

Subject: STAFF RULES

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(d) To show the revised scales for computing separation payments for the Professional and higher categories and for the Field Service category, effective 1 April 1987.

The amendment under subparagraph (a) above is consequential on General Assembly resolution 41/208 of 11 December 1986. The amendments under subparagraphs (b) and (d) above are consequential on General Assembly resolution 41/207 of 11 December 1986.

6. Appendix B (Headquarters) is amended for the following purposes:

(a) To incorporate the revised salary scales for the General Service, Security Service, Public Information Assistants and Tour Co-ordinators/Supervisors, and Trades and Crafts categories at Headquarters, effective 1 January 1987;

(b) To incorporate the revised rate of dependent child allowance effective 1 January 1987;

(c) To incorporate the revised rate of dependent spouse allowance for staff appointed on or after 1 September 1984, effective 1 January 1987.

7. Appendix F (Headquarters) is amended for the following purposes:

(a) To incorporate the revised salary scales for the Language Teachers category, effective 1 January 1987;

(b) To incorporate the revised rate of dependent child allowance, effective 1 January 1987;

(c) To incorporate the revised rate of dependent spouse allowance for staff appointed on or after 1 September 1984, effective 1 January 1987.

8. The text of the Staff Regulations is included in the edition of the Staff Rules. Changes are made to this text for the following purposes:

(a) To incorporate the amendments to regulation 3.3 (b) (i) and (ii) on staff assessment and the schedule of net and gross salaries set out in annex I to the Regulations, which were approved by the General Assembly in its resolution 41/207 of 11 December 1986;

(b) To incorporate the amendments to paragraph 1 of annex I to the Regulations approved by the General Assembly in its resolutions 41/207 and 41/209 of 11 December 1986.

9. Articles 8, 97, 100, 101 and 105 of the Charter of the United Nations, which relate to service of the staff, are included in the introductory part of the edition of the Staff Rules.

10. New pages iv, iva, vi, 3, 14, 15, 50, 59, 60, 117, 119, 126, 127, 127a, 128, 130, 130a, 131, 132, 133, 134, 140 and 141 are transmitted herewith for insertion in the Staff Rules.



Javier PÉREZ DE CUÉLLAR
Secretary-General

CHARTER OF THE UNITED NATIONS
Provisions relating to service of the staff

Article 8

The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs.

Article 97

The Secretariat shall comprise a Secretary-General and such staff as the Organization may require. The Secretary-General shall be appointed by the General Assembly upon the recommendation of the Security Council. He shall be the chief administrative officer of the Organization.

Article 100

1. In the performance of their duties the Secretary-General and the staff shall not seek or receive instructions from any government or from any other authority external to the Organization. They shall refrain from any action which might reflect on their position as international officials responsible only to the Organization.

2. Each Member of the United Nations undertakes to respect the exclusively international character of the responsibilities of the Secretary-General and the staff and not to seek to influence them in the discharge of their responsibilities.

Article 101

1. The staff shall be appointed by the Secretary-General under regulations established by the General Assembly.

2. Appropriate staffs shall be permanently assigned to the Economic and Social Council, the Trusteeship Council, and, as required, to other organs of the United Nations. These staffs shall form a part of the Secretariat.

3. The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible.

Article 105

1. The Organization shall enjoy in the territory of each of its Members such privileges and immunities as are necessary for the fulfilment of its purposes.

2. Representatives of the Members of the United Nations and officials of the Organization shall similarly enjoy such privileges and immunities as are necessary for the independent exercise of their functions in connexion with the Organization.

3. The General Assembly may make recommendations with a view to determining the details of the application of paragraphs 1 and 2 of this Article or may propose conventions to the Members of the United Nations for this purpose.



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S T A F F R U L E S

Rule 101.1

APPLICABILITY

Staff rules 101.1 through 112.8 are applicable to all staff members appointed by the Secretary-General except technical assistance project personnel, staff members specifically engaged for conferences and other short-term service, and special internes.



Article 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.*

REGULATION 3.2: *The Secretary-General shall establish terms and conditions under which an education grant shall be available to a staff member serving outside his recognized home country whose dependent child is in full-time attendance at a school, university, or similar educational institution of a type which will, in the opinion of the Secretary-General, facilitate the child's re-assimilation in the staff member's recognized home country. The grant shall be payable in respect of the child up to the end of the fourth year of post-secondary studies or the award of the first recognized degree, whichever is the earlier. The amount of the grant per scholastic year for each child shall be 75 per cent of the first \$6,000 of admissible educational expenses, up to a maximum grant of \$4,500. Travel costs of the child may also be paid for an outward and return journey once in each scholastic year between the educational institution and the duty station, except that in the case of staff members serving at designated duty stations where schools do not exist which provide schooling in the language or in the cultural tradition desired by staff members for their children, such travel costs may be paid twice in the year in which the staff member is not entitled to home leave. Such travel shall be by a route approved by the Secretary-General, but not in an amount exceeding the cost of such a journey between the home country and the duty station.*

The Secretary-General shall also establish terms and conditions under which an education grant shall be available to a staff member serving in a country whose language is different from his own and who is obliged to pay tuition for the teaching of the mother tongue to a dependent child attending a local school in which the instruction is given in a language other than his own.

The Secretary-General shall also establish terms and conditions under which an education grant shall be available to a staff member whose child is unable, by reason of physical or mental disability, to attend a normal educational institution and therefore requires special teaching or training to prepare him/her for full integration into society or, while attending a normal educational institution, requires special teaching or training to assist him/her in overcoming the disability. The amount of this grant per year for each disabled child shall be equal to 100 per cent of the educational expenses actually incurred up to a maximum of \$6,000.

The Secretary-General may decide in each case whether the education grant shall extend to adopted children or stepchildren.

REGULATION 3.3: (a) An assessment at the rates and under the conditions specified below shall be applied to the salaries and such other emoluments of staff members as are computed on the basis of salary, excluding post adjustments, provided that the Secretary-General may, where he deems it advisable, exempt from the assessment the salaries and emoluments of staff engaged at locality rates.

(b) (i) The assessment shall be calculated at the following rates for staff whose salary rates are set forth in paragraphs 1 and 3 of annex I to the present Regulations:

Total assessable payments (US dollars)	Assessment (per cent)	
	Staff member with a dependent spouse or a dependent child	Staff member with neither a dependent spouse nor a dependent child
First \$15,000 per year	10.0	14.0
Next \$ 5,000 per year	25.0	32.5
Next \$ 5,000 per year	28.0	33.8
Next \$ 5,000 per year	30.0	35.8
Next \$ 5,000 per year	32.0	38.1
Next \$10,000 per year	34.0	40.3
Next \$10,000 per year	36.0	42.7
Next \$10,000 per year	38.0	44.0
Next \$15,000 per year	40.0	46.6
Next \$20,000 per year	42.0	52.1
Remaining assessable payments ...	44.0	53.5

(ii) The assessment shall be calculated at the following rates for staff whose salary rates are established under paragraph 7 of annex I to the present Regulations:

Total assessable payments (US dollars)	Assessment (per cent)
First \$2,000 per year	11
Next \$2,000 per year	14
Next \$2,000 per year	17
Next \$2,000 per year	20
Next \$4,000 per year	22
Next \$4,000 per year	24
Next \$4,000 per year	26
Next \$6,000 per year	28
Next \$6,000 per year	30
Next \$6,000 per year	32
Next \$8,000 per year	34
Remaining assessable payments	36

(iii) The Secretary-General shall determine which of the scales of assessment set out in subparagraphs (i) and (ii) above shall apply to each of the groups of personnel whose salary rates are established under paragraph 6 of annex I to the present Regulations.

(iv) In the case of staff whose salary scales are established in currencies other than United States dollars, the relevant amounts to which the assessment applies shall be fixed at the local currency equivalent of the above-mentioned dollar amounts at the time the salary scales of the staff concerned are approved.

(c) In the case of a person who is not employed by the United Nations for the whole of a calendar year or in cases where there is a change in the annual rate of payments made to a staff member, the rate of assessment shall be governed by the annual rate of each such payment made to him.

(d) The assessment computed under the foregoing provisions of the present regulation shall be collected by the United Nations by withholding it from payments. No part of the assessment so collected shall be refunded because of cessation of employment during the calendar year.

(e) Revenue derived from staff assessment not otherwise disposed of by specific resolution of the General Assembly shall be credited to the Tax Equalization Fund established by General Assembly resolution 973 A (X).

(f) Where a staff member is subject both to staff assessment under this plan and to national income taxation in respect of the salaries and emoluments paid to him by the United Nations, the Secretary-General is authorized to refund to him the amount of staff assessment collected from him provided that:

(i) The amount of such refund shall in no case exceed the amount of his income taxes paid and payable in respect of his United Nations income;

(ii) If the amount of such income taxes exceeds the amount of staff assessment, the Secretary-General may also pay to the staff member the amount of such excess;

(iii) Payments made in accordance with the provisions of the present regulation shall be charged to the Tax Equalization Fund;

(iv) A payment under the conditions prescribed in the three preceding subparagraphs is authorized in respect of dependency benefits and post adjustments, which are not subject to staff assessment but may be subject to national income taxation.

REGULATION 3.4: (a) *Staff members whose salary rates are set forth in paragraphs 1 and 3 of annex I to the present Regulations shall be entitled to receive dependency allowances as follows:*

- (i) *At \$700 per year for each dependent child, except that the allowance shall not be paid in respect of the first dependent child if the staff member has no dependent spouse, in which case the staff member shall be entitled to the dependency rate of staff assessment under subparagraph (b) (i) of regulation 3.3;*
- (ii) *Where there is no dependent spouse, a single annual allowance of \$300 per year for either a dependent parent, a dependent brother or a dependent sister. The amount of either of these allowances payable in local currency shall not be less than the local currency equivalent of the dollar amount at the time it was established or last revised.*

(b) *If both husband and wife are staff members, one may claim, for dependent children, under (i) above, in which case the other may claim only under (ii) above, if otherwise entitled;*

(c) *With a view to avoiding duplication of benefits and in order to achieve equality between staff members who receive dependency benefits under applicable laws in the form of governmental grants and staff members who do not receive such dependency benefits, the Secretary-General shall prescribe conditions under which the dependency allowance for a child specified in (a) (i) above shall be payable only to the extent that the dependency benefits enjoyed by the staff member or his spouse under applicable laws amount to less than such a dependency allowance;*

(d) *Staff members whose salary rates are set by the Secretary-General under paragraph 6 or paragraph 7 of annex I to these regulations shall be entitled to receive dependency allowances at rates and under conditions determined by the Secretary-General, due regard being given to the circumstances in the locality in which the office is located;*

(e) *Claims for dependency allowances shall be submitted in writing and supported by evidence satisfactory to the Secretary-General. A separate claim for dependency allowances shall be made each year.*

Chapter V

ANNUAL AND SPECIAL LEAVE

Rule 105.1

ANNUAL LEAVE

(a) Staff members shall accrue annual leave while in full pay status at the rate of six weeks a year, subject to the provisions of paragraph (f) below, and of rule 105.2 (c) and provided that no leave shall accrue while a staff member is receiving compensation equivalent to salary and allowances under rule 106.4.

(b) Annual leave may be taken in units of days and half-days. All arrangements as to leave shall be subject to the exigencies of the service, which may require that leave be taken by a staff member during a period designated by the Secretary-General. Leave may be taken only when authorized, but the personal circumstances and preferences of the individual staff member shall, as far as possible, be considered.

(c) Annual leave may be accumulated, provided that not more than 12 weeks of such leave shall be carried forward beyond 1 January of any year or such other date as the Secretary-General may set for a duty station. However, upon completion of service with a mission (so designated for this purpose by the Secretary-General), any accumulation of annual leave which otherwise would have become subject to forfeiture during the mission service, or within two months thereafter, may be utilized to cover all or part of an authorized period of post-mission leave. Any such leave which is not so utilized within four months following departure from the mission area shall be forfeited.

(d) Any absence from duty not specifically covered by other provisions in these rules shall be charged to the staff member's accrued annual leave, if any; if the staff member has no accrued annual leave, it shall be considered as unauthorized, and pay and allowances shall cease for the period of such absence.

(e) A staff member may, in exceptional circumstances, be granted advance annual leave up to a maximum of two weeks, provided his or her service is expected to continue for a period beyond that necessary to accrue the leave so advanced.

(f) The Secretary-General shall set the terms and conditions under which annual leave may be allowed to staff members recruited specifically for service

with a mission from within the general area of the mission and notify the staff of these terms and conditions. These terms and conditions will be set with due regard to local practices in the area of the mission concerned.

Rule 105.2

SPECIAL LEAVE

(a) Special leave, with full or partial pay or without pay, may be granted for advanced study or research in the interest of the United Nations, in cases of extended illness, for child care or for other important reasons for such period as the Secretary-General may prescribe.

(b) A staff member, other than one recruited specifically for a mission, who has completed one year of satisfactory probationary service or who has a permanent or regular appointment and who is called upon to serve in the armed forces of the State of which the staff member is a national, whether for training or active duty, may be granted special leave without pay for the duration of such military service, in accordance with terms and conditions set forth in appendix C to these Rules.

(c) Staff members shall not accrue service credits towards sick, annual and home leave, salary increment, seniority, termination indemnity and repatriation grant during periods of special leave with partial pay or without pay. Periods of less than one calendar month of such leave shall not affect the ordinary rates of accrual; nor shall continuity of service be considered broken by periods of special leave.

Rule 105.3

HOME LEAVE

(a) Staff members, other than those considered as local recruits under rule 104.6 or excluded from home leave under rule 104.7, who are serving outside their home country and who are otherwise eligible shall be entitled once in every two years of qualifying service to visit their home country at United Nations expense for the purpose of spending in that country a substantial period of annual leave. Leave taken for this purpose and under the terms and conditions set forth in this rule shall hereinafter be referred to as home leave.

(b) A staff member shall be eligible for home leave provided the following conditions are fulfilled:

- (i) While performing his or her official duties the staff member continues to reside in a country other than that of which he or she is a

MATERNITY LEAVE

(a) A staff member shall be entitled to maternity leave in accordance with the following provisions:

- (i) The leave shall commence six weeks prior to the anticipated date of birth upon production of a certificate from a duly qualified medical practitioner indicating the anticipated date of birth. However, at the staff member's request and upon production of a certificate from a duly qualified medical practitioner indicating that she is fit to continue to work, the absence may be permitted to commence less than six weeks but normally not less than two weeks before the anticipated date of birth.
- (ii) The leave shall extend for a total period of 16 weeks from the time it is granted. The post-delivery leave shall therefore extend for a period equivalent to 16 weeks less the period between the commencement of the maternity leave and the actual date of birth, subject to a minimum of 10 weeks. However, the staff member, on request, may be permitted to return to work after the lapse of a minimum period of six weeks following delivery.
- (iii) The staff member shall receive maternity leave with full pay for the entire duration of her absence in accordance with (i) and (ii) above. However, if due to a miscalculation on the part of the medical practitioner or midwife as to the date of birth the pre-delivery leave is more than six weeks, the staff member shall receive full pay to the actual date of birth and will be allowed the minimum of 10 weeks of post-delivery leave as provided in (ii) above.

(b) (Cancelled)

(c) Sick leave shall not normally be granted for maternity cases except where serious complications arise.

(d) (Cancelled)

(e) Annual leave shall accrue during the period of maternity leave, provided that the staff member returns to service for at least six months after the completion of maternity leave.

(f) (Cancelled)

Rule 106.4

COMPENSATION FOR DEATH, INJURY OR ILLNESS ATTRIBUTABLE TO SERVICE

Staff members shall be entitled to compensation in the event of death, injury or illness attributable to the performance of official duties on behalf of the United Nations, in accordance with the rules set forth in appendix D to these Rules.

Rule 106.5

COMPENSATION FOR LOSS OR DAMAGE TO PERSONAL EFFECTS ATTRIBUTABLE TO SERVICE

Staff members shall be entitled, within the limits and under terms and conditions established by the Secretary-General, to reasonable compensation in the event of loss or damage to their personal effects determined to be directly attributable to the performance of official duties on behalf of the United Nations.

Rule 106.6

MEDICAL INSURANCE

Staff members may be required to participate in a United Nations medical insurance scheme under conditions established by the Secretary-General.

ANNEXES TO THE STAFF REGULATIONS

Annex I

SALARY SCALES AND RELATED PROVISIONS

1. *The Administrator of the United Nations Development Programme, having the status equivalent to that of the executive head of a major specialized agency, shall receive a salary of \$US 119,429 per year; the Director-General for Development and International Economic Co-operation shall receive a salary of \$US 119,429 per year; an Under-Secretary-General shall receive a salary of \$US 94,802 per year; and an Assistant Secretary-General shall receive a salary of \$US 85,609 per year, subject to the staff assessment plan provided in staff regulation 3.3 and to post adjustments wherever applied. If otherwise eligible, they shall receive the allowances which are available to staff members generally.*

2. *The Secretary-General is authorized, on the basis of appropriate justification and/or reporting, to make additional payments to the Director-General for Development and International Economic Co-operation, to Under-Secretaries-General and Assistant Secretaries-General to compensate for such special costs as may be reasonably incurred, in the interests of the Organization, in the performance of duties assigned to them by the Secretary-General. The maximum amount of such payments is to be determined in the programme budget by the General Assembly.*

3. *Except as provided in paragraph 6 of the present annex, the salary scales for staff members in the Director and Principal Officer category and in the Professional category shall be as shown in the present annex.*

4. *Subject to satisfactory service, salary increments within the levels set forth in paragraph 3 of the present annex shall be awarded annually, except that any increment above step IV of the Principal Officer level shall be preceded by two years at the previous step. The Secretary-General is authorized to reduce the interval between salary increments to ten months and twenty months, respectively, in the case of staff subject to geographical distribution who have an adequate and confirmed knowledge of a second official language of the United Nations.*

5. *The Secretary-General is authorized, on the basis of appropriate justification and/or reporting, to make additional payments to Directors and, where offices are away from Headquarters, to their heads, 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 total amount of such payments is to be determined in the programme budget by the General Assembly.*

6. *The Secretary-General shall fix the salary rates to be paid to personnel specifically engaged for conferences and other short-term service, to consultants, to Field Service personnel and to Technical Assistance experts.*

7. *The Secretary-General shall fix the salary scales for staff members in the General Service category and the salary or wage rates for manual workers, normally on the basis of the best prevailing conditions of employment in the locality of the United Nations office concerned, provided that the Secretary-General may, where he deems it appropriate, establish rules and salary limits for payment of a non-resident's allowance to General Service staff members recruited from outside the local area.*

8. *The Secretary-General shall establish rules under which a language allowance may be paid to staff members in the General Service category who pass an appropriate test and demonstrate continued proficiency in the use of two or more official languages.*

9. *In order to preserve equivalent standards of living at different offices, the Secretary-General may adjust the basic salaries set forth in paragraphs 1 and 3 of the present annex by the application of non-pensionable post adjustments based on relative costs of living, standards of living and related factors at the office concerned as compared to New York. Such post adjustments shall not be subject to staff assessment. Their amounts shall be as shown in the present annex.*

10. *No salary shall be paid to staff members in respect of periods of unauthorized absence from work unless such absence was caused by reasons beyond their control or duly certified medical reasons.*

SALARY SCALES FOR PROFESSIONAL AND HIGHER CATEGORIES
showing annual gross and the net equivalent after application of staff assessment
(In United States dollars)
(Effective 1 April 1987)

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Under-Secretary-General													
USG Gross	94,802												
Net D	64,535												
Net S	58,290												
Assistant Secretary-General													
ASG Gross	85,609												
Net D	59,203												
Net S	53,887												
Director													
D-2 Gross	69,093	70,819	72,561	74,336									
Net D	49,406	50,441	51,487	52,552									
Net S	45,376	46,297	47,228	48,175									
Principal Officer													
D-1 Gross	59,373	60,972	62,551	64,140	65,739	67,340	68,895						
Net D	43,461	44,453	45,432	46,417	47,393	48,354	49,287						
Net S	40,039	40,934	41,819	42,708	43,585	44,440	45,270						
Senior Officer													
P-5 Gross	52,718	54,003	55,261	56,511	57,778	59,023	60,276	61,521	62,775	64,016			
Net D	39,290	40,112	40,912	41,687	42,472	43,244	44,021	44,793	45,571	46,340			
Net S	36,282	37,019	37,736	38,436	39,146	39,843	40,545	41,242	41,944	42,639			
First Officer													
P-4 Gross	42,356	43,575	44,795	46,038	47,313	48,518	49,718	50,918	52,178	53,455	54,686	55,901	
Net D	32,605	33,409	34,215	35,014	35,830	36,602	37,369	38,137	38,944	39,761	40,549	41,308	
Net S	30,282	31,009	31,738	32,455	33,185	33,876	34,563	35,251	35,973	36,705	37,410	38,095	
Second Officer													
P-3 Gross	34,329	35,480	36,625	37,736	38,877	40,040	41,202	42,340	43,377	44,398	45,448	46,500	47,573
Net D	27,294	28,067	28,822	29,556	30,309	31,077	31,843	32,594	33,279	33,953	34,637	35,310	35,997
Net S	25,475	26,177	26,860	27,523	28,205	28,899	29,593	30,272	30,891	31,501	32,117	32,719	33,334
Associate Officer													
P-2 Gross	27,608	28,533	29,451	30,382	31,337	32,284	33,239	34,181	35,136	36,117	37,082		
Net D	22,675	23,323	23,965	24,610	25,259	25,903	26,553	27,193	27,840	28,487	29,124		
Net S	21,259	21,853	22,443	23,031	23,623	24,209	24,800	25,383	25,971	26,557	27,133		
Assistant Officer													
P-1 Gross	20,953	21,816	22,690	23,542	24,408	25,282	26,192	27,056	27,905	28,725			
Net D	17,936	18,557	19,187	19,800	20,424	21,047	21,684	22,289	22,883	23,458			
Net S	16,906	17,477	18,056	18,620	19,193	19,766	20,350	20,905	21,450	21,976			

D = Salary rates applicable to staff members with a dependent spouse or child.
S = Salary rates applicable to staff members with no dependent spouse or child.

Schedules of post adjustments (amount per index point in United States dollars)

(Effective 1 January 1985)

(i) Additions (where cost of living is higher than at the base)

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Under-Secretary-General													
USG D	532.19												
S	480.73												
Assistant Secretary-General													
ASG D	488.36												
S	444.33												
Director													
D-2 D	406.81	415.70	424.52	433.32									
S	373.72	381.57	389.35	397.08									
Principal Officer													
D-1 D	370.99	377.17	382.93	389.09	394.90	401.21	407.19						
S	341.81	347.33	352.49	358.00	363.18	368.83	374.11						
Senior Officer													
P-5 D	341.73	346.73	351.46	356.29	361.88	366.33	371.99	377.26	382.46	387.31			
S	315.57	320.03	324.25	328.56	333.57	337.54	342.63	347.36	352.04	356.37			
First Officer													
P-4 D	286.82	293.19	299.60	305.57	312.76	318.02	323.30	328.59	334.12	341.35	348.15	354.70	
S	266.32	272.06	277.82	283.16	289.64	294.33	299.02	303.72	308.63	315.14	321.26	327.16	
Second Officer													
P-3 D	240.91	247.85	253.97	259.78	266.34	272.91	279.83	286.44	291.98	297.15	302.68	307.86	313.84
S	224.85	231.13	236.65	241.88	247.81	253.74	259.99	265.97	270.97	275.61	280.57	285.21	290.59
Associate Officer													
P-2 D	200.14	206.22	211.49	217.22	222.87	228.58	234.27	239.57	245.26	250.96	256.25		
S	187.66	193.23	198.04	203.28	208.42	213.62	218.80	223.61	228.78	233.93	238.70		
Assistant Officer													
P-1 D	159.75	165.14	170.46	175.84	181.21	186.56	192.30	196.90	201.93	206.99			
S	150.53	155.50	160.41	165.37	170.31	175.22	180.51	184.70	189.29	193.92			

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

Annex IV

REPATRIATION GRANT

In principle, the repatriation grant shall be payable to staff members whom the Organization is obligated to repatriate. The repatriation grant shall not, however, be paid to a staff member who is summarily dismissed. Staff members shall be entitled to a repatriation grant only upon relocation outside the country of the duty station. Detailed conditions and definitions relating to eligibility and requisite evidence of relocation shall be determined by the Secretary-General. The amount of the grant shall be proportional to the length of service with the United Nations, as follows:

Years of continuous service away from home country	Staff member with a spouse or dependent child at time of separation	Staff member with neither a spouse nor a dependent child at time of separation	
		Professional and higher categories	General Service category
<i>Weeks of gross salary, adjusted by movements of the weighted average of post adjustments, less staff assessment, where applicable¹ or</i>			
<i>Weeks of pensionable remuneration less staff assessment, where applicable²</i>			
1	4	3	2
2	8	5	4
3	10	6	5
4	12	7	6
5	14	8	7
6	16	9	8
7	18	10	9
8	20	11	10
9	22	13	11
10	24	14	12
11	26	15	13
12 or more	28	16	14

¹ For staff in the Professional and higher categories and in the Field Service category.

² For staff in the General Service and related categories.

APPENDICES TO THE STAFF RULES

Appendix A

*Pensionable remuneration for Professional and higher categories
for purposes of pension benefits and pension contributions*

(In United States dollars)

(Effective 1 April 1987)

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Under-Secretary-General USG	106,100												
Assistant Secretary-General ASG	98,100												
Director D-2	81,800	83,900	85,900	88,000									
Principal Officer D-1	71,400	73,200	75,000	76,800	78,600	80,400	82,100						
Senior Officer P-5	64,300	65,800	67,200	68,600	70,100	71,400	72,900	74,300	75,800	77,200			
First Officer P-4	52,100	53,600	55,100	56,500	58,100	59,500	60,900	62,200	63,700	65,300	66,800	68,300	
Second Officer P-3	42,600	44,100	45,500	46,800	48,200	49,600	51,100	52,500	53,600	55,000	56,300	57,500	58,800
Associate Officer P-2	34,500	35,700	36,800	38,000	39,200	40,300	41,500	42,600	43,900	45,100	46,300		
Assistant Officer P-1	27,100	28,100	29,000	29,900	30,900	31,800	32,900	34,000	35,100	36,100			

Appendix A (continued)
 Scale for computing separation payments for the Professional and higher categories
 showing gross amounts and net equivalents after application of staff assessment
 (In United States dollars)
 (Effective 1 April 1987)

		Steps													
Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	
Under-Secretary-General															
USG	Gross	93,979													
	Net D	64,058													
	Net S	57,896													
Assistant Secretary-General															
ASG	Gross	85,043													
	Net D	58,875													
	Net S	53,616													
Director															
D-2	Gross	68,851	70,555	72,310	74,093										
	Net D	49,261	50,283	51,336	52,406										
	Net S	45,246	46,156	47,094	48,046										
Principal Officer															
D-1	Gross	58,909	60,537	62,153	63,766	65,403	67,041	68,625							
	Net D	43,174	44,183	45,185	46,185	47,192	48,175	49,125							
	Net S	39,779	40,691	41,596	42,499	43,405	44,280	45,126							
Senior Officer															
P-5	Gross	52,270	53,570	54,837	56,095	57,359	58,627	59,883	61,141	62,411	63,667				
	Net D	39,003	39,835	40,646	41,429	42,213	42,999	43,778	44,558	45,345	46,124				
	Net S	36,026	36,771	37,497	38,203	38,911	39,621	40,324	41,029	41,740	42,444				
First Officer															
P-4	Gross	42,287	43,513	44,677	45,860	47,059	48,282	49,454	50,623	51,853	53,085	54,287	55,461		
	Net D	32,560	33,369	34,137	34,901	35,668	36,451	37,201	37,950	38,736	39,525	40,294	41,036		
	Net S	30,240	30,972	31,667	32,353	33,040	33,741	34,412	35,082	35,787	36,493	37,181	37,848		
Second Officer															
P-3	Gross	34,460	35,575	36,686	37,806	38,957	40,075	41,184	42,280	43,318	44,310	45,300	46,298	47,321	
	Net D	27,383	28,130	28,863	29,602	30,362	31,100	31,832	32,555	33,240	33,895	34,542	35,181	35,836	
	Net S	25,556	26,233	26,897	27,565	28,252	28,928	29,582	30,236	30,856	31,448	32,032	32,604	33,190	
Associate Officer															
P-2	Gross	27,758	28,690	29,628	30,569	31,492	32,423	33,376	34,322	35,256	36,200	37,137			
	Net D	22,781	23,433	24,090	24,737	25,365	25,998	26,646	27,289	27,919	28,542	29,161			
	Net S	21,356	21,954	22,556	23,147	23,719	24,295	24,885	25,470	26,043	26,606	27,166			
Assistant Officer															
P-1	Gross	21,143	22,009	22,872	23,712	24,580	25,461	26,358	27,208	28,061	28,892				
	Net D	18,073	18,697	19,318	19,923	20,548	21,173	21,801	22,396	22,993	23,575				
	Net S	17,032	17,605	18,176	18,732	19,307	19,881	20,457	21,003	21,550	22,084				

D = Rate applicable to staff members with a dependent spouse or child.
 S = Rate applicable to staff members with no dependent spouse or child.



Appendix A (continued)
*Scale for computing separation payments for the Professional and higher categories
 showing gross amounts and net equivalents after application of staff assessment*

(In United States dollars)
 (Effective 1 April 1986 to 31 March 1987)

	Steps												
Level	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Under-Secretary-General													
USG Gross	119,749												
Net D	64,058												
Net S	57,912												
Assistant Secretary-General													
ASG Gross	106,259												
Net D	58,875												
Net S	53,588												
Director													
D-2 Gross	82,925	85,303	87,751	90,250									
Net D	49,261	50,283	51,336	52,406									
Net S	45,260	46,161	47,089	48,030									
Principal Officer													
D-1 Gross	69,201	71,444	73,672	75,913	78,203	80,436	82,610						
Net D	43,174	44,183	45,185	46,185	47,192	48,175	49,125						
Net S	39,783	40,693	41,598	42,499	43,405	44,290	45,140						
Senior Officer													
P-5 Gross	60,219	61,983	63,726	65,411	67,096	68,813	70,545	72,278	74,026	75,774			
Net D	39,003	39,835	40,646	41,429	42,213	42,999	43,778	44,558	45,345	46,124			
Net S	36,026	36,774	37,504	38,210	38,916	39,625	40,328	41,032	41,742	42,444			
First Officer													
P-4 Gross	47,231	48,756	50,279	51,805	53,339	54,906	56,465	58,024	59,662	61,316	62,970	64,565	
Net D	32,560	33,369	34,138	34,901	35,668	36,451	37,201	37,950	38,736	39,525	40,294	41,036	
Net S	30,235	30,965	31,658	32,344	33,035	33,740	34,412	35,082	35,787	36,494	37,187	37,856	
Second Officer													
P-3 Gross	37,767	39,092	40,402	41,721	43,083	44,475	45,856	47,221	48,513	49,795	51,087	52,366	53,677
Net D	27,383	28,130	28,863	29,602	30,362	31,100	31,832	32,555	33,240	33,895	34,542	35,181	35,836
Net S	25,555	26,231	26,893	27,561	28,248	28,915	29,576	30,230	30,849	31,440	32,021	32,597	33,187
Associate Officer													
P-2 Gross	29,988	31,058	32,134	33,205	34,287	35,379	36,497	37,605	38,716	39,829	40,934		
Net D	22,781	23,433	24,090	24,737	25,364	25,998	26,646	27,289	27,919	28,542	29,161		
Net S	21,357	21,954	22,555	23,146	23,718	24,294	24,884	25,469	26,040	26,603	27,163		
Assistant Officer													
P-1 Gross	22,523	23,468	24,428	25,389	26,381	27,374	28,382	29,358	30,335	31,291			
Net D	18,073	18,697	19,318	19,923	20,548	21,173	21,801	22,396	22,993	23,575			
Net S	17,027	17,603	18,176	18,734	19,309	19,885	20,461	21,006	21,551	22,084			

D = Rate applicable to staff members with a dependent spouse or child.
 S = Rate applicable to staff members with no dependent spouse or child.

Appendix A (continued)
SALARY SCALES FOR FIELD SERVICE CATEGORY
showing annual gross and net after application of staff assessment
 (In United States dollars)
 (Effective 1 April 1987)

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Principal Field Service Officer II													
FS-7 Gross	42,056	42,867	43,677	44,491	45,314	46,164	47,006	47,850	48,694	49,541			
Net D	32,407	32,942	33,477	34,014	34,551	35,095	35,634	36,174	36,714	37,256			
Net S	30,102	30,587	31,070	31,556	32,040	32,527	33,009	33,493	33,977	34,462			
Principal Field Service Officer I													
FS-6 Gross	34,390	35,167	35,965	36,764	37,562	38,364	39,165	39,970	40,774	41,580			
Net D	27,335	27,860	28,387	28,914	29,441	29,970	30,499	31,030	31,561	32,093			
Net S	25,512	25,990	26,466	26,943	27,420	27,898	28,377	28,857	29,337	29,818			
Senior Field Service Officer													
FS-5 Gross	28,154	28,744	29,336	29,926	30,534	31,143	31,753	32,372	32,993	33,604	34,218	34,829	35,458
Net D	23,058	23,471	23,885	24,298	24,713	25,127	25,542	25,963	26,385	26,801	27,218	27,634	28,052
Net S	21,610	21,989	22,369	22,747	23,126	23,503	23,880	24,263	24,648	25,026	25,406	25,784	26,163
Intermediate Field Service Officer													
FS-4 Gross	24,128	24,625	25,126	25,637	26,150	26,663	27,184	27,699	28,213	28,729	29,244	29,760	30,285
Net D	20,222	20,580	20,938	21,296	21,655	22,014	22,379	22,739	23,099	23,460	23,821	24,182	24,544
Net S	19,008	19,337	19,666	19,994	20,323	20,653	20,987	21,318	21,648	21,979	22,310	22,641	22,971
Junior Field Service Officer													
FS-3 Gross	20,725	21,175	21,624	22,074	22,525	22,976	23,435	23,896	24,356	24,808	25,270	25,737	26,204
Net D	17,772	18,096	18,419	18,743	19,068	19,393	19,723	20,055	20,386	20,712	21,039	21,366	21,693
Net S	16,755	17,053	17,350	17,648	17,947	18,245	18,549	18,854	19,159	19,458	19,758	20,058	20,358
Security Officer													
FS-2 Gross	18,051	18,417	18,784	19,152	19,512	19,872	20,251	20,636	21,021	21,406			
Net D	15,788	16,063	16,338	16,614	16,884	17,154	17,431	17,708	17,985	18,262			
Net S	14,959	15,206	15,454	15,703	15,946	16,189	16,441	16,696	16,951	17,206			
Messenger													
FS-1 Gross	15,683	16,023	16,363	16,703	17,036	17,377	17,711	18,052	18,393	18,736			
Net D	14,012	14,267	14,522	14,777	15,027	15,283	15,533	15,789	16,045	16,302			
Net S	13,361	13,591	13,820	14,050	14,274	14,504	14,730	14,960	15,190	15,422			

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

Dependency allowances:

	\$
Dependent child*	700
Secondary dependant	300

*No allowance is payable for the first dependent child of a staff member with a dependent spouse.

Increments: Salary increments within the levels shall be awarded annually on the basis of satisfactory service.

Language allowance (below level FS-6):

First additional language—\$834 per year net (to be included in pensionable remuneration).

Second additional language—\$417 per year net (to be included in pensionable remuneration).

Appendix A (continued)
Pensionable remuneration for staff in the Field Service category
for purposes of pension benefits and pension contributions
 (In United States dollars)
 (Effective 1 October 1984)

Level	Steps											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
Principal Field Service Officer II FS-7	48,692	50,239	51,797	53,424	55,054	56,681	58,310	59,939	61,611	63,330		
Principal Field Service Officer I FS-6	38,087	39,400	40,713	42,025	43,337	44,673	46,050	47,430	48,807	50,184		
Senior Field Service Officer FS-5	30,514	31,559	32,602	33,646	34,690	35,734	36,776	37,867	38,961	40,054	41,148	42,241
Intermediate Field Service Officer FS-4	25,523	26,373	27,233	28,090	28,951	29,825	30,724	31,623	32,521	33,419	34,318	35,216
Junior Field Service Officer FS-3	21,886	22,601	23,325	24,048	24,771	25,496	26,237	26,996	27,750	28,505	29,260	30,042
Security Officer FS-2	19,206	19,828	20,450	21,069	21,691	22,322	22,970	23,615	24,263	24,910		
Messenger FS-1	17,046	17,519	17,993	18,472	19,025	19,577	20,129	20,682	21,235	21,787		

Appendix A (continued)

*Scale for computing separation payments for the Field Service category
showing gross amounts and net equivalents after application of staff assessment*

(In United States dollars)

(Effective 1 April 1987)

Level	Steps											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
Principal Field Service Officer II												
FS-7 Gross	37,736	38,859	39,930	41,048	42,167	43,285	44,365	45,433	46,550	47,698		
Net D	29,556	30,297	31,004	31,742	32,480	33,218	33,931	34,627	35,342	36,077		
Net S	27,523	28,194	28,833	29,501	30,169	30,836	31,481	32,108	32,748	33,406		
Principal Field Service Officer I												
FS-6 Gross	30,009	30,984	31,943	32,899	33,857	34,825	35,820	36,820	37,820	38,820		
Net D	24,356	25,019	25,671	26,321	26,973	27,631	28,291	28,951	29,611	30,271		
Net S	22,801	23,404	23,998	24,589	25,182	25,782	26,380	26,977	27,547	28,171		
Senior Field Service Officer												
FS-5 Gross	24,331	25,114	25,919	26,699	27,477	28,254	29,033	29,844	30,665	31,463	32,260	33,057
Net D	20,368	20,930	21,493	22,039	22,584	23,128	23,673	24,241	24,802	25,345	25,887	26,429
Net S	19,142	19,658	20,175	20,676	21,175	21,674	22,174	22,695	23,207	23,701	24,194	24,687
Intermediate Field Service Officer												
FS-4 Gross	20,504	21,171	21,844	22,517	23,161	23,815	24,488	25,164	25,856	26,530	27,200	27,870
Net D	17,613	18,093	18,578	19,062	19,526	19,997	20,481	20,965	21,449	21,921	22,390	22,859
Net S	16,609	17,050	17,496	17,941	18,368	18,801	19,246	19,690	20,135	20,567	20,997	21,428
Junior Field Service Officer												
FS-3 Gross	17,696	18,259	18,828	19,375	19,919	20,483	21,064	21,658	22,250	22,828	23,392	23,976
Net D	15,522	15,944	16,371	16,781	17,189	17,598	18,016	18,444	18,870	19,286	19,692	20,113
Net S	14,720	15,100	15,484	15,853	16,220	16,595	16,979	17,373	17,765	18,147	18,521	18,907
Security Officer												
FS-2 Gross	15,588	16,076	16,567	17,053	17,543	18,039	18,458	19,049	19,536	20,025		
Net D	13,941	14,307	14,675	15,040	15,407	15,779	16,161	16,537	16,902	17,268		
Net S	13,297	13,626	13,958	14,286	14,617	14,951	15,295	15,633	15,962	16,292		
Messenger												
FS-1 Gross	13,816	14,199	14,583	14,971	15,445	15,879	16,315	16,748	17,184	17,617		
Net D	12,434	12,779	13,125	13,474	13,834	14,159	14,486	14,811	15,138	15,463		
Net S	11,882	12,211	12,541	12,875	13,200	13,493	13,788	14,080	14,374	14,666		

D = Salary rates applicable to staff members with a dependent spouse or child.

S = Salary rates applicable to staff members with no dependent spouse or child.

Appendix A (continued)

*Scale for computing separation payments for the Field Service category
showing gross amounts and net equivalents after application of staff assessment*

(In United States dollars)

(Effective 1 April 1986 to 31 March 1987)

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Principal Field Service Officer II													
FS-7 Gross	41,639	42,962	44,294	45,687	47,079	48,471	49,865	51,257	52,687	54,157			
Net D	29,556	30,297	31,004	31,742	32,480	33,218	33,931	34,627	35,342	36,077			
Net S	27,519	28,189	28,828	29,495	30,162	30,829	31,471	32,098	32,741	33,403			
Principal Field Service Officer I													
FS-6 Gross	32,570	33,692	34,816	35,937	37,060	38,202	39,380	40,559	41,738	42,916			
Net D	24,356	25,019	25,671	26,321	26,973	27,631	28,291	28,951	29,611	30,271			
Net S	22,798	23,403	23,997	24,589	25,182	25,780	26,376	26,973	27,569	28,165			
Senior Field Service Officer													
FS-5 Gross	26,095	26,988	27,881	28,772	29,666	30,558	31,450	32,382	33,318	34,253	35,188	36,123	37,059
Net D	20,368	20,930	21,493	22,039	22,584	23,128	23,673	24,241	24,802	25,345	25,887	26,429	26,972
Net S	19,143	19,661	20,179	20,679	21,178	21,675	22,173	22,693	23,206	23,700	24,193	24,687	25,181
Intermediate Field Service Officer													
FS-4 Gross	21,826	22,553	23,288	24,022	24,758	25,506	26,274	27,043	27,811	28,579	29,348	30,116	30,885
Net D	17,613	18,093	18,578	19,062	19,526	19,997	20,481	20,965	21,449	21,921	22,390	22,859	23,328
Net S	16,602	17,045	17,494	17,941	18,368	18,801	19,247	19,693	20,138	20,571	21,000	21,429	21,858
Junior Field Service Officer													
FS-3 Gross	18,716	19,327	19,946	20,565	21,184	21,803	22,437	23,085	23,731	24,377	25,023	25,690	26,364
Net D	15,522	15,944	16,371	16,781	17,189	17,598	18,016	18,444	18,870	19,286	19,692	20,113	20,537
Net S	14,666	15,057	15,453	15,833	16,210	16,588	16,975	17,370	17,764	18,147	18,521	18,908	19,299
Security Officer													
FS-2 Gross	16,424	16,955	17,488	18,018	18,549	19,088	19,642	20,195	20,749	21,303			
Net D	13,941	14,307	14,675	15,040	15,407	15,779	16,161	16,537	16,902	17,268			
Net S	13,199	13,539	13,880	14,220	14,559	14,904	15,259	15,607	15,945	16,283			
Messenger													
FS-1 Gross	14,577	14,981	15,387	15,796	16,269	16,741	17,214	17,686	18,159	18,631			
Net D	12,434	12,779	13,125	13,474	13,834	14,159	14,486	14,811	15,138	15,463			
Net S	11,778	12,105	12,433	12,763	13,100	13,402	13,705	14,007	14,310	14,612			

D = Salary rates applicable to staff members with a dependent spouse or child.

S = Salary rates applicable to staff members with no dependent spouse or child.

Appendix B
QUARTERS

*Salary scale for General Service category
showing annual gross and net after application of staff assessment*
(In United States dollars)
(Effective 1 January 1987)

		Steps									
Level		I	II	III	IV	V	VI	VII	VIII	IX	X
G-7	Gross	34,503	36,066	37,629	39,253	40,895	42,537	44,180	45,822	47,516	49,216
	Net	25,492	26,461	27,430	28,399	29,368	30,337	31,306	32,275	33,244	34,213
G-6	Gross	30,662	32,011	33,426	34,840	36,255	37,669	39,139	40,625	42,112	43,598
	Net	23,070	23,947	24,824	25,701	26,578	27,455	28,332	29,209	30,086	30,963
G-5	Gross	27,285	28,505	29,725	30,945	32,173	33,452	34,731	36,010	37,289	38,597
	Net	20,875	21,668	22,461	23,254	24,047	24,840	25,633	26,426	27,219	28,012
G-4	Gross	24,312	25,368	26,443	27,548	28,652	29,757	30,862	31,966	33,123	34,281
	Net	18,892	19,610	20,328	21,046	21,764	22,482	23,200	23,918	24,636	25,354
G-3	Gross	21,674	22,629	23,585	24,541	25,497	26,474	27,474	28,474	29,474	30,474
	Net	17,098	17,748	18,398	19,048	19,698	20,348	20,998	21,648	22,298	22,948
G-2	Gross	19,326	20,151	21,016	21,881	22,746	23,610	24,475	25,340	26,214	
	Net	15,475	16,063	16,651	17,239	17,827	18,415	19,003	19,591	20,179	
G-1	Gross	17,282	18,021	18,760	19,499	20,251	21,034	21,816	22,599		
	Net	14,003	14,535	15,067	15,599	16,131	16,663	17,195	17,727		
<i>Dependency allowances:</i>											
					\$						
Dependent spouse					1,200	for staff members in service on 31 August 1984.					
					1,136	for staff members appointed on or after 1 September 1984.					
Dependent child					760						
Except for first dependent child of a widowed or divorced staff member					1,200	for staff members in service on 31 August 1984.					
					1,136	for staff members appointed on or after 1 September 1984.					
Secondary dependant					630	for staff members in service on 31 August 1984.					
					484	for staff members appointed on or after 1 September 1984.					
<i>Language allowance</i> (to be included in pensionable remuneration):						<i>Increments:</i> Salary increments within the levels shall be awarded annually on the basis of satisfactory service.					
First additional language—\$876 net per year;											
Second additional language—\$438 net per year.											

Appendix B (continued)
HEADQUARTERS
Salary scale for General Service category—Security Service
showing annual gross and net after application of staff assessment
(In United States dollars)
(Effective 1 January 1987)

Level	Steps											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
S-7 Gross	40,768	42,554	44,341	46,132	47,981	49,830	51,679	53,528				
Net	29,293	30,347	31,401	32,455	33,509	34,563	35,617	36,671				
S-6 Gross	37,398	39,034	40,700	42,366	44,032	45,698	47,412	49,137				
Net	27,287	28,270	29,253	30,236	31,219	32,202	33,185	34,168				
S-5 Gross	34,168	35,637	37,106	38,605	40,149	41,693	43,237	44,781				
Net	25,284	26,195	27,106	28,017	28,928	29,839	30,750	31,661				
S-4 Gross	30,922	32,218	33,566	34,915	36,263	37,611	39,008	40,425				
Net	23,239	24,075	24,911	25,747	26,583	27,419	28,255	29,091				
S-3 Gross	28,760	29,768	30,775	31,783	32,829	33,885	34,942	35,998	37,055	38,117		
Net	21,834	22,489	23,144	23,799	24,454	25,109	25,764	26,419	27,074	27,729		
S-2 Gross	25,621	26,515	27,428	28,340	29,252	30,165	31,077	31,989	32,945	33,902	34,858	35,815
Net	19,782	20,375	20,968	21,561	22,154	22,747	23,340	23,933	24,526	25,119	25,712	26,305
S-1 Gross	22,594	23,376										
Net	17,724	18,256										

Dependency allowances:

	\$	
Dependent spouse	1,200	for staff members in service on 31 August 1984.
	1,136	for staff members appointed on or after 1 September 1984.
Dependent child	760	
Except for first dependent child of a widowed or divorced staff member		
	1,200	for staff members in service on 31 August 1984.
	1,136	for staff members appointed on or after 1 September 1984.
Secondary dependant	630	for staff members in service on 31 August 1984.
	484	for staff members appointed on or after 1 September 1984.

Language allowance (to be included in pensionable remuneration):

First additional language—\$876 net per year;
Second additional language—\$438 net per year.

Increments: Salary increments within the levels shall be awarded annually on the basis of satisfactory service.

Appendix B (continued)
HEADQUARTERS
*Salary scale for the Public Information Assistants
 and Tour Co-ordinators/Supervisors category
 showing annual gross and net after application of staff assessment*
 (In United States dollars)
 (Effective 1 January 1987)

Type of post		Steps		
		I	II	III
Public Information Assistants	Gross	22,471	23,529	24,588
	Net	17,640	18,360	19,080
Half-time Public Information Assistants	Gross	11,236	11,765	12,294
	Net	8,820	9,180	9,540
Tour Co-ordinators/Supervisors	Gross	25,888	27,328	28,772
	Net	19,964	20,903	21,842

Reserve Public Information Assistants shall be paid by the day in accordance with the above rates.

Allowances:

Dependency allowances:

	\$	
Dependent spouse	1,200	for staff members in service on 31 August 1984.
Dependent child	1,136	for staff members appointed on or after 1 September 1984.
Except for first dependent child of a widowed or divorced staff member	760	
Secondary dependant	1,200	for staff members in service on 31 August 1984.
	1,136	for staff members appointed on or after 1 September 1984.
	630	for staff members in service on 31 August 1984.
	484	for staff members appointed on or after 1 September 1984.

Language allowance: Not entitled.

Increments: Salary increments within the levels shall be effective on the first day of the pay period in which satisfactory service requirements are completed as follows:

Public Information Assistants	6 months
Tour Co-ordinators/Supervisors	12 months

No increments shall be paid in the case of staff members whose service will cease during the month in which the increment would ordinarily have been due.

Scheduled work week: The scheduled work week consists of the five days assigned in any calendar week, from Monday to Sunday. Whenever a sixth or seventh consecutive work day is required, regardless of the scheduled work week, a supplementary payment shall be made, respectively, at the rate of one and one half times or twice the rate of the base salary.

Half-time Public Information Assistants: Their contractual status shall be the same as that of full-time Public Information Assistants but their conditions of service shall be modified, as appropriate, in accordance with the arrangements established by the Secretary-General for part-time staff.

Appendix B (continued)
HEADQUARTERS
Salary scale for the Trades and Crafts category
showing annual gross and net after application of staff assessment
 (In United States dollars)
 (Effective 1 January 1987)

Level		Steps					
		I	II	III	IV	V	VI
T-8	Gross	38,747	40,273	41,798	43,324	44,849	46,388
	Net	28,101	29,001	29,901	30,801	31,701	32,601
T-7	Gross	36,100	37,468	38,878	40,315	41,753	43,190
	Net	26,482	27,330	28,178	29,026	29,874	30,722
T-6	Gross	33,489	34,771	36,053	37,335	38,649	39,997
	Net	24,863	25,658	26,453	27,248	28,043	28,838
T-5	Gross	30,928	32,076	33,276	34,476	35,676	36,876
	Net	23,243	23,987	24,731	25,475	26,219	26,963
T-4	Gross	28,437	29,502	30,566	31,631	32,729	33,845
	Net	21,624	22,316	23,008	23,700	24,392	25,084
T-3	Gross	25,953	26,935	27,920	28,905	29,889	30,874
	Net	20,008	20,648	21,288	21,928	22,568	23,208
T-2	Gross	23,574	24,438	25,303	26,175	27,080	27,985
	Net	18,390	18,978	19,566	20,154	20,742	21,330
T-1	Gross	21,193	21,981	22,769	23,557	24,346	25,134
	Net	16,771	17,307	17,843	18,379	18,915	19,451

Dependency allowances:

	\$	
Dependent spouse	1,200	for staff members in service on 31 August 1984.
Dependent child	1,136	for staff members appointed on or after 1 September 1984.
Except for first dependent child of a widowed or divorced staff member	760	
Secondary dependant	1,200	for staff members in service on 31 August 1984.
	1,136	for staff members appointed on or after 1 September 1984.
	630	for staff members in service on 31 August 1984.
	484	for staff members appointed on or after 1 September 1984.

Increments: Salary increments with levels shall be awarded annually on the basis of satisfactory se

particular case, whether further special leave without pay will be granted and whether re-employment rights shall be maintained.

(h) If the staff member's absence on special leave without pay appears likely to last six months or more, the United Nations will pay, if so requested, for transporting the staff member's spouse and dependent children to the staff member's place of entitlement and for their return travel after the staff member's return to active duty with the Secretariat, provided that the expenses involved will be counted as travel expenses related to the next home leave entitlement of the staff member.

(i) The United Nations shall not continue its contribution to the Joint Staff Pension Fund on behalf of the staff member during the staff member's absence on special leave without pay for military service.

(j) The provisions of rule 106.4 relating to illness, accident or death attributable to the performance of official duties on behalf of the United Nations shall not be applicable during periods of military service.

(k) The Secretary-General may, if the circumstances of the military service appear to warrant it, credit the staff member's period on special leave without pay for military service in fixing the salary step upon the staff member's return to active duty with the Secretariat.

(l) The Secretary-General may apply such of the foregoing provisions as are appropriate in the case of a staff member who, with the advance approval of the Secretary-General, volunteers for military service or requests a waiver of immunity under section 18 (c) of the Convention on Privileges and Immunities of the United Nations.

Appendix E

Appendix E to the Staff Rules is hereby cancelled.

Appendix F
HEADQUARTERS
Salary scales for the Language Teachers category
showing annual gross and net after application of staff assessment
(In United States dollars)
(Effective 1 January 1987)

Level	Steps				
	I	II	III	IV	V
Language teacher					
Gross	31,023	32,345	33,715	35,084	36,453
Net	23,305	24,154	25,003	25,852	26,701
<i>Dependency allowances:</i>			<i>Language allowance:</i> Not entitled		
Dependent spouse	\$ 1,200 ^a	\$ 1,136 ^b	<i>Increments:</i> Salary increments shall be awarded annually on the basis of satisfactory service		
Dependent child	760				
Except for first dependent child of a widowed or divorced staff member	1,200 ^a	1,136 ^b			
Secondary dependant	630 ^a	484 ^b			

^a For staff members in service on 31 August 1984.

^b For staff members appointed on or after 1 September 1984.

Work schedule:

(a) The yearly schedule of work of language teachers shall consist of three terms of 13 weeks each. There will be a summer recess and scheduled breaks between terms. Annual leave will be taken during the recess and the breaks between terms. Absence during the recess and breaks between terms in excess of the staff member's annual leave entitlement will be treated as special leave with full pay.

(b) The weekly schedule of work of language teachers shall consist of an average of 15 hours of teaching, an equivalent number of hours to be spent in the preparation of classes and correction of homework, and the remaining hours of the normal work week to be spent in pedagogical work, as required by the Secretary-General.