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To: All member organizations and AITC

From: Remo Lalli
Chief, CEB Secretariat, Geneva 

Subject: **Daily and monthly rates for free-lance translators, effective 1 July 2015,
based on the 2013 CEB/AITC Agreement**

1. Please find below the revised schedules of net daily and monthly rates for free-lance translators effective 1 July 2015 based on the new compensation methodology, as set out in its Annex III of 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 2015 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 2015 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 2015 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 2015 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 | \$16.25 | \$20.53 | \$24.77 | \$29.87 | \$35.82 |
| Monthly | \$299.35 | \$378.15 | \$456.10 | \$550.04 | \$659.61 |

- (g) Kindly note that all rates on page 3 are applicable for the period 1 July 2015 to 31 December 2015.

5. 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 1 July 2015
(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 | 320.4 | 304.1 | 382.3 | 366.1 | 313.8 | 297.7 | 366.2 | 350.0 | 302.4 | 286.3 | 310.9 | 294.8 | 329.5 | 313.4 | 319.6 | 303.5 | 309.4 | 293.1 |
| T-2/P-2/1 | 404.7 | 384.2 | 483.0 | 462.5 | 396.4 | 376.1 | 462.7 | 442.1 | 382.0 | 361.7 | 392.7 | 372.5 | 416.2 | 395.9 | 403.8 | 383.4 | 390.8 | 370.3 |
| T-3/P-3/1 | 488.2 | 463.4 | 582.6 | 557.8 | 478.2 | 453.6 | 558.0 | 533.3 | 460.8 | 436.3 | 473.7 | 449.2 | 502.0 | 477.5 | 487.0 | 462.5 | 471.4 | 446.6 |
| T-4/P-4/1 | 588.7 | 558.8 | 702.5 | 672.7 | 576.7 | 547.1 | 673.0 | 643.1 | 555.7 | 526.1 | 571.3 | 541.8 | 605.4 | 575.8 | 587.3 | 557.7 | 568.5 | 538.6 |
| T-5/P-5/1 | 706.0 | 670.2 | 842.5 | 806.7 | 691.5 | 656.1 | 807.0 | 771.2 | 666.4 | 631.0 | 685.1 | 649.7 | 726.0 | 690.5 | 704.3 | 668.8 | 681.7 | 645.9 |

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 | 5,900.5 | 5,601.1 | 7,041.6 | 6,742.2 | 5,779.7 | 5,483.4 | 6,745.0 | 6,445.7 | 5,569.8 | 5,273.5 | 5,725.8 | 5,430.0 | 6,067.6 | 5,771.2 | 5,886.2 | 5,589.9 | 5,697.6 | 5,398.2 |
| T-2/P-2/1 | 7,453.8 | 7,075.6 | 8,895.3 | 8,517.1 | 7,301.3 | 6,926.9 | 8,520.6 | 8,142.5 | 7,036.1 | 6,661.7 | 7,233.0 | 6,859.4 | 7,664.9 | 7,290.5 | 7,435.8 | 7,061.4 | 7,197.5 | 6,819.3 |
| T-3/P-3/1 | 8,990.2 | 8,534.1 | 10,728.8 | 10,272.8 | 8,806.2 | 8,354.7 | 10,277.0 | 9,820.9 | 8,486.4 | 8,034.9 | 8,724.0 | 8,273.4 | 9,244.8 | 8,793.3 | 8,968.5 | 8,516.9 | 8,681.1 | 8,225.0 |
| T-4/P-4/1 | 10,841.8 | 10,291.8 | 12,938.6 | 12,388.5 | 10,620.0 | 10,075.5 | 12,393.6 | 11,843.6 | 10,234.3 | 9,689.7 | 10,520.8 | 9,977.3 | 11,148.9 | 10,604.4 | 10,815.6 | 10,271.1 | 10,469.0 | 9,919.0 |
| T-5/P-5/1 | 13,001.6 | 12,342.0 | 15,516.1 | 14,856.5 | 12,735.7 | 12,082.6 | 14,862.6 | 14,203.0 | 12,273.1 | 11,620.1 | 12,616.8 | 11,965.0 | 13,369.9 | 12,716.9 | 12,970.3 | 12,317.2 | 12,554.6 | 11,895.0 |

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

| | | | \$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 |
| Annual net salary rate - NET S (1 January 2012) | | | | | | | |
| (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 |
| (d) Local rate [a+c] | | | \$214.99 | \$258.05 | \$301.29 | \$335.47 | \$369.66 |

| | | T.I | T.II | T.III/R.1 | T.IV/R.II | R.III |
|---|------|-----------------|-----------------|-----------------|-----------------|-----------------|
| (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

| 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 | \$9'199.88 | \$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 | | | | | |
| (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 | | | | | |
| <i>(c) PA component [axb%]</i> | | \$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 | | | | | |
| <i>(c) PA component [axb%]</i> | | \$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 | | | | | |
| <i>(c) PA component [axb%]</i> | | \$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 | | | | | |
| <i>(c) PA component [axb%]</i> | | \$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 | | | | | |
| <i>(c) PA component [axb%]</i> | | \$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 | | | | | |
| <i>(c) PA component [axb%]</i> | | \$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 | | | | | |
| <i>(c) PA component [axb%]</i> | | \$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 | | | | | |
| <i>(c) PA component [axb%]</i> | | \$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 | | | | | |
| <i>(c) PA component [axb%]</i> | | \$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 | | | | | |
| <i>(c) PA component [axb%]</i> | | \$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 |