

GENERAL
ST/SGB/Staff Rules/1/Rev.5
Appendix B (Headquarters)/Amend.4
25 August 1981

SECRETARY-GENERAL'S BULLETIN

To: Members of the staff

Subject: STAFF RULES

1. Appendix B (Headquarters) to the Staff Rules (ST/SGB/Staff Rules/1/Rev.5) is hereby amended for the following purposes:

(a) To show the revised salary scales for the General Service category, including the Security Service and the Dispatchers and Guides, and for the Manual Workers category at Headquarters, effective 1 March 1981. The gross salaries shown in the revised scales are derived from the adjusted net salaries by reverse application of the revised staff assessment rates set out in regulation 3.3, paragraph (b)(ii), of the United Nations Staff Regulations as amended by General Assembly resolution 35/214.

(b) To show separate scales of pensionable remuneration for staff in the General Service category, including the Security Service and the Dispatchers and Guides, and the Manual Workers category at Headquarters, who entered on duty prior to 1 March 1981. Since the application of the revised staff assessment rates referred to above yielded gross salaries lower than those in effect prior to 1 March 1981, the latter are retained as the scales of pensionable remuneration applicable to staff who entered on duty prior to 1 March 1981. Staff members who entered on duty on or after 1 March 1981 will have the gross salaries shown in the revised scales as their pensionable remuneration.

2. New pages 123 to 126 are transmitted herewith for insertion in the Staff Rules.



Kurt WALDHEIM
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 \$US125,400 per year; the Director-General for Development and International Economic Co-operation shall receive a salary of \$US125,400 per year; and Under-Secretary-General shall receive a salary of \$US96,765 per year; and an Assistant Secretary-General shall receive a salary of \$US85,864 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 10 months and 20 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 annual budget by the General Assembly.*

6. *The Secretary-General shall determine 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 US dollars) Effective 1 January 1981

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Under-Secretary-General													
USG Gross ..	96,765.00												
Net D ..	55,076.65												
Net S ..	50,011.58												
Assistant Secretary-General													
ASG Gross ..	85,864.00												
Net D ..	50,524.52												
Net S ..	46,042.46												
Director													
D-2 Gross ..	67,009.00	68,931.00	70,908.00	72,927.00									
Net D ..	42,172.19	43,051.95	43,941.60	44,850.15									
Net S ..	38,626.70	39,407.34	40,200.11	41,009.73									
Principal Officer													
D-1 Gross ..	55,919.00	57,732.00	59,531.00	61,342.00	63,193.00	64,998.00	66,755.00						
Net D ..	36,939.12	37,809.36	38,672.88	39,537.03	40,397.75	41,237.07	42,054.08						
Net S ..	33,997.58	34,768.10	35,532.68	36,297.57	37,058.33	37,800.18	38,522.31						
Senior Officer													
P-5 Gross ..	48,661.00	50,086.00	51,495.00	52,856.00	54,218.00	55,605.00	57,005.00	58,405.00	59,818.00	61,231.00			
Net D ..	33,318.33	34,041.00	34,745.50	35,426.00	36,107.00	36,788.40	37,460.40	38,132.40	38,810.64	39,485.42			
Net S ..	30,776.32	31,420.27	32,047.28	32,652.92	33,239.01	33,864.13	34,439.13	35,054.13	35,654.65	36,251.95			
First Officer													
P-4 Gross ..	38,167.00	39,398.00	40,630.00	41,862.00	43,101.00	44,367.00	45,627.00	46,887.00	48,211.00	49,547.00	50,884.00	52,173.00	
Net D ..	27,611.52	28,300.88	28,980.72	29,680.72	30,371.53	31,042.51	31,710.31	32,378.11	33,079.83	33,771.50	34,440.00	35,084.50	
Net S ..	25,671.67	26,288.40	26,905.63	27,522.87	28,140.88	28,740.96	29,338.20	29,935.44	30,563.02	31,180.42	31,775.38	32,348.99	
Second Officer													
P-3 Gross ..	30,518.00	31,589.00	32,648.00	33,713.00	34,814.00	35,939.00	37,055.00	38,157.00	39,202.00	40,237.00	41,282.00	42,315.00	43,375.00
Net D ..	23,103.98	23,757.29	24,403.28	25,031.34	25,670.12	26,322.62	26,969.90	27,605.92	28,191.12	28,770.72	29,355.92	29,934.40	30,516.75
Net S ..	21,600.46	22,192.72	22,778.35	23,345.90	23,921.73	24,510.10	25,093.77	25,666.66	26,190.21	26,708.74	27,232.29	27,749.82	28,270.75
Associate Officer													
P-2 Gross ..	24,233.00	25,097.00	25,967.00	26,832.00	27,706.00	28,589.00	29,492.00	30,387.00	31,285.00	32,184.00	33,078.00		
Net D ..	19,194.79	19,739.11	20,287.21	20,832.16	21,382.78	21,927.29	22,478.12	23,024.07	23,571.85	24,120.24	24,663.24		
Net S ..	18,026.91	18,527.17	19,030.90	19,531.73	20,037.78	20,533.72	21,033.08	21,528.02	22,024.61	22,521.76	23,013.80		
Assistant Officer													
P-1 Gross ..	18,200.00	18,964.00	19,740.00	20,516.00	21,318.00	22,120.00	22,935.00	23,724.00	24,513.00	25,285.00			
Net D ..	15,166.00	15,693.16	16,228.60	16,748.56	17,277.88	17,807.20	18,345.10	18,865.84	19,371.19	19,857.55			
Net S ..	14,304.00	14,792.96	15,289.60	15,770.25	16,258.67	16,747.08	17,243.42	17,723.92	18,189.03	18,636.02			

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 US dollars)

Effective 1 January 1981

(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	454.19												
S	412.04												
Assistant Secretary-General													
ASG D	416.77												
S	379.37												
Director													
D-2 D	347.25	354.80	362.31	369.82									
S	318.40	324.91	331.73	338.24									
Principal Officer													
D-1 D	315.32	320.80	325.96	331.42	336.61	342.16	347.44						
S	290.33	295.35	299.78	304.49	308.95	313.76	318.56						
Senior Officer													
P-5 D	289.79	294.25	298.49	302.78	307.64	311.64	316.55	321.16	325.73	330.02			
S	267.75	271.75	275.52	279.31	283.70	286.94	291.36	295.46	299.28	303.39			
First Officer													
P-4 D	242.89	248.36	253.86	259.02	265.11	269.72	274.34	278.97	283.81	289.93	295.70	301.26	
S	225.65	230.61	235.60	240.30	245.58	249.72	253.83	257.96	262.35	267.64	272.98	278.03	
Second Officer													
P-3 D	203.93	209.79	215.03	220.02	225.58	231.16	237.00	242.60	247.34	251.80	256.53	260.99	266.06
S	190.21	195.56	200.31	204.77	209.84	214.89	220.26	225.35	229.59	233.54	238.06	242.00	246.59
Associate Officer													
P-2 D	169.42	174.53	179.03	183.88	188.67	193.50	198.32	202.84	207.66	212.49	217.00		
S	159.05	163.32	167.60	171.92	176.50	180.81	185.11	189.40	193.72	198.00	202.30		
Assistant Officer													
P-1 D	135.08	139.65	144.18	148.74	153.30	157.84	162.69	166.66	170.94	175.22			
S	126.91	131.23	135.53	139.84	144.16	148.19	152.50	156.24	160.29	164.03			

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

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

Schedules of post adjustments (amount per index point in US dollars) (continued)
(ii) Deductions (where cost of living is lower than at the base)

Level	Steps											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
Under-Secretary-General												
USG D	440.37											
S	399.50											
Assistant Secretary-General												
ASG D	404.19											
S	367.96											
Director												
D-2 D	336.77	344.05	351.33	358.70								
S	308.72	315.14	321.60	328.07								
Principal Officer												
D-1 D	295.35	302.25	309.15	316.05	322.93	329.55	335.97					
S	271.97	278.14	284.26	290.38	296.46	302.31	308.01					
Senior Officer												
P-5 D	266.47	272.23	277.83	283.20	288.66	293.97	299.38	304.74	310.15	315.51		
S	246.20	251.36	256.35	261.16	266.04	270.73	275.55	280.33	285.10	289.91		
First Officer												
P-4 D	220.88	226.40	231.92	237.44	242.97	248.25	253.49	258.73	264.23	269.79	275.29	280.54
S	205.18	210.17	215.16	220.15	225.09	229.84	234.54	239.24	244.18	249.14	254.08	258.78
Second Officer												
P-3 D	184.83	190.05	195.22	200.25	205.35	210.57	215.75	220.84	225.52	230.16	234.84	239.47
S	172.47	177.22	181.91	186.47	191.11	195.85	200.54	205.14	209.36	213.54	217.80	221.97
Associate Officer												
P-2 D	153.39	157.91	162.29	166.65	171.06	175.41	179.82	184.19	188.57	192.95	197.30	
S	143.80	147.88	151.92	155.88	159.93	163.89	167.90	171.91	175.88	179.86	183.83	
Assistant Officer												
P-1 D	121.27	125.47	129.72	133.94	138.15	142.36	146.67	150.74	154.85	158.85		
S	114.10	118.02	122.00	125.94	129.82	133.66	137.59	141.33	145.12	148.76		

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

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

*Pensionable remuneration for Professional and higher categories and, for purposes
of separation payments, net equivalent 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
Under-Secretary-General												
USG PR	114,047.00											
Net D ..	62,162.58											
Net S ..	56,146.96											
Assistant Secretary-General												
ASG PR	101,199.00											
Net D ..	56,894.72											
Net S ..	51,585.76											
Director												
D-2 PR	78,976.00	81,241.00	83,572.00	85,952.00								
Net D ..	47,532.85	48,529.46	49,538.99	50,562.40								
Net S ..	43,395.98	44,281.61	45,173.81	46,075.84								
Principal Officer												
D-1 PR	65,906.00	68,042.00	70,164.00	72,298.00	74,479.00	76,606.00	78,676.00					
Net D ..	41,659.36	42,652.32	43,606.84	44,567.34	45,548.62	46,490.02	47,400.84					
Net S ..	38,173.42	39,051.22	39,901.80	40,757.71	41,632.12	42,469.28	43,278.67					
Senior Officer												
P-5 PR	57,351.00	59,031.00	60,691.00	62,296.00	63,901.00	65,536.00	67,186.00	68,836.00	70,501.00	72,166.00		
Net D ..	37,626.58	38,433.11	39,229.91	39,980.88	40,727.22	41,487.51	42,254.78	43,009.50	43,758.77	44,508.03		
Net S ..	34,606.26	35,320.38	36,025.88	36,689.87	37,349.54	38,021.54	38,699.71	39,369.51	40,037.19	40,704.86		
First Officer												
P-4 PR	44,982.00	46,434.00	47,885.00	49,338.00	50,799.00	52,291.00	53,776.00	55,261.00	56,821.00	58,396.00	59,971.00	61,490.00
Net D ..	31,368.98	32,138.28	32,907.57	33,667.16	34,397.74	35,143.63	35,886.15	36,623.44	37,372.26	38,128.28	38,884.30	39,606.01
Net S ..	29,032.93	29,720.95	30,408.95	31,087.56	31,737.77	32,401.62	33,062.46	33,718.07	34,381.08	35,050.48	35,719.87	36,358.53
Second Officer												
P-3 PR	35,969.00	37,230.00	38,478.00	39,734.00	41,031.00	42,357.00	43,672.00	44,972.00	46,203.00	47,424.00	48,654.00	49,872.00
Net D ..	26,340.36	27,071.67	27,785.72	28,489.36	29,215.44	29,958.13	30,674.36	31,363.36	32,015.90	32,662.82	33,314.74	33,934.06
Net S ..	24,526.09	25,185.54	25,827.52	26,457.02	27,106.60	27,771.05	28,411.71	29,027.91	29,611.50	30,190.06	30,773.10	31,325.10
Associate Officer												
P-2 PR	28,560.00	29,579.00	30,604.00	31,624.00	32,654.00	33,694.00	34,759.00	35,814.00	36,872.00	37,932.00	38,985.00	
Net D ..	21,910.02	22,531.71	23,156.80	23,779.02	24,407.51	25,021.10	25,638.50	26,250.44	26,864.05	27,478.84	28,069.83	
Net S ..	20,518.06	21,081.66	21,648.34	22,212.41	22,782.18	23,336.48	23,893.21	24,445.01	24,998.32	25,552.69	26,081.69	
Assistant Officer												
P-1 PR	21,450.00	22,350.00	23,265.00	24,180.00	25,125.00	26,070.00	27,030.00	27,960.00	28,890.00	29,801.00		
Net D ..	17,365.35	17,959.35	18,563.27	19,161.77	19,757.13	20,352.50	20,957.31	21,543.23	22,111.33	22,666.81		
Net S ..	16,339.37	16,887.48	17,444.73	17,996.56	18,543.73	19,090.90	19,646.75	20,185.23	20,700.56	21,204.13		

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 II

LETTERS OF APPOINTMENT

(a) The letter of appointment shall state:

- (i) That the appointment is subject to the provisions of the Staff Regulations and the Staff Rules applicable to the category of appointment in question and to changes which may be duly made in such regulations and rules from time to time;*
- (ii) The nature of the appointment;*
- (iii) The date at which the staff member is required to enter upon his duties;*
- (iv) The period of appointment, the notice required to terminate it and period of probation, if any;*
- (v) The category, level, commencing rate of salary and, if increments are allowable, the scale of increments and the maximum attainable;*
- (vi) Any special conditions which may be applicable.*

(b) A copy of the Staff Regulations and the Staff Rules shall be transmitted to the staff member with the letter of appointment. In accepting appointment the staff member shall state that he has been made acquainted with and accepts the conditions laid down in the Staff Regulations and in the Staff Rules.

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:

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
(Weeks of pensionable remuneration less staff assessment, where applicable)			
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

APPENDICES TO THE STAFF RULES

Appendix A

*Pensionable remuneration for Professional and higher categories and, for purposes of separation payments,
net equivalent after application of staff assessment*

(THIS SCHEDULE IS NOW INCORPORATED IN ANNEX I TO THE STAFF REGULATIONS)

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 ..	35,297	36,167	37,038	37,909	38,807	39,709	40,611	41,513	42,414	43,334			
Net D ..	25,950	26,455	26,960	27,465	27,970	28,475	28,980	29,485	29,990	30,495			
Net S ..	24,174	24,629	25,085	25,540	25,992	26,444	26,896	27,348	27,799	28,251			
Principal Field Service Officer I													
FS-6 Gross ..	27,733	28,462	29,200	29,938	30,675	31,413	32,151	32,889	33,659	34,434			
Net D ..	21,400	21,850	22,300	22,750	23,200	23,650	24,100	24,550	25,000	25,450			
Net S ..	20,053	20,463	20,872	21,280	21,687	22,095	22,504	22,912	23,318	23,723			
Senior Field Service Officer													
FS-5 Gross ..	22,200	22,768	23,336	23,905	24,495	25,090	25,686	26,281	26,876	27,471	28,069	28,684	29,298
Net D ..	17,869	18,235	18,610	18,985	19,360	19,735	20,110	20,485	20,860	21,235	21,610	21,985	22,360
Net S ..	16,796	17,142	17,488	17,834	18,179	18,523	18,868	19,213	19,557	19,902	20,246	20,586	20,926
Intermediate Field Service Officer													
FS-4 Gross ..	18,568	19,032	19,496	19,959	20,442	20,927	21,412	21,897	22,382	22,867	23,352	23,836	24,337
Net D ..	15,420	15,740	16,060	16,380	16,700	17,020	17,340	17,660	17,980	18,300	18,620	18,940	19,260
Net S ..	14,540	14,836	15,133	15,430	15,725	16,021	16,316	16,611	16,907	17,202	17,497	17,792	18,087
Junior Field Service Officer													
FS-3 Gross ..	15,920	16,314	16,728	17,141	17,554	17,967	18,380	18,793	19,206	19,619	20,033	20,465	20,897
Net D ..	13,580	13,865	14,150	14,435	14,720	15,005	15,290	15,575	15,860	16,145	16,430	16,715	17,000
Net S ..	12,832	13,097	13,362	13,626	13,891	14,155	14,419	14,684	14,948	15,212	15,476	15,739	16,002
Security Officer													
FS-2 Gross ..	14,068	14,361	14,654	14,947	15,240	15,533	15,826	16,148	16,510	16,872			
Net D ..	12,000	12,250	12,500	12,750	13,000	13,250	13,500	13,750	14,000	14,250			
Net S ..	11,339	11,575	11,811	12,047	12,283	12,520	12,756	12,991	13,222	13,454			
Messenger													
FS-1 Gross ..	12,567	12,831	13,095	13,359	13,623	13,886	14,150	14,414	14,678	14,941			
Net D ..	10,720	10,945	11,170	11,395	11,620	11,845	12,070	12,295	12,520	12,745			
Net S ..	10,129	10,342	10,555	10,767	10,980	11,192	11,405	11,618	11,830	12,042			

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

Language allowance: (below level FS-6)
 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).

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

Dependency allowances:
 Dependent child¹ \$ 450
 Secondary dependent 300

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

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	25,023	25,755	26,487	27,218	27,750	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	14,230	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 B
HEADQUARTERS
Salary scales for General Service category
showing annual gross and net after application of staff assessment
(In US dollars)
Effective 1 March 1981

Level	Step									
	I	II	III	IV	V	VI	VII	VIII	IX	X
Principal										
G-5 Gross	19,994.00	20,957.00	21,921.00	22,884.00	23,847.00	24,810.00	25,774.00	26,737.00	27,700.00	28,663.00
Net	15,956.00	16,611.00	17,266.00	17,921.00	18,576.00	19,231.00	19,886.00	20,541.00	21,196.00	21,851.00
Senior										
G-4 Gross	17,135.00	17,831.00	18,526.00	19,222.00	19,919.00	20,615.00	21,311.00	22,007.00	22,703.00	23,399.00
Net	13,897.00	14,398.00	14,899.00	15,400.00	15,901.00	16,402.00	16,903.00	17,404.00	17,905.00	18,406.00
Intermediate										
G-3 Gross	15,176.00	15,708.00	16,250.00	16,804.00	17,358.00	17,913.00	18,467.00	19,021.00	19,575.00	20,129.00
Net	12,462.00	12,861.00	13,260.00	13,659.00	14,058.00	14,457.00	14,856.00	15,255.00	15,654.00	16,053.00
Junior										
G-2 Gross	13,467.00	13,944.00	14,421.00	14,899.00	15,376.00	15,853.00	16,330.00	16,807.00	17,284.00	17,761.00
Net	11,180.00	11,538.00	11,896.00	12,254.00	12,612.00	12,970.00	13,328.00	13,686.00	14,044.00	14,402.00
Messenger										
G-1 Gross	11,931.00	12,356.00	12,784.00	13,212.00	13,640.00	14,068.00	14,496.00	14,924.00	15,352.00	15,780.00
Net	10,026.00	10,347.00	10,668.00	10,989.00	11,310.00	11,631.00	11,952.00	12,273.00	12,594.00	12,915.00

Dependency allowances:

Dependent spouse	\$ 850
Dependent child	400
Except for first dependent child of a widowed or divorced staff member	850
Secondary dependent	450

Language allowance (to be included in pensionable remuneration):

First additional language—\$696 per year net;
Second additional language—\$348 per year net.

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

Non-resident's allowance (to be included in pensionable remuneration): \$200 per year net. In no case shall the amount of the non-resident's allowance, when added to the staff member's salary (exclusive of language allowance, if any), bring the total to more than \$18,773 after staff assessment.

Appendix B (continued)
HEADQUARTERS
General Service category—Pensionable remuneration
showing annual pensionable remuneration for staff
who entered on duty prior to 1 March 1981
 (In US dollars)
 Effective 1 March 1981

Level	Step									
	I	II	III	IV	V	VI	VII	VIII	IX	X
G-5 Principal	20,566.00	21,523.00	22,480.00	23,437.00	24,427.00	25,463.00	26,500.00	27,537.00	28,573.00	29,610.00
G-4 Senior	17,554.00	18,286.00	19,018.00	19,751.00	20,483.00	21,215.00	21,948.00	22,680.00	23,412.00	24,157.00
G-3 Intermediate	15,496.00	16,040.00	16,623.00	17,206.00	17,789.00	18,372.00	18,955.00	19,538.00	20,122.00	20,705.00
G-2 Junior	13,754.00	14,240.00	14,726.00	15,211.00	15,697.00	16,197.00	16,720.00	17,243.00	17,766.00	
G-1 Messenger	12,186.00	12,621.00	13,057.00	13,493.00	13,929.00	14,364.00	14,800.00	15,236.00		

Appendix B (continued)
HEADQUARTERS

*Salary scales for General Service category—Security Service
showing annual gross and net after application of staff assessment*

(In US dollars)

Effective 1 March 1981

Level	Step											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
Security Lieutenant												
S-5 Gross	24,846.00	25,774.00	26,758.00	27,780.00	28,780.00	29,811.00	30,877.00	31,966.00				
S-5 Net	19,255.00	19,886.00	20,533.00	21,197.00	21,847.00	22,517.00	23,210.00	23,918.00				
Security Sergeant												
S-4 Gross	21,838.00	22,694.00	23,565.00	24,469.00	25,435.00	26,415.00	27,483.00	28,528.00				
S-4 Net	17,210.00	17,792.00	18,384.00	18,999.00	19,656.00	20,310.00	21,004.00	21,683.00				
Senior Security Officer												
S-3 Gross	20,028.00	20,626.00	21,250.00	21,872.00	22,521.00	23,203.00	23,918.00	24,635.00	25,375.00	26,131.00		
S-3 Net	15,979.00	16,386.00	16,810.00	17,233.00	17,674.00	18,138.00	18,624.00	19,112.00	19,615.00	20,125.00		
Security Officer												
S-2 Gross	17,406.00	17,946.00	18,493.00	19,015.00	19,549.00	20,112.00	20,710.00	21,309.00	21,932.00	22,568.00	23,259.00	23,965.00
S-2 Net	14,092.00	14,481.00	14,875.00	15,251.00	15,635.00	16,036.00	16,443.00	16,850.00	17,274.00	17,706.00	18,176.00	18,656.00
Security Officer (Probationary)												
S-1 Gross	16,319.00	16,763.00										
S-1 Net	13,310.00	13,629.00										

Dependency allowances:

Dependent spouse	\$ 850
Dependent child	850
Except for first dependent child of a widowed or divorced staff member	850
Secondary dependant	450

Language allowance (to be included in pensionable remuneration):

First additional language	—\$696 per year net;
Second additional language	—\$348 per year net.
Increment:	Salary increments within the levels shall be awarded annually on the basis of satisfactory service.

Appendix B (continued)
HEADQUARTERS
General Service category—Security Service—Pensionable remuneration
showing annual pensionable remuneration for staff who entered on duty prior to 1 March 1981
(In US dollars)
Effective 1 March 1981

Level	Step											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
Security Lieutenant												
S-5	25,505.00	26,505.00	27,530.00	28,582.00	29,612.00	30,673.00	31,772.00	32,975.00				
Security Sergeant												
S-4	22,398.00	23,251.00	24,125.00	25,100.00	26,140.00	27,177.00	28,277.00	29,352.00				
Senior Security Officer												
S-3	20,598.00	21,194.00	21,814.00	22,432.00	23,077.00	23,755.00	24,505.00	25,278.00	26,075.00	26,883.00		
Security Officer												
S-2	17,838.00	18,408.00	18,985.00	19,534.00	20,095.00	20,682.00	21,277.00	21,872.00	22,492.00	23,125.00	23,812.00	24,557.00
Security Officer (Probationary)												
S-1	16,695.00	17,162.00										

Appendix B (continued)

HEADQUARTERS

Salary scales for General Service category—Dispatchers and Guides in the Visitors Service
showing annual gross and net after application of staff assessment
(In US dollars) Effective 1 March 1981

Level	Step		
	I	II	III
Dispatcher			
V-2 Gross	18,035.00	18,986.00	19,938.00
Net	14,545.00	15,230.00	15,915.00
Guide			
V-1 Gross	15,696.00	16,411.00	17,139.00
Net	12,852.00	13,376.00	13,900.00

Dependency allowances:

Dependent spouse \$
Dependent child 850
Except for first dependent child of a staff member without a spouse 400

Secondary dependant 850

Language allowance 450

Not entitled:

Not entitled.

Increments: Salary increments within the levels shall be awarded on the basis of satisfactory service, as follows: for Guides, after an interval of six months; for Dispatchers, after an interval of one year.

Non-resident's allowance: Not entitled.

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 at the rate of one and one half times the base salary.

Half-time Guides:

- Salary: The salary of half-time Guides shall be half that paid to Guides. This salary shall be the basis for determination of payments for annual leave; sick leave; maternity leave; commutation of accrued annual leave; entitlements to termination indemnity; compensation for death, illness or injury attributable to service; and any other compensation determined on the basis of salary.
- Dependency allowances: Dependency allowances shall be paid to half-time Guides at half the rate applied to Dispatchers and Guides.
- Regular tour of duty: The regular tour of duty of half-time Guides shall be half that expected of Dispatchers and Guides.
- Overtime: Half-time Guides who are required to work in excess of their regular tour of duty shall be remunerated on a pro-rata basis for additional hours worked up to the maximum hours of the normal tour of duty of Dispatchers and Guides; thereafter and for work required on official holidays, they shall be compensated as otherwise provided in Appendix B.
- For purposes of determining service credit for salary increment, maternity leave and sick leave, every two months of continuous service on a half-time basis shall be counted as one month.

Appendix B (continued)
HEADQUARTERS
Dispatchers and Guides—Pensionable remuneration
showing annual pensionable remuneration for staff who
entered on duty prior to 1 March 1981
(In US dollars)
Effective 1 March 1981

Level	Step		
	I	II	III
Dispatcher			
V-2	18,502.00	19,480.00	20,503.00
Guide			
V-1	16,026.00	16,778.00	17,558.00

Appendix B (continued)
HEADQUARTERS

*Manual Workers—Salaries and allowances
showing annual gross and net after application of staff assessment
(In US dollars) Effective 1 March 1981*

Level	Step					
	I	II	III	IV	V	VI
General Foreman						
M-7 Gross	29,252.00	30,242.00	31,231.00	32,231.00	33,268.00	34,305.00
Net	22,154.00	22,797.00	23,440.00	24,083.00	24,726.00	25,369.00
Foreman						
M-6 Gross	25,882.00	26,829.00	27,782.00	28,734.00	29,686.00	30,638.00
Net	19,960.00	20,579.00	21,198.00	21,817.00	22,436.00	23,055.00
Leadman						
M-5 Gross	23,335.00	24,221.00	25,106.00	25,991.00	26,917.00	27,843.00
Net	18,228.00	18,830.00	19,432.00	20,034.00	20,636.00	21,238.00
Skilled Worker (Journeyman)						
M-4 Gross	21,012.00	21,843.00	22,674.00	23,504.00	24,335.00	25,166.00
Net	16,648.00	17,213.00	17,778.00	18,343.00	18,908.00	19,473.00
Semi-skilled Worker						
M-3 Gross	18,850.00	19,567.00	20,300.00	21,059.00	21,818.00	22,576.00
Net	15,132.00	15,648.00	16,164.00	16,680.00	17,196.00	17,712.00
Helper						
M-2 Gross	16,939.00	17,592.00	18,244.00	18,897.00	19,550.00	20,215.00
Net	13,756.00	14,226.00	14,696.00	15,166.00	15,636.00	16,106.00
Unskilled Worker						
M-1 Gross	15,236.00	15,803.00	16,385.00	16,975.00	17,565.00	18,156.00
Net	12,507.00	12,932.00	13,357.00	13,782.00	14,207.00	14,632.00

Dependency allowances:

Dependent spouse	\$ 850
Dependent child	400
Except for first dependent child of a widowed or divorced staff member	850
Secondary dependant	450

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

Appendix B (continued)
HEADQUARTERS
Manual Workers—Pensionable remuneration
showing annual pensionable remuneration for staff who entered on duty prior to 1 March 1981
(In US dollars) Effective 1 March 1981

Level	Step					
	I	II	III	IV	V	VI
General Foreman						
M-7	30,098.00	31,117.00	32,147.00	33,258.00	34,369.00	35,480.00
Foreman						
M-6	26,622.00	27,602.00	28,582.00	29,562.00	30,542.00	31,522.00
Leadman						
M-5	23,888.00	24,832.00	25,785.00	26,738.00	27,692.00	28,645.00
Skilled Worker (Journeyman)						
M-4	21,577.00	22,403.00	23,229.00	24,060.00	24,955.00	25,850.00
Semi-skilled Worker						
M-3	19,360.00	20,114.00	20,868.00	21,622.00	22,375.00	23,129.00
Helper						
M-2	17,348.00	18,034.00	18,720.00	19,406.00	20,092.00	20,778.00
Unskilled Worker						
M-1	15,556.00	16,143.00	16,765.00	17,386.00	18,008.00	18,629.00