Superseded by ST/IC/2020/7

Information circular\*

To: Members of the staff

From: The Assistant Secretary-General for Human Resources

Subject: Revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category

\* The present circular, which cancels and supersedes circular [ST/IC/2018/3](https://undocs.org/en/ST/IC/2018/3), will be in effect until further notice.

1. The General Assembly, in its resolution [73/273](https://undocs.org/en/A/RES/73/273), approved a revised base salary scale for staff in the Professional and higher categories, effective 1 January 2019. The scale reflects the consolidation, on a no-loss/no-gain basis, of 1.83 multiplier points into the net base salaries in effect under the salary scale of 1 January 2018.

2. In accordance with the practice followed on the occasion of previous consolidations of multiplier points into net base salaries, upon implementation of the revised base salary scale, revised post adjustment indices and multipliers will be established by the International Civil Service Commission for all duty stations. Changes in post adjustment multipliers due after 1 January 2019 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

3. In its sixteenth annual report to the General Assembly, for 1990, the Commission recommended, and the Secretary-General subsequently approved the recommendation, that future adjustments of the base salary scale applicable to staff in the Field Service category be made by reference to adjustments to the salary scale for staff in the Professional and higher categories ([A/45/30](https://undocs.org/en/A/45/30), para. 270 (e)). Accordingly, the net base salary scale for staff in the Field Service category has also been revised, effective 1 January 2019, to reflect the consolidation of 1.83 multiplier points into net base salaries, as indicated in paragraph 1 above.

4. The revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category, effective 1 January 2019, showing gross salaries and their net equivalents after application of staff assessment, are reproduced in annexes I and II to the present circular. The implementation of those scales will be reflected in the end of January 2019 payroll.

Annex I

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

Effective 1 January 2019

(United States dollars)

|  |  | *Steps* | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| USG | Gross | 198 315 |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Net | 146 388 |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ASG | Gross | 179 948 |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Net | 134 266 |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | \* | \* | \* | \* | \* | \* | \* | \* | \* |  |  |  |
| D-2 | Gross | 143 813 | 146 943 | 150 079 | 153 402 | 156 726 | 160 048 | 163 368 | 166 691 | 170 012 | 173 332 |  |  |  |
|  | Net | 110 169 | 112 360 | 114 552 | 116 745 | 118 939 | 121 132 | 123 323 | 125 516 | 127 708 | 129 899 |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  | \* | \* | \* | \* | \* | \* | \* | \* | \* |
| D-1 | Gross | 128 707 | 131 457 | 134 210 | 136 963 | 139 706 | 142 459 | 145 209 | 147 956 | 150 753 | 153 667 | 156 583 | 159 497 | 162 415 |
|  | Net | 99 595 | 101 520 | 103 447 | 105 374 | 107 294 | 109 221 | 111 146 | 113 069 | 114 997 | 116 920 | 118 845 | 120 768 | 122 694 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-5 | Gross | 110 869 | 113 209 | 115 550 | 117 887 | 120 229 | 122 566 | 124 909 | 127 246 | 129 586 | 131 924 | 134 266 | 136 601 | 138 944 |
|  | Net | 87 108 | 88 746 | 90 385 | 92 021 | 93 660 | 95 296 | 96 936 | 98 572 | 100 210 | 101 847 | 103 486 | 105 121 | 106 761 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-4 | Gross | 90 970 | 93 050 | 95 129 | 97 209 | 99 288 | 101 483 | 103 744 | 106 001 | 108 259 | 110 514 | 112 776 | 115 029 | 117 287 |
|  | Net | 72 637 | 74 218 | 75 798 | 77 379 | 78 959 | 80 538 | 82 121 | 83 701 | 85 281 | 86 860 | 88 443 | 90 020 | 91 601 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-3 | Gross | 74 649 | 76 574 | 78 499 | 80 421 | 82 347 | 84 271 | 86 195 | 88 122 | 90 046 | 91 970 | 93 897 | 95 821 | 97 747 |
|  | Net | 60 233 | 61 696 | 63 159 | 64 620 | 66 084 | 67 546 | 69 008 | 70 473 | 71 935 | 73 397 | 74 862 | 76 324 | 77 788 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-2 | Gross | 57 661 | 59 383 | 61 103 | 62 824 | 64 546 | 66 270 | 67 993 | 69 711 | 71 434 | 73 154 | 74 875 | 76 599 | 78 318 |
|  | Net | 47 322 | 48 631 | 49 938 | 51 246 | 52 555 | 53 865 | 55 175 | 56 480 | 57 790 | 59 097 | 60 405 | 61 715 | 63 022 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-1 | Gross | 44 593 | 45 931 | 47 269 | 48 607 | 49 943 | 51 401 | 52 862 | 54 324 | 55 784 | 57 246 | 58 707 | 60 166 | 61 628 |
|  | Net | 37 012 | 38 123 | 39 233 | 40 344 | 41 453 | 42 565 | 43 675 | 44 786 | 45 896 | 47 007 | 48 117 | 49 226 | 50 337 |

*Abbreviations*: ASG, Assistant Secretary-General; USG, Under-Secretary-General.

\* Step increment periodicity is two years.

Annex II

Salary scale for the Field Service category showing annual gross salaries and net equivalents after application of staff assessment

Effective 1 January 2019

(United States dollars)

|  |  | *Steps* | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-7 | Gross | 90 414 | 92 611 | 94 804 | 96 987 | 99 176 | 101 483 | 103 864 | 106 237 | 108 619 | 110 996 | 113 374 | 115 756 | 118 137 |
|  | Net | 72 215 | 73 884 | 75 551 | 77 210 | 78 874 | 80 538 | 82 205 | 83 866 | 85 533 | 87 197 | 88 862 | 90 529 | 92 196 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-6 | Gross | 75 146 | 77 158 | 79 176 | 81 187 | 83 197 | 85 211 | 87 226 | 89 249 | 91 257 | 93 271 | 95 287 | 97 300 | 99 311 |
|  | Net | 60 611 | 62 140 | 63 674 | 65 202 | 66 730 | 68 260 | 69 792 | 71 329 | 72 855 | 74 386 | 75 918 | 77 448 | 78 976 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-5 | Gross | 64 582 | 66 296 | 68 016 | 69 730 | 71 453 | 73 171 | 74 892 | 76 608 | 78 332 | 80 049 | 81 767 | 83 487 | 85 201 |
|  | Net | 52 582 | 53 885 | 55 192 | 56 495 | 57 804 | 59 110 | 60 418 | 61 722 | 63 032 | 64 337 | 65 643 | 66 950 | 68 253 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-4 | Gross | 56 550 | 57 984 | 59 409 | 60 833 | 62 261 | 63 686 | 65 109 | 66 541 | 67 964 | 69 393 | 70 820 | 72 200 | 73 672 |
|  | Net | 46 478 | 47 568 | 48 651 | 49 733 | 50 818 | 51 901 | 52 983 | 54 071 | 55 153 | 56 239 | 57 323 | 58 372 | 59 491 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-3 | Gross | 49 575 | 50 755 | 51 964 | 53 175 | 54 387 | 55 604 | 56 814 | 58 028 | 59 245 | 60 450 | 61 663 | 62 879 | 64 095 |
|  | Net | 41 147 | 42 074 | 42 993 | 43 913 | 44 834 | 45 759 | 46 679 | 47 601 | 48 526 | 49 442 | 50 364 | 51 288 | 52 212 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-2 | Gross | 44 046 | 45 028 | 46 011 | 46 990 | 47 973 | 48 952 | 49 892 | 51 000 | 52 074 | 53 145 | 54 214 | 55 283 | 56 353 |
|  | Net | 36 558 | 37 373 | 38 189 | 39 002 | 39 818 | 40 630 | 41 410 | 42 260 | 43 076 | 43 890 | 44 703 | 45 515 | 46 328 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-1 | Gross | 39 211 | 40 075 | 40 935 | 41 796 | 42 658 | 43 527 | 44 389 | 45 248 | 46 113 | 46 975 | 47 836 | 48 695 | 49 557 |
|  | Net | 32 545 | 33 262 | 33 976 | 34 691 | 35 406 | 36 127 | 36 843 | 37 556 | 38 274 | 38 989 | 39 704 | 40 417 | 41 132 |

\* Step increment periodicity is two years.

Annex III

Pay protection measures for staff whose salaries are higher than the maximum salaries on the base/floor salary scales, with effect from 1 January 2019, showing annual gross salaries and net equivalents after application of staff assessment

Effective 1 January 2019

(United States dollars)

| *Level* |  | *Pay protection measure 1* | *Pay protection measure 2* |
| --- | --- | --- | --- |
|  |  |  |  |
| P-4 | Gross | 119 547 | 121 806 |
|  | Net | 93 183 | 94 764 |
| P-3 | Gross | 99 670 | 101 730 |
|  | Net | 79 249 | 80 711 |
| P-2 | Gross | 80 041 | – |
|  | Net | 64 331 | – |
| P-1 | Gross | 63 088 | – |
|  | Net | 51 447 | – |
| FS-4 | Gross | 75 099 | 76 522 |
|  | Net | 60 575 | 61 657 |
| FS-3 | Gross | 65 307 | 66 517 |
|  | Net | 53 133 | 54 053 |