

FEB 27 REC'D

UN/SA COLLECTION
SECRETARY-GENERAL'S BULLETIN

To: Members of the staff

Subject: STAFF RULES

1. The General Assembly, by its resolution 3358 (XXIX) of 18 December 1974, amended paragraphs 1 and 3 of annex I to the Staff Regulations, with effect from 1 January 1975. The salary scales of the Professional and higher categories set out in appendix A to the Staff Rules and the schedules of post adjustments referred to in paragraph (a) of rule 103.7, Post adjustment, are hereby amended accordingly, with effect from 1 January 1975.

2. By the same resolution, the General Assembly amended staff regulation 3.4 (a) (i) to increase the amount of the dependency allowance payable for each dependent child of a staff member in the Professional and higher categories from \$300 to \$450 per year, with effect from 1 January 1975.

3. By the same resolution, the General Assembly decided to revise the rates of assignment allowance at certain duty stations with effect from 1 January 1975. Paragraph (g) of staff rule 103.22, Assignment allowance, is amended accordingly, with effect from the same date, to read as follows:

(g) The assignment allowance shall be payable at the following annual rates:

- (i) For assignments to duty stations in Europe, in Canada, in Cyprus, in Malta, in Turkey and in the United States of America:

	<i>Single rates</i>	<i>Dependency rates</i>
P-1 and P-2	\$ 800	\$1,000
P-3 and P-4	950	1,200
P-5 and above	1,100	1,400

- (ii) For assignments to all other duty stations:

	<i>Single rates</i>	<i>Dependency rates</i>
P-1, P-2, P-3 and P-4	\$1,600	\$2,000
P-5 and above	1,900	2,400

4. By its resolution 3353 (XXIX) of 18 December 1974, the General Assembly amended staff regulation 7.1, with effect from 1 January 1975, by replacing the words "and their dependants" by the words, "their spouses and dependent children", staff regulation 9.4 by the deletion of the words "or service benefit" and annex IV to the Staff Regulations by replacing the words "wife", "dependent husband", where they occur, by the word "spouse". Accordingly, travel expenses and repatriation grant shall be paid in respect of the husbands of staff members, with effect from 1 January 1975, on the same basis as they have been paid in the past in respect of the wives of staff members. The relevant rules will be amended shortly in a revised edition of the Staff Rules. With effect from 1 January 1975, and until such time as these rules are amended, reference to the wife or widow of a staff member in rules 105.3, Home leave, 107.5, Eligible dependants, and 109.5, Repatriation grant, shall refer also to the husbands or widowers, respectively, of staff members. The words "dependent husband" and "dependent widower" shall be deleted from rules 107.5 and 109.5, with effect from the same date.

5. In accordance with rule 103.16, the pensionable remuneration of staff in the Professional and higher categories is increased by 5 per cent, with effect from 1 January 1975. The new schedule of pensionable remuneration of staff in the Professional and higher categories is published in appendix A.

6. Rule 103.24, Definition of dependency, is amended in its paragraph (a) by replacing the word "Geneva" by the words "New York", with effect from 1 January 1975.

7. The salary scales for staff in the Field Service published in ST/SGB/Staff Rules/1/Rev.2, Appendix B (Headquarters)/Amend.3 are hereby amended and superseded, with effect from 1 January 1975.

8. The salary scales for Manual Workers at Headquarters published in ST/SGB/Staff Rules/1/Rev.2, Appendix B (Headquarters)/Amend.4 are hereby amended and superseded, with effect from 1 October 1974.

9. New pages 19-22, 107, 108 and 113-118 are transmitted herewith for insertion in the Staff Rules. The amendments to staff regulation 3.4, 7.1 and 9.4 and to annex IV to the Staff Regulations, as well as to rules 103.24, 107.5 and 109.5, should be made by hand.



Kurt WALDHEIM
Secretary-General

spouse is recognized as a dependant under rule 103.24 or if it is recognized that the staff member provides substantial and continuing support of one or more of his children.

- (ii) Where both husband and wife are staff members in the Professional category or above and they have a dependent child, the higher rate of post adjustment shall be paid only to the spouse having the higher salary level.
- (iii) The higher rate of post adjustment shall be paid in accordance with the above provisions, regardless of where the dependants reside.

(c) The Secretary-General shall establish from time to time the class in the post adjustment system in which each duty station is to be placed and shall publish the classification by administrative instruction or other appropriate means.

(d) The Secretary-General shall establish a schedule of post adjustments for any duty station which, by reason of cost of living, standard of living and related factors, cannot be appropriately placed within the schedules referred to in paragraph (a) above.

(e) While the salary of a staff member is normally subject to the post adjustment of his duty station during assignments for one year or more, alternative arrangements may be made by the Secretary-General under the following circumstances:

- (i) A staff member who is assigned to a duty station classified lower in the schedule of post adjustments than the duty station in which he has been serving may continue to receive for a reasonable period the post adjustment applicable to the latter while the members of his immediate family (spouse and children) remain at that duty station.
- (ii) When a staff member is assigned to a duty station for less than one year, the Secretary-General shall decide at that time whether to apply the post adjustment applicable to the duty station and, if appropriate, to pay installation grant under rule 107.20 and assignment allowance under rule 103.22 or, in lieu of the above, to authorize appropriate subsistence payments.
- (iii) When the Secretary-General designates an assignment as a special mission assignment under rule 103.21 (a), with provision for mission subsistence allowance, the post adjustment for the mission area will not be applicable.

(f) At duty stations where the average rental cost used in calculating the post adjustment index is based on the cost of housing provided by the United Nations, by the Government or by a related institution, staff members who have to rent housing accommodation at substantially higher commercial rates will be paid a supplement to the post adjustment in the form of a rental subsidy under conditions established by the Secretary-General.

SCHEDULE OF POST ADJUSTMENTS (additions)^a
(In US dollars)

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

Effective 1 January 1975

Level	Step												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
U-S-GD	1,449												
S	966												
A S-GD	1,329												
S	886												
D-2D	1,104	1,128	1,152	1,179									
S	736	752	768	786									
D-1D	999	1,017	1,035	1,053	1,071	1,089	1,107						
S	666	678	690	702	714	726	738						
P-5D	915	930	945	960	975	990	1,005	1,020	1,035	1,050			
S	610	620	630	640	650	660	670	680	690	700			
P-4D	765	783	801	819	837	852	867	882	900	918	936	954	
S	510	522	534	546	558	568	578	588	600	612	624	636	
P-3D	642	660	678	693	711	729	747	765	780	795	810	825	840
S	428	440	452	462	474	486	498	510	520	530	540	550	560
P-2D	534	549	564	579	594	609	624	639	654	669	684		
S	356	366	376	386	396	406	416	426	436	446	456		
P-1D	420	435	450	465	480	495	510	522	537	552			
S	280	290	300	310	320	330	340	348	358	368			

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

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

^a For each 5 per cent by which the cost of living in any area is above the base level, the above amounts of post adjustment shall be added to base salaries of staff members serving in the area concerned.

SCHEDULE OF POST ADJUSTMENTS (deductions)^b
(In US dollars)

(ii) Where cost of living is lower than at the base

Effective 1 January 1975

Level	Step													
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	
U-S-G . . . D and S	966													
A S-G . . . D and S	886													
D-2 D and S	736	752	768	786										
D-1 D and S	666	678	690	702	714	726	738							
P-5 D and S	610	620	630	640	650	660	670	680	690	700				
P-4 D and S	510	522	534	546	558	568	578	588	600	612	624	636		
P-3 D and S	428	440	452	462	474	486	498	510	520	530	540	550	560	
P-2 D and S	356	366	376	386	396	406	416	426	436	446	456			
P-1 D and S	280	290	300	310	320	330	340	348	358	368				

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

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

^b For each 5 per cent by which the cost of living in any area is below the base level, the above amounts of post adjustment shall be deducted from base salaries of staff members serving in the area concerned.

Rule 103.8

SALARY AND WAGE INCREMENTS

(a) Satisfactory service for the purpose of awarding a salary increment shall be defined, unless otherwise decided by the Secretary-General in any particular case, as satisfactory performance and conduct of staff members in their assignments as evaluated by their supervisors.

(b) Notwithstanding paragraph *(a)* of this rule, in the absence of exceptional circumstances, staff members holding probationary appointments shall become eligible for a second salary increment only after they have been granted permanent or regular appointments or if their probationary periods have been extended. Salary increments granted under this paragraph shall become effective in accordance with the provisions of paragraph *(c)* hereunder.

(c) Salary and wage increments shall be effective on the first day of the pay period in which the service requirements are completed, provided that the period of service may be shortened to meet the requirements of rule 103.9 and that such increments shall not be effective earlier than the first day of the pay period in which a staff member returns to pay status from a period of leave without pay. No increment shall be paid in the case of staff members whose services will cease during the month in which the increment would otherwise have been due.

(d) If a staff member with satisfactory service is changed to a lower salary level, his service since the last increment shall be credited towards the next increment within the lower level. If a staff member whose service has not been satisfactory is changed to a lower salary level, his eligibility for salary increment in the lower level will be based on satisfactory service in the lower level.

ANNEXES TO THE STAFF REGULATIONS

Annex I

SALARY SCALES AND RELATED PROVISIONS

1. The Administrator of the United Nations Development Programme, having a status equivalent to that of the executive head of a major specialized agency, shall receive a salary of \$US 74,800 per year, an Under-Secretary-General shall receive a salary of \$US 59,250 per year and an Assistant Secretary-General shall receive a salary of \$US 53,250 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 Under-Secretaries-General and Assistant Secretaries-General 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.

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 follows (subject to the staff assessment plan provided in staff regulation 3.3 and to post adjustments wherever applied):

(In United States dollars)

DIRECTOR AND PRINCIPAL OFFICER CATEGORY

Director \$42,060 by increments of \$1,210 to \$45,690

Principal Officer \$35,000 by increments of \$1,140 to \$41,840

PROFESSIONAL CATEGORY

Senior Officer \$30,540 by increments of \$870 to \$38,370

First Officer \$24,220 by increments of \$770 to \$32,690

Second Officer \$19,670 by increments of \$650 to \$27,470

PROFESSIONAL CATEGORY (continued)

Associate Officer	\$15,750 by increments of \$550 to \$21,250
Assistant Officer	\$12,020 by increments of \$490 to \$16,430

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 and social welfare advisers.*

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 annex by the application of non-pensionable post adjustments, the amounts of which shall be determined on the basis of 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 the staff assessment plan and their amount shall vary by salary level as determined from time to time by the General Assembly.*

APPENDICES TO THE STAFF RULES

Appendix A

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 1975

Level	Step												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Under-Secretary-General													
Gross	59,250.00												
Net	36,225.00												
Assistant Secretary-General													
Gross	53,250.00												
Net	33,225.00												
Director (D-2)													
Gross	42,060.00	43,270.00	44,480.00	45,690.00									
Net	27,630.00	28,235.00	28,840.00	29,445.00									
Principal Officer (D-1)													
Gross	35,000.00	36,140.00	37,280.00	38,420.00	39,560.00	40,700.00	41,840.00						
Net	23,850.00	24,477.00	25,104.00	25,731.00	26,358.00	26,950.00	27,520.00						
Senior Officer (P-5)													
Gross	30,540.00	31,410.00	32,280.00	33,150.00	34,020.00	34,890.00	35,760.00	36,630.00	37,500.00	38,370.00			
Net	21,324.00	21,846.00	22,354.00	22,832.50	23,311.00	23,789.50	24,268.00	24,746.50	25,225.00	25,703.50			
First Officer (P-4)													
Gross	24,220.00	24,990.00	25,760.00	26,530.00	27,300.00	28,070.00	28,840.00	29,610.00	30,380.00	31,150.00	31,920.00	32,690.00	
Net	17,532.00	17,994.00	18,456.00	18,918.00	19,380.00	19,842.00	20,304.00	20,766.00	21,228.00	21,690.00	22,152.00	22,579.50	
Second Officer (P-3)													
Gross	19,670.00	20,320.00	20,970.00	21,620.00	22,270.00	22,920.00	23,570.00	24,220.00	24,870.00	25,520.00	26,170.00	26,820.00	27,470.00
Net	14,585.50	15,008.00	15,430.50	15,853.00	16,275.50	16,698.00	17,120.50	17,532.00	17,922.00	18,312.00	18,702.00	19,092.00	19,482.00
Associate Officer (P-2)													
Gross	15,750.00	16,300.00	16,850.00	17,400.00	17,950.00	18,500.00	19,050.00	19,600.00	20,150.00	20,700.00	21,250.00		
Net	12,025.00	12,395.00	12,752.50	13,110.00	13,467.50	13,825.00	14,182.50	14,540.00	14,897.50	15,255.00	15,612.50		
Assistant Officer (P-1)													
Gross	12,020.00	12,510.00	13,000.00	13,490.00	13,980.00	14,470.00	14,960.00	15,450.00	15,940.00	16,430.00			
Net	9,414.00	9,757.00	10,100.00	10,443.00	10,786.00	11,129.00	11,472.00	11,815.00	12,158.00	12,479.50			

Appendix A (continued)

PENSIONABLE REMUNERATION FOR PROFESSIONAL AND HIGHER CATEGORIES

showing pensionable remuneration which represents the gross salary plus 5 per cent
and in parentheses the gross salary

(In US dollars)

Effective 1 January 1975

Level	Step												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Under-Secretary-General	62,213 (59,250)												
Assistant Secretary-General	55,913 (53,250)												
Director (D-2)	44,163 (42,060)	45,434 (43,270)	46,704 (44,480)	47,975 (45,690)									
Principal Officer (D-1)	36,750 (35,000)	37,947 (36,140)	39,144 (37,280)	40,341 (38,420)	41,538 (39,560)	42,735 (40,700)	43,932 (41,840)						
Senior Officer (P-5)	32,067 (30,540)	32,981 (31,410)	33,894 (32,280)	34,808 (33,150)	35,721 (34,020)	36,635 (34,890)	37,548 (35,760)	38,462 (36,630)	39,375 (37,500)	40,289 (38,370)			
First Officer (P-4)	25,431 (24,220)	26,240 (24,990)	27,048 (25,760)	27,857 (26,530)	28,665 (27,300)	29,474 (28,070)	30,282 (28,840)	31,091 (29,610)	31,899 (30,380)	32,708 (31,150)	33,516 (31,920)	34,325 (32,690)	
Second Officer (P-3)	20,654 (19,670)	21,336 (20,320)	22,019 (20,970)	22,701 (21,620)	23,384 (22,270)	24,066 (22,920)	24,749 (23,570)	25,431 (24,220)	26,114 (24,870)	26,796 (25,520)	27,479 (26,170)	28,161 (26,820)	28,844 (27,470)
Associate Officer (P-2)	16,538 (15,750)	17,115 (16,300)	17,693 (16,850)	18,270 (17,400)	18,848 (17,950)	19,425 (18,500)	20,003 (19,050)	20,580 (19,600)	21,158 (20,150)	21,735 (20,700)	22,313 (21,250)		
Assistant Officer (P-1)	12,621 (12,020)	13,136 (12,510)	13,650 (13,000)	14,165 (13,490)	14,679 (13,980)	15,194 (14,470)	15,708 (14,960)	16,223 (15,450)	16,737 (15,940)	17,252 (16,430)			

Appendix B
SALARIES AND ALLOWANCES FOR OTHER CATEGORIES
Salary scales for Field Service category
showing annual gross and net after application of staff assessment
(In US dollars)
Effective 1 January 1975

Type of post and level	Step												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
Principal Field Service Officer II (FS-7)													
(Gross)	20,770.00	21,360.00	21,960.00	22,560.00	23,160.00	23,770.00	24,400.00	25,060.00	25,740.00	26,420.00			
(Net)	15,300.50	15,684.00	16,074.00	16,464.00	16,854.00	17,250.50	17,640.00	18,036.00	18,444.00	18,852.00			
Principal Field Service Officer I (FS-6)													
(Gross)	16,150.00	16,680.00	17,220.00	17,760.00	18,300.00	18,830.00	19,370.00	19,900.00	20,440.00	20,980.00			
(Net)	12,297.50	12,642.00	12,993.00	13,344.00	13,695.00	14,039.50	14,390.50	14,735.50	15,086.00	15,437.00			
Senior Field Service Officer (FS-5)													
(Gross)	13,030.00	13,420.00	13,810.00	14,220.00	14,620.00	15,020.00	15,430.00	15,860.00	16,320.00	16,800.00			
(Net)	10,121.00	10,394.00	10,667.00	10,954.00	11,234.00	11,514.00	11,801.00	12,102.00	12,408.00	12,720.00			
Intermediate Field Service Officer (FS-4)													
(Gross)	10,790.00	11,110.00	11,440.00	11,770.00	12,100.00	12,420.00	12,760.00	13,100.00	13,440.00	13,790.00	14,140	14,490	14,840
(Net)	8,553.00	8,777.00	9,008.00	9,239.00	9,470.00	9,694.00	9,932.00	10,170.00	10,408.00	10,653.00	10,898	11,143	11,388
Junior Field Service Officer (FS-3)													
(Gross)	9,240.00	9,520.00	9,810.00	10,110.00	10,420.00	10,740.00	11,040.00	11,340.00	11,650.00	11,960.00	12,270	12,570	12,880
(Net)	7,430.00	7,640.00	7,857.50	8,077.00	8,294.00	8,518.00	8,728.00	8,938.00	9,155.00	9,372.00	9,589	9,799	10,016
Security Officer (FS-2)													
(Gross)	8,060.00	8,320.00	8,570.00	8,830.00	9,080.00	9,330.00	9,590.00	9,850.00	10,130.00	10,410.00			
(Net)	6,545.00	6,740.00	6,927.50	7,122.50	7,310.00	7,497.50	7,692.50	7,887.50	8,091.00	8,287.00			
Messenger (FS-1)													
(Gross)	7,230.00	7,470.00	7,710.00	7,960.00	8,200.00	8,450.00	8,700.00	8,950.00	9,210.00	9,460.00			
(Net)	5,922.50	6,102.50	6,282.50	6,470.00	6,650.00	6,837.50	7,025.00	7,212.50	7,407.50	7,595.00			

Dependency allowances:

Dependent spouse	\$ 400
Dependent child	450
Secondary dependant	200

Language allowance: \$312 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, except as follows:

FS levels	Increments to following steps	Required waiting period
7	V and above	2 years
3 and 4	XI and XII	2 years
	XIII	3 years

Appendix B (continued)

HEADQUARTERS

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

(In US dollars)

Effective 1 September 1974

Level and type of post		Step									
		I	II	III	IV	V	VI	VII	VIII	IX	X
G-5 Principal	(Gross)	12,500.00	13,150.00	13,800.00	14,450.00	15,110.00	15,770.00	16,430.00	17,090.00	17,750.00	18,410.00
	(Net)	9,750.00	10,205.00	10,660.00	11,115.00	11,577.00	12,039.00	12,479.50	12,908.50	13,337.50	13,766.50
G-4 Senior	(Gross)	10,620.00	11,060.00	11,510.00	11,970.00	12,440.00	12,920.00	13,410.00	13,910.00	14,420.00	
	(Net)	8,434.00	8,742.00	9,057.00	9,379.00	9,708.00	10,044.00	10,387.00	10,737.00	11,094.00	
G-3 Intermediate	(Gross)	9,500.00	9,760.00	10,030.00	10,310.00	10,600.00	10,890.00	11,190.00	11,490.00	11,790.00	12,100.00
	(Net)	7,625.00	7,820.00	8,021.00	8,217.00	8,420.00	8,623.00	8,833.00	9,043.00	9,253.00	9,470.00
G-2 Junior	(Gross)	8,400.00	8,660.00	8,930.00	9,200.00	9,470.00	9,750.00	10,030.00	10,320.00	10,610.00	
	(Net)	6,800.00	6,995.00	7,197.50	7,400.00	7,602.50	7,812.50	8,021.00	8,224.00	8,427.00	
G-1 Messenger	(Gross)	7,440.00	7,720.00	8,000.00	8,290.00	8,590.00	8,890.00	9,190.00	9,500.00		
	(Net)	6,080.00	6,290.00	6,500.00	6,717.50	6,942.50	7,167.50	7,392.50	7,625.00		

Dependency allowances:

Dependent spouse	\$ 450
Dependent child	250
Except for first dependent child of a widowed or divorced staff member .	400
Secondary dependant	200

Language allowance: First additional language - \$384 per year net; second additional language - \$192 (to be included in pensionable remuneration).

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

Non-resident's allowance: \$200 per year net (to be included in pensionable remuneration). 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 \$11,710 after staff assessment.

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 September 1974

Level	Step											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
S-5 (Gross)	16,450.00	17,050.00	17,670.00	18,310.00	18,980.00	19,680.00	20,410.00	21,150.00				
(Net)	12,492.50	12,882.50	13,285.50	13,701.50	14,137.00	14,592.00	15,066.50	15,547.50				
S-4 (Gross)	14,460.00	15,020.00	15,600.00	16,200.00	16,820.00	17,460.00	18,130.00	18,800.00				
(Net)	11,122.00	11,514.00	11,920.00	12,330.00	12,733.00	13,149.00	13,584.50	14,020.00				
S-3 (Gross)	13,280.00	13,680.00	14,080.00	14,490.00	14,920.00	15,370.00	15,830.00	16,300.00	16,780.00	17,280.00		
(Net)	10,296.00	10,576.00	10,856.00	11,143.00	11,444.00	11,759.00	12,081.00	12,395.00	12,707.00	13,032.00		
S-2 (Gross)	11,520.00	11,870.00	12,220.00	12,580.00	12,950.00	13,330.00	13,720.00	14,120.00	14,530.00	14,960.00	15,410.00	15,860.00
(Net)	9,064.00	9,309.00	9,554.00	9,806.00	10,065.00	10,331.00	10,604.00	10,884.00	11,171.00	11,472.00	11,787.00	12,102.00
S-1 (Gross)	10,810.00	11,110.00										
(Net)	8,567.00	8,777.00										

Dependency allowances:

Dependent spouse	\$ 450
Dependent child	250
Except for first dependent child of a widowed or divorced staff member.	400
Secondary dependant	200

Language allowance: First additional language - \$384 per year, net; second additional language - \$192 (to be included in pensionable remuneration).

Increments: Salary increments within the levels shall be awarded annually, on the basis of satisfactory service, except that increments to level S-5, step VII and above, shall be awarded after a waiting period of two years.

Appendix B (continued)

HEADQUARTERS

*Manual Workers—salaries and allowances
showing annual gross and net after application of staff assessment*

(in US dollars)

Effective 1 October 1974

Level	Step					
	I	II	III	IV	V	VI
M-7 (Gross)	18,680.00	19,240.00	19,810.00	20,400.00	21,010.00	21,650.00
(Net)	13,942.00	14,306.00	14,676.50	15,060.00	15,456.50	15,872.50
M-6 (Gross)	15,840.00	16,420.00	17,000.00	17,590.00	18,180.00	18,780.00
(Net)	12,088.00	12,473.00	12,850.00	13,233.50	13,617.00	14,007.00
M-5 (Gross)	14,430.00	14,930.00	15,460.00	16,020.00	16,600.00	17,190.00
(Net)	11,101.00	11,451.00	11,822.00	12,213.00	12,590.00	12,973.50
M-4 (Gross)	13,350.00	13,830.00	14,320.00	14,840.00	15,380.00	15,920.00
(Net)	10,345.00	10,681.00	11,024.00	11,388.00	11,766.00	12,144.00
M-3 (Gross)	11,520.00	11,930.00	12,350.00	12,810.00	13,280.00	13,770.00
(Net)	9,064.00	9,351.00	9,645.00	9,967.00	10,296.00	10,639.00
M-2 (Gross)	10,380.00	10,760.00	11,140.00	11,530.00	11,940.00	12,360.00
(Net)	8,266.00	8,532.00	8,798.00	9,071.00	9,358.00	9,652.00
M-1 (Gross)	9,340.00	9,700.00	10,060.00	10,440.00	10,830.00	11,220.00
(Net)	7,505.00	7,775.00	8,042.00	8,308.00	8,581.00	8,854.00

Dependency allowances:

Dependent spouse	\$ 450
Dependent child	250
Except for first dependent child of a widowed or divorced staff member .	400
Secondary dependant	200

Increments: Salary increments within the levels shall be awarded on the basis of satisfactory service, as follows:

	<i>Months</i>
(i) For advancement from step I to step II	6
(ii) For advancement from step II to step III	12
(iii) For advancement from step III to step IV and from step IV to step V. .	18
(iv) For advancement from step V to step VI	24

