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CEB/2013/HLCM/CM/4*
9 July 2013

To: All member organizations and AITC

From: Petra ten Hoop-Bender
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Subject: **Revised daily and monthly rates for free-lance translators, effective 1 July 2013,
based on the new CEB/AITC Agreement**

1. Please find below the revised schedules of net daily and monthly rates for free-lance translators effective 1 July 2013 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 attached CEB Circular dated 14 December 2012.
3. Furthermore, please note the following:
 - (a) Page 3 of this memorandum presents the rates effective 1 July 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.

* This circular supersedes circular memorandum CEB/2013/HLCM/CM/2/Rev.2.

- (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 below.

Social security element added to the rate of eligible officials	T-I	T-II	T-III	T-IV	T-V
Daily	\$16.06	\$20.29	\$24.47	\$29.51	\$35.39
Monthly	\$295.79	\$373.66	\$450.68	\$543.50	\$651.78

5. This circular and all relevant information are also available on the CEB website: <http://www.unsceb.org/content/2013-translators-rates>

Net Daily and Monthly Rates as of 1 July 2013

(in US Dollars only)

Net Daily Rates:

United Nations Grade/step	New York		Geneva		Vienna		London		Madrid		Montreal		Paris		Rome		World (elsewhere)	
	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	313.8	297.7	369.9	353.9	294.9	278.8	341.5	325.5	285.0	269.0	310.9	294.8	310.5	294.5	301.0	285.0	302.6	286.5
T-2/P-2/1	396.4	376.1	467.3	447.0	372.5	352.2	431.4	411.1	360.1	339.8	392.7	372.5	392.3	372.0	380.3	360.0	382.2	361.9
T-3/P-3/1	478.1	453.6	563.6	539.2	449.3	424.9	520.4	495.9	434.3	409.8	473.7	449.2	473.1	448.7	458.7	434.2	461.0	436.5
T-4/P-4/1	576.6	547.1	679.7	650.2	541.9	512.4	627.5	598.0	523.7	494.2	571.3	541.8	570.6	541.1	553.1	523.6	555.9	526.4
T-5/P-5/1	691.4	656.0	815.1	779.7	649.8	614.4	752.5	717.2	628.1	592.7	685.1	649.7	684.3	648.9	663.3	628.0	666.7	631.3

Net Monthly Rates:

United Nations Grade/step	New York		Geneva		Vienna		London		Madrid		Montreal		Paris		Rome		World (elsewhere)	
	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	5,778.9	5,483.1	6,812.8	6,517.0	5,431.1	5,135.3	6,289.7	5,993.9	5,249.2	4,953.4	5,725.8	5,430.0	5,718.9	5,423.1	5,544.2	5,248.4	5,572.1	5,276.4
T-2/P-2/1	7,300.2	6,926.5	8,606.2	8,232.6	6,860.8	6,487.1	7,945.4	7,571.8	6,631.0	6,257.4	7,233.0	6,859.4	7,224.4	6,850.7	7,003.7	6,630.0	7,039.0	6,665.3
T-3/P-3/1	8,805.0	8,354.3	10,380.3	9,929.6	8,275.0	7,824.3	9,583.3	9,132.6	7,997.9	7,547.3	8,724.0	8,273.4	8,713.6	8,262.9	8,447.4	7,996.7	8,490.0	8,039.3
T-4/P-4/1	10,618.4	10,074.9	12,518.2	11,974.7	9,979.3	9,435.8	11,557.0	11,013.5	9,645.2	9,101.7	10,520.8	9,977.3	10,508.2	9,964.7	10,187.1	9,643.6	10,238.5	9,695.0
T-5/P-5/1	12,733.9	12,082.1	15,012.1	14,360.3	11,967.4	11,315.6	13,859.4	13,207.6	11,566.7	10,914.9	12,616.8	11,965.0	12,601.7	11,949.9	12,216.7	11,564.9	12,278.3	11,626.5

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
(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	\$9'199.95	\$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