



Secretariat

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16 February 1995

INFORMATION CIRCULAR

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: REVISED BASE SALARY SCALE FOR STAFF IN THE
PROFESSIONAL AND HIGHER CATEGORIES AND FOR
STAFF IN THE FIELD SERVICE CATEGORY*

1. In section III.C of resolution 49/223 of 23 December 1994, the General Assembly approved, with effect from 1 March 1995, a revised base salary scale for staff in the Professional and higher categories. This scale reflects the consolidation, on a no-gain no-loss basis, of 4.1 multiplier points into net base salaries in effect under the previous base salary scale, which became effective on 1 March 1994. In the same resolution, the Assembly approved consequential changes in the rates of staff assessment used in conjunction with gross base salaries for staff with a dependent spouse or dependent child and for staff with neither a dependent spouse nor a dependent child.
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 (ICSC) for all duty stations. The revised multipliers will be determined in such a way as to ensure that the revised net remuneration (base salary plus post adjustment) after consolidation is in line with the existing net remuneration. Changes in post adjustment multipliers due after 1 March 1995 will be effected on the basis of the movement of the newly consolidated post adjustment indices.
3. As a result of the implementation of the revised base salary scale, effective 1 March 1995, there will be consequential changes in the amounts of

* Personnel Manual index No. 3110.



the mobility and hardship allowance applicable to staff who are currently in receipt of the allowance.

4. In its sixteenth (1990) annual report to the General Assembly, 1/ ICSC recommended, and the Secretary-General subsequently approved, that future adjustments of the salary scale applicable to staff in the Field Service category should be made by reference to adjustments to the salary scale for staff in the Professional and higher categories. Accordingly, the base salary scale for staff in the Field Service category has also been revised, effective 1 March 1995, to reflect (a) the consolidation of 4.1 multiplier points into net base salaries; and (b) the revised rates of staff assessment used in conjunction with gross base salaries for staff with a dependent spouse or dependent child and for staff with neither a dependent spouse nor a dependent child.

5. The revised base salary scale for staff in the Professional and higher categories and staff in the Field Service category, effective 1 March 1995, showing gross salaries and their net equivalents after the application of staff assessment, are reproduced in annexes I and II to the present circular, respectively. The implementation of these scales will be reflected in the payroll at the end of March 1995.

Notes

1/ Official Records of the General Assembly, Forth-fifth Session, Supplement No. 30 (A/45/30), para. 270 (e).

Annex I
Salary scale for the Professional and higher categories showing annual gross salaries
and net equivalents after application of staff assessment
(in United States dollars)
Effective 1 March 1995

Level	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
Under-Secretary-General															
USG															
Gross	145,236														
Net D	93,735														
Net S	84,232														
Assistant-Secretary-General															
ASG															
Gross	131,617														
Net D	85,972														
Net S	77,763														
Director															
D-2															
Gross	107,062	109,482	111,934	114,394	116,855	119,317									
Net D	71,946	73,349	74,752	76,154	77,558	78,961									
Net S	66,026	67,236	68,414	69,582	70,751	71,921									
Principal Officer															
D-1															
Gross	94,299	96,371	98,442	100,510	102,581	104,653	106,724	108,795	110,860						
Net D	64,544	65,745	66,946	68,146	69,347	70,549	71,750	72,951	74,152						
Net S	59,645	60,680	61,716	62,750	63,786	64,821	65,857	66,893	67,913						
Senior Officer															
P-6															
Gross	82,807	84,650	86,492	88,335	90,181	92,053	93,927	95,802	97,674	99,548	101,423	103,295	105,170		
Net D	57,806	58,853	59,981	61,068	62,155	63,241	64,328	65,415	66,501	67,588	68,675	69,761	70,848		
Net S	53,611	54,606	55,601	56,596	57,585	58,572	59,559	60,546	61,532	62,519	63,506	64,493	65,480		
First Officer															
P-4															
Gross	67,706	69,475	71,240	73,005	74,774	76,565	78,362	80,159	81,955	83,751	85,546	87,346	89,141	90,954	92,782
Net D	48,824	49,885	50,944	52,003	53,064	54,123	55,183	56,244	57,304	58,363	59,422	60,484	61,543	62,603	63,664
Net S	45,413	46,378	47,342	48,306	49,271	50,240	51,210	52,181	53,151	54,120	55,090	56,062	57,031	57,972	58,886
Second Officer															
P-3															
Gross	54,837	56,463	58,087	59,727	61,361	62,993	64,624	66,279	67,938	69,599	71,258	72,917	74,576	76,256	77,945
Net D	40,987	41,983	42,989	43,983	44,980	45,975	46,971	47,967	48,963	49,959	50,955	51,950	52,946	53,941	54,938
Net S	38,291	39,197	40,104	41,009	41,915	42,821	43,727	44,633	45,539	46,446	47,352	48,258	49,164	50,073	50,985
Associate Officer															
P-2															
Gross	43,754	45,131	46,543	47,957	49,369	50,783	52,197	53,609	55,026	56,485	57,943	59,405			
Net D	33,990	34,882	35,772	36,663	37,553	38,443	39,334	40,224	41,116	42,006	42,895	43,787			
Net S	31,914	32,730	33,539	34,349	35,158	35,969	36,779	37,588	38,399	39,209	40,018	40,830			
Assistant Officer															
P-1															
Gross	32,851	34,212	35,492	36,809	38,125	39,440	40,760	42,075	43,391	44,708					
Net D	26,907	27,764	28,620	29,476	30,331	31,186	32,044	32,899	33,754	34,610					
Net S	25,412	26,208	26,997	27,781	28,564	29,347	30,132	30,915	31,698	32,481					

D = Rate applicable to staff members with a dependent spouse or child.
S = Rate applicable to staff members with no dependent spouse or child.
* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk for which a two-year period at the preceding step is required.

Annex II
Salary scale for the Field Service category showing annual gross salaries
and net equivalents after application of staff assessment
(in United States dollars)

Effective 1 March 1985

Level	S																		
	I	II	III	IV	V	T	VI	E	VII	P	VIII	IX	X	XI	XII	XIII	XIV	XV	
FS-7	Gross	67,218	69,083	70,948	72,810	74,673	76,566	78,463	80,358	82,254	84,149	86,046	87,944	*					
	Net D	48,531	49,650	50,769	51,886	53,004	54,124	55,243	56,361	57,480	58,598	59,717	60,837	62,000					
	Net S	45,146	46,164	47,183	48,199	49,216	50,241	51,265	52,288	53,312	54,335	55,360	56,385	57,409					
FS-6	Gross	55,252	56,961	58,670	60,375	62,084	63,793	65,508	67,248	68,982	70,718	72,457	74,192	*					
	Net D	41,254	42,296	43,339	44,379	45,421	46,464	47,505	48,549	49,589	50,631	51,674	52,715	53,756					
	Net S	38,525	39,473	40,422	41,368	42,317	43,265	44,212	45,162	46,109	47,057	48,007	48,954	49,901					
FS-5	Gross	46,570	47,979	49,390	50,802	52,214	53,625	55,038	56,495	57,954	59,411	60,869	62,326	63,784					
	Net D	35,789	36,677	37,566	38,455	39,345	40,234	41,123	42,012	42,902	43,791	44,680	45,569	46,458					
	Net S	33,555	34,362	35,170	35,980	36,789	37,597	38,406	39,215	40,024	40,833	41,642	42,451	43,260					
FS-4	Gross	40,134	41,272	42,405	43,540	44,675	45,835	47,006	48,181	49,351	50,522	51,692	52,824	54,035	*				
	Net D	31,637	32,377	33,113	33,851	34,589	35,328	36,064	36,804	37,541	38,279	39,016	39,729	40,492	41,230				
	Net S	29,760	30,437	31,111	31,786	32,462	33,133	33,804	34,478	35,148	35,819	36,490	37,138	37,832	38,503	39,174			
FS-3	Gross	34,569	35,517	36,482	37,448	38,411	39,378	40,343	41,309	42,275	43,235	44,203	45,173	46,171	*				
	Net D	28,007	28,636	29,263	29,891	30,517	31,146	31,773	32,401	33,029	33,653	34,282	34,909	35,538	36,164	36,792			
	Net S	26,433	27,013	27,587	28,162	28,735	29,310	29,884	30,459	31,034	31,605	32,181	32,754	33,326	33,896	34,467			
FS-2	Gross	29,979	30,791	31,608	32,422	33,238	34,053	34,831	35,715	36,568	37,422	38,274	39,125	39,976	*				
	Net D	24,885	25,438	25,994	26,547	27,102	27,656	28,185	28,765	29,319	29,874	30,428	30,981	31,534	32,087	32,640			
	Net S	23,536	24,049	24,565	25,078	25,593	26,107	26,598	27,130	27,638	28,146	28,653	29,159	29,666	30,171	30,676			
FS-1	Gross	26,127	26,814	27,500	28,186	28,872	29,561	30,259	30,975	31,693	32,409	33,125	33,841	34,557	35,273	35,989			
	Net D	22,150	22,638	23,125	23,612	24,099	24,588	25,076	25,563	26,051	26,538	27,025	27,512	28,000	28,487	28,974			
	Net S	21,017	21,466	21,915	22,364	22,812	23,263	23,713	24,165	24,618	25,070	25,521	25,972	26,423	26,874	27,325			

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