CEB/2019/HLCM/CM/04
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To: All member organizations and AITC

From: Michael Rosetz
            Senior Inter-Agency Advisor, HR Management, CEB Secretariat

Subject: **Daily and monthly rates for free-lance translators, effective 1 July 2019,
            based on the 2013 CEB/AITC Agreement**

1.   Please find on page 3 the revised schedules of net daily and monthly rates for free-lance translators effective 1 July 2019, based on the compensation methodology set out in Annex III to the CEB/AITC Agreement which entered into force on 1 January 2013.

2.   Please also note that 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 CEB Circular dated 14 December 2012 contained in the 2013 Agreement.

3.   Furthermore, please note the following:

(a)   Page 3 of this memorandum presents the rates effective 1 July 2019 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 July 2019 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 July 2019 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 July 2019 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.

Social security element added to the rate of eligible officials					
	T-I	T-II	T-III	T-IV	T-V
Daily	$17.06	$21.56	$26.00	$31.36	$37.60
Monthly	$314.26	$397.01	$478.85	$577.46	$692.51

In the above table and in paragraph 65 of the Agreement to which the table refers, the expression "social security" (lower-cased) is used in its generic sense as a synonym of social insurance or social protection. It has no connection to any national government programme with a similar name, such as "Sécurité sociale" in France or "Social Security" in the United States.

(g) Following the ICSC Comprehensive Compensation Review for UN System staff members, the salary scale for staff members in the professional and higher categories changed structurally as of 1 January 2017. As a result the net dependency rate, which had been used to calculate the salaries of short-term translators, no longer exists. The newly introduced unified salary scale contains one single salary rate, irrespective of dependency status. To ensure no-gain-no-loss the following adjustment factors are added to the 2019 net base salary rates: 13.21% for T-1, 11.86% for T-2 and 6.00% for T-3, T-4 and T-5. The resulting amounts are used in lieu of the net dependency rates referred to in Annex III to the 2013 CEB-AITC Agreement and on page 1 of the Appendix, as the basis for multiplying the 12-month average post adjustment and adding the 9% social-security element. All other provisions of Annex III to the Agreement and the Appendix remain unchanged.

4. This circular and other relevant information are also available on the CEB website: http://www.unsceb.org/content/translators-rates

Daily and Monthly Rates as of   01/07/2019
(in US Dollars)

Daily Rates in US Dollars

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	334	316	382	366	314	298	366	350	302	286	311	295	330	313	320	304	309	293
T-2/P-2/1	421	400	483	463	396	376	463	442	382	362	393	373	416	396	404	383	391	370
T-3/P-3/1	508	482	583	558	478	454	558	533	461	436	474	449	502	478	487	463	471	447
T-4/P-4/1	613	581	703	673	577	547	673	643	556	526	571	542	605	576	587	558	569	539
T-5/P-5/1	735	697	843	807	692	656	807	771	666	631	685	650	726	691	704	669	682	646

Monthly Rates in US Dollars

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	6,142	5,828	7,042	6,742	5,780	5,483	6,745	6,446	5,570	5,274	5,726	5,430	6,068	5,771	5,886	5,590	5,698	5,398
T-2/P-2/1	7,759	7,362	8,895	8,517	7,301	6,927	8,521	8,143	7,036	6,662	7,233	6,859	7,665	7,291	7,436	7,061	7,198	6,819
T-3/P-3/1	9,359	8,880	10,729	10,273	8,806	8,355	10,277	9,821	8,486	8,035	8,724	8,273	9,245	8,793	8,969	8,517	8,681	8,225
T-4/P-4/1	11,286	10,709	12,939	12,389	10,620	10,076	12,394	11,844	10,234	9,690	10,521	9,977	11,149	10,604	10,816	10,271	10,469	9,919
T-5/P-5/1	13,535	12,842	15,516	14,857	12,736	12,083	14,863	14,203	12,273	11,620	12,617	11,965	13,370	12,717	12,970	12,317	12,555	11,895

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
		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	$225.75	$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*	*$349.85*	*$385.46*
Non-local rate rebased [*323/221]		**$327.79**	**$393.46**	**$459.21**	**$511.32**	**$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**	**$483.04**	**$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*

		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
(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**
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
(e) Local rate rebased [d*323/221]		**$349.95**	**$420.05**	**$490.42**	**$546.06**	**$601.71**
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

		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
Annual net salary rate – NET S (1 January 2012)		$46'730.00	$56'091.00	$65'488.00	$72'919.00	$80'349.00
(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**	**$9'199.88**	**$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					

		T.I	T.II	T.III/R.1	T.IV/R.II	R.III
(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**