\$14,360.28
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – LONDON: Daily and monthly rates

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	87.7	87.7	87.7	87.7	87.7
(d)	Daily post adjustment: (b) × (c)	\$126.88	\$152.30	\$177.81	\$197.99	\$218.16
(e)	Daily rate using 2012 compression: (b) + (d)	\$271.55	\$325.95	\$380.56	\$423.74	\$466.92
(f)	Daily rate using 2013 compression: (e) × 323/221	\$396.89	\$476.39	\$556.20	\$619.31	\$682.42
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$3,415.18	\$4,099.32	\$4,786.08	\$5,329.13	\$5,872.17
(i)	Monthly rate: (g) + (h)	\$7,309.35	\$8,773.57	\$10,243.41	\$11,405.67	\$12,567.92
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	Local PAM: 12-month average Jan 2012 to Dec 2012	82.4	82.4	82.4	82.4	82.4
(m)	Daily post adjustment: (k) × (l)	\$147.00	\$185.70	\$223.98	\$270.11	\$323.92
(n)	Daily salary rate: (k) + (m)	\$325.46	\$411.14	\$495.89	\$598.02	\$717.15
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$2,707.32	\$3,420.00	\$4,125.00	\$4,974.56	\$5,965.60
(q)	Monthly salary rate: (o) + (p)	\$5,993.91	\$7,571.75	\$9,132.58	\$11,013.47	\$13,207.60
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – MADRID: Daily and monthly rates

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	50.3	50.3	50.3	50.3	50.3
(d)	Daily post adjustment: (b) × (c)	\$72.77	\$87.35	\$101.98	\$113.55	\$125.13
(e)	Daily rate using 2012 compression: (b) + (d)	\$217.45	\$261.01	\$304.73	\$339.31	\$373.88
(f)	Daily rate using 2013 compression: (e) × 323/221	\$317.81	\$381.47	\$445.38	\$495.91	\$546.45
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$1,958.77	\$2,351.15	\$2,745.04	\$3,056.50	\$3,367.96
(i)	Monthly rate: (g) + (h)	\$5,852.93	\$7,025.40	\$8,202.37	\$9,133.04	\$10,063.71
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	Local PAM: 12-month average Jan 2012 to Dec 2012	48.3	48.3	48.3	48.3	48.3
(m)	Daily post adjustment: (k) × (l)	\$86.16	\$108.85	\$131.28	\$158.32	\$189.86
(n)	Daily salary rate: (k) + (m)	\$264.62	\$334.28	\$403.19	\$486.23	\$583.10
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$1,586.87	\$2,004.60	\$2,417.83	\$2,915.79	\$3,496.68
(q)	Monthly salary rate: (o) + (p)	\$4,873.46	\$6,156.35	\$7,425.41	\$8,954.71	\$10,738.68
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – MONTREAL: Daily and monthly rates

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	66.8	66.8	66.8	66.8	66.8
(d)	Daily post adjustment: (b) × (c)	\$96.64	\$116.00	\$135.44	\$150.80	\$166.17
(e)	Daily rate using 2012 compression: (b) + (d)	\$241.32	\$289.66	\$338.19	\$376.56	\$414.93
(f)	Daily rate using 2013 compression: (e) × 323/221	\$352.70	\$423.35	\$494.27	\$550.35	\$606.43
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$2,601.30	\$3,122.40	\$3,645.50	\$4,059.13	\$4,472.76
(i)	Monthly rate: (g) + (h)	\$6,495.47	\$7,796.65	\$9,102.83	\$10,135.67	\$11,168.51
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	Local PAM: 12-month average Jan 2012 to Dec 2012	63.9	63.9	63.9	63.9	63.9
(m)	Daily post adjustment: (k) × (l)	\$114.11	\$144.15	\$173.86	\$209.67	\$251.44
(n)	Daily salary rate: (k) + (m)	\$292.57	\$369.58	\$445.77	\$537.57	\$644.67
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$2,101.50	\$2,654.70	\$3,201.93	\$3,861.38	\$4,630.66
(q)	Monthly salary rate: (o) + (p)	\$5,388.08	\$6,806.45	\$8,209.52	\$9,900.30	\$11,872.66
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – NEW YORK: Daily and monthly rates

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	65.5	65.5	65.5	65.5	65.5
(d)	Daily post adjustment: (b) × (c)	\$94.76	\$113.74	\$132.80	\$147.87	\$162.94
(e)	Daily rate using 2012 compression: (b) + (d)	\$239.44	\$287.40	\$335.55	\$373.62	\$411.70
(f)	Daily rate using 2013 compression: (e) × 323/221	\$349.95	\$420.05	\$490.42	\$546.06	\$601.71
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$2,550.68	\$3,061.63	\$3,574.55	\$3,980.13	\$4,385.72
(i)	Monthly rate: (g) + (h)	\$6,444.85	\$7,735.88	\$9,031.89	\$10,056.68	\$11,081.47
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	Local PAM: 12-month average Jan 2012 to Dec 2012	65.5	65.5	65.5	65.5	65.5
(m)	Daily post adjustment: (k) × (l)	\$116.89	\$147.66	\$178.10	\$214.78	\$257.57
(n)	Daily salary rate: (k) + (m)	\$295.35	\$373.09	\$450.00	\$542.68	\$650.80
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$2,152.71	\$2,719.40	\$3,279.97	\$3,955.49	\$4,743.51
(q)	Monthly salary rate: (o) + (p)	\$5,439.30	\$6,871.15	\$8,287.55	\$9,994.41	\$11,985.51
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – PARIS: Daily and monthly rates

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	65.1	65.1	65.1	65.1	65.1
(d)	Daily post adjustment: (b) × (c)	\$94.18	\$113.05	\$131.99	\$146.97	\$161.94
(e)	Daily rate using 2012 compression: (b) + (d)	\$238.86	\$286.71	\$334.74	\$372.72	\$410.70
(f)	Daily rate using 2013 compression: (e) × 323/221	\$349.10	\$419.03	\$489.23	\$544.74	\$600.25
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$2,535.10	\$3,042.94	\$3,552.72	\$3,955.83	\$4,358.93
(i)	Monthly rate: (g) + (h)	\$6,429.27	\$7,717.19	\$9,010.06	\$10,032.37	\$11,054.68
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	Local PAM: 12-month average Jan 2012 to Dec 2012	61.8	61.8	61.8	61.8	61.8
(m)	Daily post adjustment: (k) × (l)	\$110.32	\$139.36	\$168.08	\$202.70	\$243.08
(n)	Daily salary rate: (k) + (m)	\$288.77	\$364.79	\$439.99	\$530.60	\$636.31
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$2,031.66	\$2,566.47	\$3,095.52	\$3,733.06	\$4,476.76
(q)	Monthly salary rate: (o) + (p)	\$5,318.24	\$6,718.22	\$8,103.10	\$9,771.97	\$11,718.76
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – ROME: Daily and monthly rates

Short-term grades under the 1991 Agreement					
Grade-and-step equivalencies under the 1991 Agreement					
	T.I	T.II	T.III/R.1	T.IV/R.II	R.III
	P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a) 2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b) Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c) PAM: Dec 2012	59.7	59.7	59.7	59.7	59.7
(d) Daily post adjustment: (b) × (c)	\$86.37	\$103.67	\$121.04	\$134.78	\$148.51
(e) Daily rate using 2012 compression: (b) + (d)	\$231.05	\$277.33	\$323.79	\$360.53	\$397.27
(f) Daily rate using 2013 compression: (e) × 323/221	\$337.68	\$405.33	\$473.23	\$526.93	\$580.62
(g) Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h) Monthly post adjustment: (c) × (g)	\$2,324.82	\$2,790.53	\$3,258.03	\$3,627.70	\$3,997.36
(i) Monthly rate: (g) + (h)	\$6,218.98	\$7,464.78	\$8,715.36	\$9,704.24	\$10,693.11
Short-term grades under the 2013 Agreement					
Grade-and-step equivalencies under the 2013 Agreement					
	T-I	T-II	T-III	T-IV	T-V
	P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j) January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k) Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l) Local PAM: 12-month average Jan 2012 to Dec 2012	56.8	56.8	56.8	56.8	56.8
(m) Daily post adjustment: (k) × (l)	\$101.29	\$127.95	\$154.33	\$186.11	\$223.19
(n) Daily salary rate: (k) + (m)	\$279.75	\$353.39	\$426.23	\$514.02	\$616.42
(o) Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p) Monthly post adjustment: (l) × (o)	\$1,865.41	\$2,356.46	\$2,842.22	\$3,427.59	\$4,110.44
(q) Monthly salary rate: (o) + (p)	\$5,151.99	\$6,508.21	\$7,849.80	\$9,466.51	\$11,352.44
Additional 9 per cent social security element					
under paragraph 65 of the 2013 Agreement					
(r) Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s) Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – VIENNA: Daily and monthly rates

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	56.6	56.6	56.6	56.6	56.6
(d)	Daily post adjustment: (b) × (c)	\$81.89	\$98.29	\$114.76	\$127.78	\$140.80
(e)	Daily rate using 2012 compression: (b) + (d)	\$226.56	\$271.95	\$317.51	\$353.53	\$389.56
(f)	Daily rate using 2013 compression: (e) × 323/221	\$331.13	\$397.46	\$464.05	\$516.70	\$569.35
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$2,204.10	\$2,645.63	\$3,088.85	\$3,439.32	\$3,789.79
(i)	Monthly rate: (g) + (h)	\$6,098.27	\$7,319.88	\$8,546.18	\$9,515.86	\$10,485.54
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	Local PAM: 12-month average Jan 2012 to Dec 2012	54.2	54.2	54.2	54.2	54.2
(m)	Daily post adjustment: (k) × (l)	\$96.69	\$122.15	\$147.33	\$177.67	\$213.07
(n)	Daily salary rate: (k) + (m)	\$275.15	\$347.58	\$419.23	\$505.57	\$606.30
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$1,780.78	\$2,249.56	\$2,713.28	\$3,272.09	\$3,923.96
(q)	Monthly salary rate: (o) + (p)	\$5,067.36	\$6,401.31	\$7,720.86	\$9,311.00	\$11,165.96
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – Addis Ababa: Daily and monthly rates (local rates in 2012, World rates in 2013)

Short-term grades under the 1991 Agreement	T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement	P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a) 2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b) Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c) PAM: Dec 2012	46.4	46.4	46.4	46.4	46.4
(d) Daily post adjustment: (b) × (c)	\$67.13	\$80.58	\$94.08	\$104.75	\$115.42
(e) Daily rate using 2012 compression: (b) + (d)	\$211.80	\$254.23	\$296.82	\$330.50	\$364.18
(f) Daily rate using 2013 compression: (e) × 323/221	\$309.56	\$371.57	\$433.82	\$483.04	\$532.27
(g) Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h) Monthly post adjustment: (c) × (g)	\$1,806.89	\$2,168.85	\$2,532.20	\$2,819.52	\$3,106.83
(i) Monthly rate: (g) + (h)	\$5,701.06	\$6,843.10	\$7,989.54	\$8,896.06	\$9,802.58
Short-term grades under the 2013 Agreement	T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement	P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j) January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k) Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l) World PAM: 12-month average Jan 2012 to Dec 2012	59.8	59.8	59.8	59.8	59.8
(m) Daily post adjustment: (k) × (l)	\$106.70	\$134.79	\$162.58	\$196.06	\$235.12
(n) Daily salary rate: (k) + (m)	\$285.16	\$360.23	\$434.48	\$523.96	\$628.35
(o) Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p) Monthly post adjustment: (l) × (o)	\$1,965.10	\$2,482.40	\$2,994.12	\$3,610.77	\$4,330.11
(q) Monthly salary rate: (o) + (p)	\$5,251.69	\$6,634.15	\$8,001.70	\$9,649.69	\$11,572.11
Additional 9 per cent social security element					
under paragraph 65 of the 2013 Agreement					
(r) Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s) Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – Bangkok: Daily and monthly rates (local rates in 2012, World rates in 2013)

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	50.5	50.5	50.5	50.5	50.5
(d)	Daily post adjustment: (b) × (c)	\$73.06	\$87.70	\$102.39	\$114.01	\$125.62
(e)	Daily rate using 2012 compression: (b) + (d)	\$217.74	\$261.35	\$305.14	\$339.76	\$374.38
(f)	Daily rate using 2013 compression: (e) × 323/221	\$318.23	\$381.98	\$445.97	\$496.57	\$547.17
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$1,966.55	\$2,360.50	\$2,755.95	\$3,068.65	\$3,381.35
(i)	Monthly rate: (g) + (h)	\$5,860.72	\$7,034.75	\$8,213.29	\$9,145.20	\$10,077.10
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	World PAM: 12-month average Jan 2012 to Dec 2012	59.8	59.8	59.8	59.8	59.8
(m)	Daily post adjustment: (k) × (l)	\$106.70	\$134.79	\$162.58	\$196.06	\$235.12
(n)	Daily salary rate: (k) + (m)	\$285.16	\$360.23	\$434.48	\$523.96	\$628.35
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$1,965.10	\$2,482.40	\$2,994.12	\$3,610.77	\$4,330.11
(q)	Monthly salary rate: (o) + (p)	\$5,251.69	\$6,634.15	\$8,001.70	\$9,649.69	\$11,572.11
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – Beirut: Daily and monthly rates (local rates in 2012, World rates in 2013)

Short-term grades under the 1991 Agreement	T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement	P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a) 2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b) Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c) PAM: Dec 2012	55.5	55.5	55.5	55.5	55.5
(d) Daily post adjustment: (b) × (c)	\$80.29	\$96.38	\$112.53	\$125.29	\$138.06
(e) Daily rate using 2012 compression: (b) + (d)	\$224.97	\$270.04	\$315.28	\$351.05	\$386.82
(f) Daily rate using 2013 compression: (e) × 323/221	\$328.80	\$394.67	\$460.79	\$513.07	\$565.35
(g) Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h) Monthly post adjustment: (c) × (g)	\$2,161.26	\$2,594.21	\$3,028.82	\$3,372.48	\$3,716.14
(i) Monthly rate: (g) + (h)	\$6,055.43	\$7,268.46	\$8,486.15	\$9,449.02	\$10,411.89
Short-term grades under the 2013 Agreement	T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement	P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j) January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k) Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l) World PAM: 12-month average Jan 2012 to Dec 2012	59.8	59.8	59.8	59.8	59.8
(m) Daily post adjustment: (k) × (l)	\$106.70	\$134.79	\$162.58	\$196.06	\$235.12
(n) Daily salary rate: (k) + (m)	\$285.16	\$360.23	\$434.48	\$523.96	\$628.35
(o) Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p) Monthly post adjustment: (l) × (o)	\$1,965.10	\$2,482.40	\$2,994.12	\$3,610.77	\$4,330.11
(q) Monthly salary rate: (o) + (p)	\$5,251.69	\$6,634.15	\$8,001.70	\$9,649.69	\$11,572.11
Additional 9 per cent social security element					
under paragraph 65 of the 2013 Agreement					
(r) Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s) Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – Santiago: Daily and monthly rates (local rates in 2012, World rates in 2013)

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	48.4	48.4	48.4	48.4	48.4
(d)	Daily post adjustment: (b) × (c)	\$70.02	\$84.05	\$98.13	\$109.26	\$120.40
(e)	Daily rate using 2012 compression: (b) + (d)	\$214.70	\$257.71	\$300.88	\$335.02	\$369.16
(f)	Daily rate using 2013 compression: (e) × 323/221	\$313.79	\$376.65	\$439.75	\$489.64	\$539.54
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$1,884.78	\$2,262.34	\$2,641.35	\$2,941.05	\$3,240.74
(i)	Monthly rate: (g) + (h)	\$5,778.94	\$6,936.59	\$8,098.68	\$9,017.59	\$9,936.49
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	World PAM: 12-month average Jan 2012 to Dec 2012	59.8	59.8	59.8	59.8	59.8
(m)	Daily post adjustment: (k) × (l)	\$106.70	\$134.79	\$162.58	\$196.06	\$235.12
(n)	Daily salary rate: (k) + (m)	\$285.16	\$360.23	\$434.48	\$523.96	\$628.35
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$1,965.10	\$2,482.40	\$2,994.12	\$3,610.77	\$4,330.11
(q)	Monthly salary rate: (o) + (p)	\$5,251.69	\$6,634.15	\$8,001.70	\$9,649.69	\$11,572.11
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – Arusha: Daily and monthly rates (local rates in 2012, World rates in 2013)

Short-term grades under the 1991 Agreement	T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement	P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a) 2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b) Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c) PAM: Dec 2012	51.4	51.4	51.4	51.4	51.4
(d) Daily post adjustment: (b) × (c)	\$74.36	\$89.26	\$104.21	\$116.04	\$127.86
(e) Daily rate using 2012 compression: (b) + (d)	\$219.04	\$262.92	\$306.96	\$341.79	\$376.62
(f) Daily rate using 2013 compression: (e) × 323/221	\$320.13	\$384.26	\$448.64	\$499.54	\$550.45
(g) Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h) Monthly post adjustment: (c) × (g)	\$2,001.60	\$2,402.56	\$2,805.07	\$3,123.34	\$3,441.62
(i) Monthly rate: (g) + (h)	\$5,895.77	\$7,076.81	\$8,262.40	\$9,199.88	\$10,137.37
Short-term grades under the 2013 Agreement	T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement	P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j) January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k) Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l) World PAM: 12-month average Jan 2012 to Dec 2012	59.8	59.8	59.8	59.8	59.8
(m) Daily post adjustment: (k) × (l)	\$106.70	\$134.79	\$162.58	\$196.06	\$235.12
(n) Daily salary rate: (k) + (m)	\$285.16	\$360.23	\$434.48	\$523.96	\$628.35
(o) Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p) Monthly post adjustment: (l) × (o)	\$1,965.10	\$2,482.40	\$2,994.12	\$3,610.77	\$4,330.11
(q) Monthly salary rate: (o) + (p)	\$5,251.69	\$6,634.15	\$8,001.70	\$9,649.69	\$11,572.11
Additional 9 per cent social security element					
under paragraph 65 of the 2013 Agreement					
(r) Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s) Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – Hamburg: Daily and monthly rates (local rates in 2012, World rates in 2013)

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	48.6	48.6	48.6	48.6	48.6
(d)	Daily post adjustment: (b) × (c)	\$70.31	\$84.40	\$98.54	\$109.72	\$120.90
(e)	Daily rate using 2012 compression: (b) + (d)	\$214.99	\$258.05	\$301.29	\$335.47	\$369.66
(f)	Daily rate using 2013 compression: (e) × 323/221	\$314.21	\$377.15	\$440.34	\$490.30	\$540.27
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$1,892.57	\$2,271.69	\$2,652.26	\$2,953.20	\$3,254.13
(i)	Monthly rate: (g) + (h)	\$5,786.73	\$6,945.94	\$8,109.60	\$9,029.74	\$9,949.88
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	World PAM: 12-month average Jan 2012 to Dec 2012	59.8	59.8	59.8	59.8	59.8
(m)	Daily post adjustment: (k) × (l)	\$106.70	\$134.79	\$162.58	\$196.06	\$235.12
(n)	Daily salary rate: (k) + (m)	\$285.16	\$360.23	\$434.48	\$523.96	\$628.35
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$1,965.10	\$2,482.40	\$2,994.12	\$3,610.77	\$4,330.11
(q)	Monthly salary rate: (o) + (p)	\$5,251.69	\$6,634.15	\$8,001.70	\$9,649.69	\$11,572.11
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – Phnom Penh: Daily and monthly rates (local rates in 2012, World rates in 2013)

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	28.4	28.4	28.4	28.4	28.4
(d)	Daily post adjustment: (b) × (c)	\$41.09	\$49.32	\$57.58	\$64.11	\$70.65
(e)	Daily rate using 2012 compression: (b) + (d)	\$185.76	\$222.97	\$260.33	\$289.87	\$319.41
(f)	Daily rate using 2013 compression: (e) × 323/221	\$271.50	\$325.89	\$380.48	\$423.65	\$466.82
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$1,105.94	\$1,327.49	\$1,549.88	\$1,725.74	\$1,901.59
(i)	Monthly rate: (g) + (h)	\$5,000.11	\$6,001.74	\$7,007.22	\$7,802.28	\$8,597.34
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	World PAM: 12-month average Jan 2012 to Dec 2012	59.8	59.8	59.8	59.8	59.8
(m)	Daily post adjustment: (k) × (l)	\$106.70	\$134.79	\$162.58	\$196.06	\$235.12
(n)	Daily salary rate: (k) + (m)	\$285.16	\$360.23	\$434.48	\$523.96	\$628.35
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$1,965.10	\$2,482.40	\$2,994.12	\$3,610.77	\$4,330.11
(q)	Monthly salary rate: (o) + (p)	\$5,251.69	\$6,634.15	\$8,001.70	\$9,649.69	\$11,572.11
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – The Hague: Daily and monthly rates (local rates in 2012, World rates in 2013)

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	51.6	51.6	51.6	51.6	51.6
(d)	Daily post adjustment: (b) × (c)	\$74.65	\$89.61	\$104.62	\$116.49	\$128.36
(e)	Daily rate using 2012 compression: (b) + (d)	\$219.33	\$263.26	\$307.37	\$342.24	\$377.12
(f)	Daily rate using 2013 compression: (e) × 323/221	\$320.56	\$384.77	\$449.23	\$500.20	\$551.17
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$2,009.39	\$2,411.91	\$2,815.98	\$3,135.50	\$3,455.01
(i)	Monthly rate: (g) + (h)	\$5,903.56	\$7,086.16	\$8,273.32	\$9,212.04	\$10,150.76
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	World PAM: 12-month average Jan 2012 to Dec 2012	59.8	59.8	59.8	59.8	59.8
(m)	Daily post adjustment: (k) × (l)	\$106.70	\$134.79	\$162.58	\$196.06	\$235.12
(n)	Daily salary rate: (k) + (m)	\$285.16	\$360.23	\$434.48	\$523.96	\$628.35
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$1,965.10	\$2,482.40	\$2,994.12	\$3,610.77	\$4,330.11
(q)	Monthly salary rate: (o) + (p)	\$5,251.69	\$6,634.15	\$8,001.70	\$9,649.69	\$11,572.11
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – Copenhagen: Daily and monthly rates (local rates in 2012, World rates in 2013)

Short-term grades under the 1991 Agreement		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement		P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a)	2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b)	Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c)	PAM: Dec 2012	68.3	68.3	68.3	68.3	68.3
(d)	Daily post adjustment: (b) × (c)	\$98.81	\$118.61	\$138.48	\$154.19	\$169.90
(e)	Daily rate using 2012 compression: (b) + (d)	\$243.49	\$292.26	\$341.23	\$379.94	\$418.66
(f)	Daily rate using 2013 compression: (e) × 323/221	\$355.87	\$427.15	\$498.72	\$555.30	\$611.89
(g)	Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h)	Monthly post adjustment: (c) × (g)	\$2,659.72	\$3,192.51	\$3,727.36	\$4,150.28	\$4,573.20
(i)	Monthly rate: (g) + (h)	\$6,553.88	\$7,866.76	\$9,184.69	\$10,226.82	\$11,268.95
Short-term grades under the 2013 Agreement		T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement		P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j)	January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k)	Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l)	World PAM: 12-month average Jan 2012 to Dec 2012	59.8	59.8	59.8	59.8	59.8
(m)	Daily post adjustment: (k) × (l)	\$106.70	\$134.79	\$162.58	\$196.06	\$235.12
(n)	Daily salary rate: (k) + (m)	\$285.16	\$360.23	\$434.48	\$523.96	\$628.35
(o)	Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p)	Monthly post adjustment: (l) × (o)	\$1,965.10	\$2,482.40	\$2,994.12	\$3,610.77	\$4,330.11
(q)	Monthly salary rate: (o) + (p)	\$5,251.69	\$6,634.15	\$8,001.70	\$9,649.69	\$11,572.11
Additional 9 per cent social security element under paragraph 65 of the 2013 Agreement						
(r)	Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s)	Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

NON-REGRESSION – Washington: Daily and monthly rates (local rates in 2012, World rates in 2013)

Short-term grades under the 1991 Agreement	T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Grade-and-step equivalencies under the 1991 Agreement	P2/step 1	P3/step 1	P3/step 8	←Avg→	P4/step 10
(a) 2012 UN salary scale: annual, net S	\$46,730.00	\$56,091.00	\$65,488.00	\$72,918.50	\$80,349.00
(b) Daily compression up to 31 Dec 2012: divide (a) by 323	\$144.67	\$173.66	\$202.75	\$225.75	\$248.76
(c) PAM: Dec 2012	48.4	48.4	48.4	48.4	48.4
(d) Daily post adjustment: (b) × (c)	\$70.02	\$84.05	\$98.13	\$109.26	\$120.40
(e) Daily rate using 2012 compression: (b) + (d)	\$214.70	\$257.71	\$300.88	\$335.02	\$369.16
(f) Daily rate using 2013 compression: (e) × 323/221	\$313.79	\$376.65	\$439.75	\$489.64	\$539.54
(g) Monthly compression: divide (a) by 12	\$3,894.17	\$4,674.25	\$5,457.33	\$6,076.54	\$6,695.75
(h) Monthly post adjustment: (c) × (g)	\$1,884.78	\$2,262.34	\$2,641.35	\$2,941.05	\$3,240.74
(i) Monthly rate: (g) + (h)	\$5,778.94	\$6,936.59	\$8,098.68	\$9,017.59	\$9,936.49
Short-term grades under the 2013 Agreement	T-I	T-II	T-III	T-IV	T-V
Grade-and-step equivalencies under the 2013 Agreement	P1/step 1	P2/step 1	P3/step 1	P4/step 1	P5/step 1
(j) January 2013 UN salary scale: annual, net D	\$39,439.00	\$49,821.00	\$60,091.00	\$72,467.00	\$86,904.00
(k) Daily compression from 1 Jan 2013: divide (j) by 221	\$178.46	\$225.43	\$271.90	\$327.90	\$393.23
(l) World PAM: 12-month average Jan 2012 to Dec 2012	59.8	59.8	59.8	59.8	59.8
(m) Daily post adjustment: (k) × (l)	\$106.70	\$134.79	\$162.58	\$196.06	\$235.12
(n) Daily salary rate: (k) + (m)	\$285.16	\$360.23	\$434.48	\$523.96	\$628.35
(o) Monthly compression: divide (j) by 12	\$3,286.58	\$4,151.75	\$5,007.58	\$6,038.92	\$7,242.00
(p) Monthly post adjustment: (l) × (o)	\$1,965.10	\$2,482.40	\$2,994.12	\$3,610.77	\$4,330.11
(q) Monthly salary rate: (o) + (p)	\$5,251.69	\$6,634.15	\$8,001.70	\$9,649.69	\$11,572.11
Additional 9 per cent social security element					
under paragraph 65 of the 2013 Agreement					
(r) Daily social security element: 9% × (n)	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
(s) Monthly social security element: 9% × (q)	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78