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GENERAL
ST/SGB/Staff Rules/1/Rev.5
Appendix A/Amend.1
29 March 1982

SECRETARY-GENERAL'S BULLETIN

To: Members of the staff

Subject: STAFF RULES

1. Appendix A to the Staff Rules (ST/SGB/Staff Rules/1/Rev.5 and Amend.2) is hereby amended for the following purposes:

(a) To show the revised salary scales for the Field Service category, effective retroactively to 1 January 1981;

(b) To show the revised scales of pensionable remuneration for the staff in the Professional and higher categories and in the Field Service category for purposes of pension benefits and pension contributions, effective 1 October 1981.

2. New pages 120, 121 and 122a are transmitted herewith for insertion in the Staff Rules.



Javier PÉREZ DE CUÉLLAR
Secretary-General

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. Detailed conditions and definitions relating to eligibility 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:

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

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

(in US dollars)

Effective 1 October 1981

Level	Steps										
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
Under-Secretary-General											
USG	123,969										
Assistant Secretary-General											
ASG	110,003										
Director											
D-2	85,847	88,309	90,843	93,430							
Principal Officer											
D-1	71,640	73,962	76,268	78,588	80,959	83,271	85,521				
Senior Officer											
P-5	62,341	64,167	65,971	67,716	69,460	71,238	73,031	74,825	76,635	78,444	
First Officer											
P-4	48,895	50,474	52,051	53,630	55,219	56,840	58,455	60,069	61,764	63,476	65,188
Second Officer											
P-3	39,098	40,469	41,826	43,191	44,601	46,042	47,471	48,885	50,223	51,550	52,887
Associate Officer											
P-2	31,045	32,152	33,267	34,375	35,495	36,625	37,783	38,930	40,080	41,232	42,377
Assistant Officer											
P-1	23,316	24,294	25,289	26,284	27,311	28,338	29,382	30,393	31,403	32,394	

Appendix A (continued)
SALARY SCALES FOR FIELD SERVICE CATEGORY
showing annual gross and net after application of staff assessment
(in US dollars) Effective 1 January 1981

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Principal Field Service Officer II													
FS-7 Gross ..	37,340	38,227	39,138	40,048	40,954	41,870	42,780	43,730	44,692	45,655			
Net D ..	27,135	27,645	28,155	28,665	29,175	29,685	30,195	30,705	31,215	31,725			
Net S ..	25,243	25,702	26,158	26,614	27,070	27,527	27,983	28,439	28,895	29,351			
Principal Field Service Officer I													
FS-6 Gross ..	30,118	30,897	31,675	32,454	33,245	34,064	34,883	35,702	36,521	37,340			
Net D ..	22,860	23,335	23,810	24,285	24,760	25,235	25,710	26,185	26,660	27,135			
Net S ..	21,379	21,810	22,240	22,671	23,101	23,529	23,958	24,386	24,814	25,243			
Senior Field Service Officer													
FS-5 Gross ..	24,368	24,979	25,590	26,202	26,813	27,424	28,036	28,667	29,298	29,930	30,561	31,192	31,823
Net D ..	19,280	19,665	20,050	20,435	20,820	21,205	21,590	21,975	22,360	22,745	23,130	23,515	23,900
Net S ..	18,105	18,459	18,813	19,167	19,521	19,874	20,228	20,577	20,926	21,275	21,624	21,973	22,322
Intermediate Field Service Officer													
FS-4 Gross ..	20,715	21,215	21,715	22,215	22,715	23,215	23,715	24,225	24,749	25,273	25,797	26,321	26,844
Net D ..	16,880	17,210	17,540	17,870	18,200	18,530	18,860	19,190	19,520	19,850	20,180	20,510	20,840
Net S ..	15,891	16,196	16,500	16,805	17,109	17,414	17,718	18,022	18,326	18,629	18,932	19,236	19,539
Junior Field Service Officer													
FS-3 Gross ..	17,742	18,170	18,597	19,025	19,452	19,880	20,307	20,768	21,215	21,662	22,109	22,556	23,003
Net D ..	14,850	15,145	15,440	15,735	16,030	16,325	16,620	16,915	17,210	17,505	17,800	18,095	18,390
Net S ..	14,011	14,285	14,558	14,832	15,105	15,379	15,643	15,924	16,196	16,468	16,740	17,013	17,285
Security Officer													
FS-2 Gross ..	15,416	15,715	16,017	16,387	16,757	17,126	17,496	17,865	18,235	18,604			
Net D ..	13,150	13,405	13,660	13,915	14,170	14,425	14,680	14,935	15,190	15,445			
Net S ..	12,425	12,666	12,907	13,144	13,380	13,617	13,853	14,090	14,326	14,563			
Messenger													
FS-1 Gross ..	13,693	13,962	14,232	14,502	14,771	15,041	15,311	15,580	15,850	16,148			
Net D ..	11,680	11,910	12,140	12,370	12,600	12,830	13,060	13,290	13,520	13,750			
Net S ..	11,037	11,253	11,471	11,689	11,905	12,123	12,341	12,557	12,775	12,991			

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

Dependency allowances:

Dependent child ¹	\$ 450
Secondary dependent	300

¹ No allowance is payable for the first dependent child of a staff member without dependent spouse.

First additional language—\$642 per year net (to be included in pensionable remuneration).
Second additional language—\$321 per year net (to be included in pensionable remuneration).
Increments: Salary increments within the levels shall be awarded annually on the basis of satisfactory service.

Appendix A (continued)
Pensionable remuneration for Field Service category and, for purposes of separation payments,
the net equivalents after application of staff assessment
(In US dollars) Effective 1 January 1981

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Principal Field Service Officer II													
FS-7 PR	39,656	40,916	42,185	43,511	44,837	46,163	47,490	48,816	50,178	51,578			
Net D ..	28,445	29,151	29,862	30,589	31,292	31,994	32,698	33,400	34,087	34,787			
Net S ..	26,418	27,049	27,685	28,335	28,964	29,592	30,221	30,850	31,461	32,084			
Principal Field Service Officer I													
FS-6 PR	31,019	32,088	33,158	34,226	35,295	36,383	37,505	38,628	39,750	40,872			
Net D ..	23,410	24,062	24,710	25,329	25,949	26,580	27,231	27,870	28,498	29,126			
Net S ..	21,878	22,469	23,056	23,614	24,173	24,742	25,329	25,903	26,465	27,027			
Senior Field Service Officer													
FS-5 PR	24,852	25,703	26,553	27,402	28,253	29,103	29,952	30,840	31,731	32,622	33,512	34,403	35,294
Net D ..	19,585	20,121	20,656	21,191	21,722	22,241	22,759	23,300	23,844	24,387	24,915	25,432	25,949
Net S ..	18,385	18,878	19,370	19,862	20,348	20,818	21,287	21,779	22,271	22,764	23,241	23,707	24,173
Intermediate Field Service Officer													
FS-4 PR	20,787	21,479	22,179	22,878	23,579	24,291	25,003	25,755	26,487	27,218	27,950	28,682	29,414
Net D ..	16,927	17,384	17,846	18,307	18,770	19,231	19,692	20,154	20,615	21,075	21,536	21,984	22,431
Net S ..	15,935	16,357	16,783	17,209	17,636	18,060	18,484	18,908	19,332	19,755	20,179	20,585	20,990
Junior Field Service Officer													
FS-3 PR	17,825	18,407	18,996	19,586	20,175	20,765	21,369	21,986	22,601	23,216	23,831	24,467	25,109
Net D ..	14,907	15,309	15,715	16,122	16,524	16,913	17,312	17,719	18,125	18,531	18,936	19,342	19,747
Net S ..	14,064	14,436	14,813	15,191	15,563	15,922	16,290	16,665	17,040	17,415	17,789	18,162	18,534
Security Officer													
FS-2 PR	15,642	16,148	16,655	17,160	17,666	18,179	18,707	19,233	19,761	20,288			
Net D ..	13,343	13,750	14,100	14,448	14,798	15,152	15,516	15,879	16,243	16,598			
Net S ..	12,607	12,991	13,315	13,638	13,962	14,291	14,628	14,965	15,303	15,631			
Messenger													
FS-1 PR	13,883	14,268	14,654	15,044	15,494	15,944	16,394	16,844	17,294	17,744			
Net D ..	11,842	12,171	12,500	12,833	13,216	13,600	13,920	14,236	14,541	14,851			
Net S ..	11,190	11,500	11,811	12,125	12,488	12,851	13,148	13,436	13,724	14,012			

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)
Pensionable remuneration for staff in the Field Service category
for purposes of pension benefits and pension contributions
(in US dollars)

Effective 1 October 1981

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Principal Field Service Officer II													
FS-7	43,106	44,476	45,855	47,296	48,738	50,179	51,622	53,063	54,543	56,065			
Principal Field Service Officer I													
FS-6	33,718	34,880	36,043	37,204	38,366	39,548	40,768	41,989	43,208	44,428			
Senior Field Service Officer													
FS-5	27,014	27,939	28,863	29,786	30,711	31,635	32,558	33,523	34,492	35,460	36,428	37,396	38,365
Intermediate Field Service Officer													
FS-4	22,595	23,348	24,109	24,868	25,630	26,404	27,200	27,996	28,791	29,586	30,382	31,177	31,973
Junior Field Service Officer													
FS-3	19,376	20,008	20,649	21,290	21,930	22,572	23,228	23,899	24,567	25,236	25,904	26,596	27,293
Security Officer													
FS-2	17,003	17,553	18,104	18,653	19,203	19,761	20,335	20,906	21,480	22,053			
Messenger													
FS-1	15,091	15,509	15,929	16,353	16,842	17,331	17,820	18,309	18,799	19,288			