



Information Circular – Circulaire d’information

Ref. ICC/INF/2012/013

Date: 7 June 2012

New General Service salary scale for Bangui effective 1 September 2011

1. The result of the General Service salary survey in Bangui, Central African Republic, has yielded an 11.4 per cent salary increase across the board for staff members in the General Service category in Bangui.
2. In accordance with the authority vested in the Registrar, in consultation with the Prosecutor, to fix the salaries and allowances of staff members of the Court pursuant to Staff Regulation 3.1, the Registrar promulgates in the annex to this Information Circular, the salary scale of staff members in the General Service category in Bangui.
3. Dependency allowance for a child is revised to CFA 341,676 per child per annum, subject to a maximum of six children. Secondary dependency allowance is revised to CFA 289,716 net per annum. Language allowance is revised to CFA 343,596 net per annum for the first language and CFA 171,798 net per annum for the second language. Dependency allowance for a spouse remains unchanged.
4. The Payroll Unit has been able to incorporate the retroactive payment in the May 2012 payroll. All staff members in the General Service category in Bangui will see the increase reflected in their May 2012 pay slips.
5. The revised salary scale is effective 1 September 2011.

Silvana Arbia
Registrar

UNITED NATIONS



NATIONS UNIES

Bangui (Central African Republic)

General Service Category - Annual Salaries and Allowances
(in thousands of CFA francs) a/

Effective 1 September 2011

Level	S T E P S											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI b/	
1	(Gross)	2970	3128	3286	3444	3602	3760	3919	4077	4235	4393	4551
	(Gross Pens.)	2970	3128	3286	3444	3602	3760	3919	4077	4235	4393	4551
	(Total Net)	2406	2534	2662	2790	2918	3046	3174	3302	3430	3558	3686
	(Net Pens.)	<i>2406</i>	<i>2534</i>	<i>2662</i>	<i>2790</i>	<i>2918</i>	<i>3046</i>	<i>3174</i>	<i>3302</i>	<i>3430</i>	<i>3558</i>	<i>3686</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
2	(Gross)	3862	4068	4274	4480	4686	4893	5099	5305	5511	5717	5923
	(Gross Pens.)	3862	4068	4274	4480	4686	4893	5099	5305	5511	5717	5923
	(Total Net)	3128	3295	3462	3629	3796	3963	4130	4297	4464	4631	4798
	(Net Pens.)	<i>3128</i>	<i>3295</i>	<i>3462</i>	<i>3629</i>	<i>3796</i>	<i>3963</i>	<i>4130</i>	<i>4297</i>	<i>4464</i>	<i>4631</i>	<i>4798</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
3	(Gross)	5020	5288	5556	5823	6091	6359	6627	6895	7163	7431	7699
	(Gross Pens.)	5020	5288	5556	5823	6091	6359	6627	6895	7163	7431	7699
	(Total Net)	4066	4283	4500	4717	4934	5151	5368	5585	5802	6019	6236
	(Net Pens.)	<i>4066</i>	<i>4283</i>	<i>4500</i>	<i>4717</i>	<i>4934</i>	<i>5151</i>	<i>5368</i>	<i>5585</i>	<i>5802</i>	<i>6019</i>	<i>6236</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
4	(Gross)	6526	6874	7222	7570	7919	8267	8615	8963	9311	9660	10026
	(Gross Pens.)	6526	6874	7222	7570	7919	8267	8615	8963	9311	9659	10007
	(Total Net)	5286	5568	5850	6132	6414	6696	6978	7260	7542	7824	8106
	(Net Pens.)	<i>5286</i>	<i>5568</i>	<i>5850</i>	<i>6132</i>	<i>6414</i>	<i>6696</i>	<i>6978</i>	<i>7260</i>	<i>7542</i>	<i>7824</i>	<i>8106</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
5	(Gross)	8484	8937	9390	9854	10330	10807	11284	11760	12237	12714	13190
	(Gross Pens.)	8484	8937	9390	9843	10296	10749	11202	11656	12109	12562	13015
	(Total Net)	6872	7239	7606	7973	8340	8707	9074	9441	9808	10175	10542
	(Net Pens.)	<i>6872</i>	<i>7239</i>	<i>7606</i>	<i>7973</i>	<i>8340</i>	<i>8707</i>	<i>9074</i>	<i>9441</i>	<i>9808</i>	<i>10175</i>	<i>10542</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
6	(Gross)	11102	11720	12338	12956	13575	14193	14811	15429	16047	16665	17284
	(Gross Pens.)	11030	11617	12205	12793	13380	13968	14556	15174	15792	16410	17029
	(Total Net)	8934	9410	9886	10362	10838	11314	11790	12266	12742	13218	13694
	(Net Pens.)	<i>8934</i>	<i>9410</i>	<i>9886</i>	<i>10362</i>	<i>10838</i>	<i>11314</i>	<i>11790</i>	<i>12266</i>	<i>12742</i>	<i>13218</i>	<i>13694</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
7	(Gross)	14582	15386	16190	16994	17798	18602	19411	20247	21084	21920	22757
	(Gross Pens.)	14338	15131	15935	16739	17543	18347	19151	19954	20758	21562	22366
	(Total Net)	11614	12233	12852	13471	14090	14709	15328	15947	16566	17185	17804
	(Net Pens.)	<i>11614</i>	<i>12233</i>	<i>12852</i>	<i>13471</i>	<i>14090</i>	<i>14709</i>	<i>15328</i>	<i>15947</i>	<i>16566</i>	<i>17185</i>	<i>17804</i>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0

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DEPENDENCY ALLOWANCES:

Child 1/	CFA francs 341,676 net per annum per child, subject to a maximum of six children.
Spouse	CFA francs 552,000 net per annum.
Secondary dependant 1/	CFA francs 289,716 net per annum.

1/ Payable to eligible staff, effective 1 September 2011.

Note: The scale is based on a common workweek of 39 hours.

a/ Staff assessment is calculated on the basis of the 36-month average of CFA francs 482 to US\$ 1.00. The official United Nations exchange rate for a given month will continue to be used for operational and Pension Fund purposes.

b/ Long-service step:

The qualifying criteria for in-grade increases to the long-service step are as follows:

(a) The staff member should have had at least 20 years of service within the United Nations Common System and five years of service at the top regular step of the current grade.

(b) The staff member's service should have been satisfactory.

Gross: Gross salaries have been derived through the application of staff assessment to Total Net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever UN salaries are taxed.

Gross Pens.: Gross Pensionable salaries have been derived through application of staff assessment to Net Pensionable salaries. Gross Pensionable is the basis for determining Pension Fund contributions under Article 25 of UNJSPF Regulations and for determining Pension benefits.

Net Pens.: Net Pensionable is that part of net salary which is used to derive to the Gross Pensionable Salary. Net Pensionable salary is the Total Net salary less the Non-pensionable component, i.e. 100 per cent of total net salaries.

Total Net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

NPC: Non-Pensionable Component is that part of net salary excluded from application of staff assessment in determination of the Gross Pensionable salary. The Non-Pensionable Component has been established at 0 percent.

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The posts listed below are considered representative of the jobs at each grade level. The list includes jobs used for comparison purposes during the local salary survey. They are based on the job classification standards approved by ICSC for use by the organizations of the UN Common System. This list does not necessarily include all jobs at the duty station.

Level	Type of Post
1	Messenger
2	Driver
3	Senior Driver Clerk-Typist
4	Secretary Administrative Clerk Finance Clerk
5	Senior Secretary Senior Administrative Clerk Senior Finance Clerk
6	Secretary to Head of Office Administrative Assistant Finance Assistant
7	Senior Administrative Assistant Senior Finance Assistant

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