

GENERAL
ST/SGB/Staff Rules/1/Amend.7
8 April 1959

SECRETARY-GENERAL'S BULLETIN

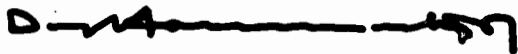
To: All Members of the Staff

Subject: Staff Rules — Transmittal Letter 6

The schedule of salary scales for the Professional category and the Principal Officer and Director category has been reprinted to show the net equivalents as well as the gross salary rates.

The schedule of pensionable remuneration for staff in the Professional category and above has been revised to show the increase of 5 per cent approved in General Assembly Resolution 1310 (XIII).

Revised pages 8 and 71 reflecting these changes are transmitted herewith for insertion in ST/SGB/Staff Rules/1.



Dag HAMMARSKJÖLD
Secretary-General

CHAPTER III

Salaries and Related Allowances

Regulation 3.1: Salaries of staff members shall be fixed by the Secretary-General in accordance with the provisions of Annex I to the present regulations.

Salary and Allowances - Under-Secretaries

Annex I, paragraph 1.

An Under-Secretary shall receive a salary of \$US23,000 (subject to the Staff Assessment Plan provided in staff regulation 3.3 and to post adjustments wherever applied) and, if otherwise eligible, shall receive the allowances which are available to staff members generally.

Annex I, paragraph 2.

The Secretary-General is authorized, on the basis of appropriate justification and/or reporting, to make additional payments to Under-Secretaries to compensate for such special costs as may be reasonably incurred in the interest of the Organisation in the performance of duties assigned to them by the Secretary-General. The maximum total amount of such payments is to be determined in the annual budget by the General Assembly.

Salaries and Allowances -Directors, Principal Officers and Professional Category

Annex I, paragraph 3

A Director shall receive a salary of \$US 18,000 per annum (subject to the Staff Assessment Plan provided in staff regulation 3.3 and to post adjustments wherever applied) and, if otherwise eligible, shall receive the allowances which are available to staff members generally. In addition, the Secretary-General is authorized, on the basis of appropriate justification and/or reporting to make additional payments to Directors to compensate for such special costs as may be reasonably incurred in the interest of the Organization in the performance of duties assigned to them by the Secretary-General. The maximum annual payment for any one Director shall be \$1,000.

Annex I, paragraph 4

Except as provided in paragraph 6 of the present annex, the salary scales for staff members in the Principal Officer and Director category and in the Professional category shall be as follows (subject to the Staff Assessment Plan provided in staff regulation 3.3 and to post adjustments wherever applied):



SALARY SCALES^{1/}

(Subject to the Staff Assessment Plan provided by Staff Regulation 3.3 and to post adjustments wherever applied)

<u>Level</u>	<u>Step</u> <u>I</u>	<u>Step</u> <u>II</u>	<u>Step</u> <u>III</u>	<u>Step</u> <u>IV</u>	<u>Step</u> <u>V</u>	<u>Step</u> <u>VI</u>	<u>Step</u> <u>VII</u>	<u>Step</u> <u>VIII</u>	<u>Step</u> <u>IX</u>	<u>Step</u> <u>X</u>	(Personal ceilings) ^{2/}		
	\$ US	\$ US	\$ US	\$ US	\$ US	\$ US	\$ US	\$ US	\$ US	\$ US	a	b	c
											\$ US	\$ US	\$ US

Principal Officer and Director Category

Director	18,000 (12,500)												
Principal Officer	13,330 (10,000)	14,000 (10,400)	14,670 (10,800)	15,400 (11,200)	16,200 (11,600)	17,000 (12,000)							

Professional Category

Senior Officer	11,310 (8,750)	11,690 (9,000)	12,080 (9,250)	12,500 (9,500)	13,000 (9,800)	13,500 (10,100)	14,000 (10,400)	14,500 (10,700)	15,000 (11,000)				
First Officer	9,140 (7,300)	9,460 (7,525)	9,790 (7,750)	10,150 (8,000)	10,540 (8,250)	10,920 (8,500)	11,310 (8,750)	11,690 (9,000)	12,080 (9,250)	12,500 (9,500)	12,920 (9,750)	13,330 (10,000)	13,750 (10,250)
Second Officer	7,330 (6,000)	7,600 (6,200)	7,870 (6,400)	8,180 (6,625)	8,500 (6,850)	8,820 (7,075)	9,140 (7,300)	9,460 (7,525)	9,790 (7,750)	10,150 (8,000)	10,540 (8,250)	10,920 (8,500)	11,310 (8,750)
Associate Officer	5,750 (4,800)	6,000 (5,000)	6,270 (5,200)	6,530 (5,400)	6,800 (5,600)	7,070 (5,800)	7,330 (6,000)	7,600 (6,200)	7,870 (6,400)		8,140 (6,600)	8,430 (6,800)	8,710 (7,000)
Assistant Officer	4,250 (3,600)	4,500 (3,800)	4,750 (4,000)	5,000 (4,200)	5,250 (4,400)	5,500 (4,600)	5,750 (4,800)	6,000 (5,000)			6,270 (5,200)	6,530 (5,400)	6,800 (5,600)

^{1/} The approximate net equivalent of each salary step, after application of the Staff Assessment Plan, has been added to the table for the information of the staff.



APPENDIX B
Pensionable Remuneration
Established under Rule 103.16

(a) (Gross base salaries are shown in parenthesis)

Professional Category

	Level	Step I	Step II	Step III	Step IV	Step V	Step VI	Step VII	Step VIII	Step IX	Step X	(Personal ceilings)		
		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	a	b	c
	Assistant Officer	(4,250) 3,780	(4,500) 3,990	(4,750) 4,200	(5,000) 4,410	(5,250) 4,620	(5,500) 4,830	(5,750) 5,040	(6,000) 5,250			(6,270) 5,460	(6,530) 5,670	(6,800) 5,880
	Associate Officer	(5,750) 5,040	(6,000) 5,250	(6,270) 5,460	(6,530) 5,670	(6,800) 5,880	(7,070) 6,090	(7,330) 6,300	(7,600) 6,510	(7,870) 6,720		(8,140) 6,930	(8,430) 7,140	(8,710) 7,350
71	Second Officer	(7,330) 6,300	(7,600) 6,510	(7,870) 6,720	(8,180) 6,956	(8,500) 7,193	(8,820) 7,429	(9,140) 7,665	(9,460) 7,901	(9,790) 8,138	(10,150) 8,400	(10,540) 8,663	(10,920) 8,925	(11,310) 9,188
	First Officer	(9,140) 7,665	(9,460) 7,901	(9,790) 8,138	(10,150) 8,400	(10,540) 8,663	(10,920) 8,925	(11,310) 9,188	(11,690) 9,450	(12,080) 9,713	(12,500) 9,975	(12,920) 10,238	(13,330) 10,500	(13,750) 10,763
	Senior Officer	(11,310) 9,188	(11,690) 9,450	(12,080) 9,713	(12,500) 9,975	(13,000) 10,290	(13,500) 10,605	(14,000) 10,920	(14,500) 11,235	(15,000) 11,550				

Principal Officer and Director Category

Principal Officer	(13,330) 10,500	(14,000) 10,920	(14,670) 11,340	(15,400) 11,760	(16,200) 12,180	(17,000) 12,600
Director	(18,000) 13,125					

(b) Pensionable remuneration in the General Service, Manual Worker, and Field Service categories corresponds in each case to the approximate net salary as shown in the salary scales for these categories.



APPENDIX B

Headquarters

Conditions Governing Local Recruitment

Pursuant to Rule 104.6,

(i) Staff members who have been recruited to serve in posts classified in the Manual Worker category or in the General Service category from the messenger through the senior level, shall be regarded as having been locally recruited unless:

- (a) they have been recruited from outside the area of the duty station, or
- (b) their entitlement to one or more of the allowances or benefits indicated under Rule 104.7 has been duly established by the Secretary-General, or
- (c) the post for which the staff member has been recruited is one which, in the opinion of the Secretary-General, it would otherwise have been necessary to fill by recruitment from outside the area of the duty station.

(ii) A staff member who is regarded as having been locally recruited in accordance with the provisions of (i) above, shall cease to be so regarded from the date on which he is (a) reclassified to the Professional category, or (b) promoted to the principal level of the General Service category, or (c) reassigned, after an appropriate examination, to a post within the General Service category which, in the opinion of the Secretary-General, it would otherwise have been necessary to fill by recruitment from outside the area of the duty station.

Conditions Governing Acquisition of Entitlement to Benefits of International Recruitment

Pursuant to Rule 104.7,

(i) If a staff member in permanent residence status takes up non-immigrant status in the country of his duty station he shall thereupon be granted entitlement to such of the allowances and benefits stipulated in Rule 104.7 to which he is otherwise entitled and he shall commence to accrue service credit for such allowances and benefits from the date on which he acquires non-immigrant status. The first home leave may however be granted to an eligible staff member in the year in which entitlement is acquired, if the Secretary-General is satisfied that compelling circumstances beyond the control of the staff member had previously precluded the possibility of his taking home leave.

(ii) As a transitional measure, if staff members acquired non-immigrant status before 1 July 1954, or prior to that date completed proper application for a change to non-immigrant status which was subsequently approved, the continuity of their service credits for these allowances and benefits shall not be broken because of previous permanent residence status. Non-resident's allowance shall not, however, be payable in any case for any period in permanent residence status prior to the acquisition of, or completion of proper application for non-immigrant status.

