



19 March 2019

Information circular*

To: Members of the staff

From: The Assistant Secretary-General for Human Resources

Subject: **Revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category**

1. The General Assembly, in its resolution [73/273](#), approved a revised base salary scale for staff in the Professional and higher categories, effective 1 January 2019. The scale reflects the consolidation, on a no-loss/no-gain basis, of 1.83 multiplier points into the net base salaries in effect under the salary scale of 1 January 2018.
2. In accordance with the practice followed on the occasion of previous consolidations of multiplier points into net base salaries, upon implementation of the revised base salary scale, revised post adjustment indices and multipliers will be established by the International Civil Service Commission for all duty stations. Changes in post adjustment multipliers due after 1 January 2019 will be effected on the basis of the movement of the newly consolidated post adjustment indices.
3. In its sixteenth annual report to the General Assembly, for 1990, the Commission recommended, and the Secretary-General subsequently approved the recommendation, that future adjustments of the base salary scale applicable to staff in the Field Service category be made by reference to adjustments to the salary scale for staff in the Professional and higher categories ([A/45/30](#), para. 270 (e)). Accordingly, the net base salary scale for staff in the Field Service category has also been revised, effective 1 January 2019, to reflect the consolidation of 1.83 multiplier points into net base salaries, as indicated in paragraph 1 above.
4. The revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category, effective 1 January 2019, showing gross salaries and their net equivalents after application of staff assessment, are reproduced in annexes I and II to the present circular. The implementation of those scales will be reflected in the end of January 2019 payroll.

* The present circular, which cancels and supersedes circular [ST/IC/2018/3](#), will be in effect until further notice.



Annex I

Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

Effective 1 January 2019

(United States dollars)

Level		Steps												
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG	Gross	198 315												
	Net	146 388												
ASG	Gross	179 948												
	Net	134 266												
D-2	Gross	143 813	*	*	*	*	*	*	*	*	*			
	Net	110 169	112 360	114 552	116 745	118 939	121 132	123 323	125 516	127 708	129 899			
D-1	Gross	128 707	131 457	134 210	136 963	139 706	142 459	145 209	147 956	150 753	153 667	156 583	159 497	162 415
	Net	99 595	101 520	103 447	105 374	107 294	109 221	111 146	113 069	114 997	116 920	118 845	120 768	122 694
P-5	Gross	110 869	113 209	115 550	117 887	120 229	122 566	124 909	127 246	129 586	131 924	134 266	136 601	138 944
	Net	87 108	88 746	90 385	92 021	93 660	95 296	96 936	98 572	100 210	101 847	103 486	105 121	106 761
P-4	Gross	90 970	93 050	95 129	97 209	99 288	101 483	103 744	106 001	108 259	110 514	112 776	115 029	117 287
	Net	72 637	74 218	75 798	77 379	78 959	80 538	82 121	83 701	85 281	86 860	88 443	90 020	91 601
P-3	Gross	74 649	76 574	78 499	80 421	82 347	84 271	86 195	88 122	90 046	91 970	93 897	95 821	97 747
	Net	60 233	61 696	63 159	64 620	66 084	67 546	69 008	70 473	71 935	73 397	74 862	76 324	77 788
P-2	Gross	57 661	59 383	61 103	62 824	64 546	66 270	67 993	69 711	71 434	73 154	74 875	76 599	78 318
	Net	47 322	48 631	49 938	51 246	52 555	53 865	55 175	56 480	57 790	59 097	60 405	61 715	63 022
P-1	Gross	44 593	45 931	47 269	48 607	49 943	51 401	52 862	54 324	55 784	57 246	58 707	60 166	61 628
	Net	37 012	38 123	39 233	40 344	41 453	42 565	43 675	44 786	45 896	47 007	48 117	49 226	50 337

Abbreviations: ASG, Assistant Secretary-General; USG, Under-Secretary-General.

* Step increment periodicity is two years.

Annex II**Salary scale for the Field Service category showing annual gross salaries and net equivalents after application of staff assessment****Effective 1 January 2019**

(United States dollars)

Level		Steps												
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
								*	*	*	*	*	*	
FS-7	Gross	90 414	92 611	94 804	96 987	99 176	101 483	103 864	106 237	108 619	110 996	113 374	115 756	118 137
	Net	72 215	73 884	75 551	77 210	78 874	80 538	82 205	83 866	85 533	87 197	88 862	90 529	92 196
								*	*	*	*	*	*	
FS-6	Gross	75 146	77 158	79 176	81 187	83 197	85 211	87 226	89 249	91 257	93 271	95 287	97 300	99 311
	Net	60 611	62 140	63 674	65 202	66 730	68 260	69 792	71 329	72 855	74 386	75 918	77 448	78 976
								*	*	*	*	*	*	
FS-5	Gross	64 582	66 296	68 016	69 730	71 453	73 171	74 892	76 608	78 332	80 049	81 767	83 487	85 201
	Net	52 582	53 885	55 192	56 495	57 804	59 110	60 418	61 722	63 032	64 337	65 643	66 950	68 253
								*	*	*	*	*	*	
FS-4	Gross	56 550	57 984	59 409	60 833	62 261	63 686	65 109	66 541	67 964	69 393	70 820	72 200	73 672
	Net	46 478	47 568	48 651	49 733	50 818	51 901	52 983	54 071	55 153	56 239	57 323	58 372	59 491
								*	*	*	*	*	*	
FS-3	Gross	49 575	50 755	51 964	53 175	54 387	55 604	56 814	58 028	59 245	60 450	61 663	62 879	64 095
	Net	41 147	42 074	42 993	43 913	44 834	45 759	46 679	47 601	48 526	49 442	50 364	51 288	52 212
								*	*	*	*	*	*	
FS-2	Gross	44 046	45 028	46 011	46 990	47 973	48 952	49 892	51 000	52 074	53 145	54 214	55 283	56 353
	Net	36 558	37 373	38 189	39 002	39 818	40 630	41 410	42 260	43 076	43 890	44 703	45 515	46 328
								*	*	*	*	*	*	
FS-1	Gross	39 211	40 075	40 935	41 796	42 658	43 527	44 389	45 248	46 113	46 975	47 836	48 695	49 557
	Net	32 545	33 262	33 976	34 691	35 406	36 127	36 843	37 556	38 274	38 989	39 704	40 417	41 132

* Step increment periodicity is two years.

Annex III

Pay protection measures for staff whose salaries are higher than the maximum salaries on the base/floor salary scales, with effect from 1 January 2019, showing annual gross salaries and net equivalents after application of staff assessment

Effective 1 January 2019

(United States dollars)

<i>Level</i>		<i>Pay protection measure 1</i>	<i>Pay protection measure 2</i>
P-4	Gross	119 547	121 806
	Net	93 183	94 764
P-3	Gross	99 670	101 730
	Net	79 249	80 711
P-2	Gross	80 041	–
	Net	64 331	–
P-1	Gross	63 088	–
	Net	51 447	–
FS-4	Gross	75 099	76 522
	Net	60 575	61 657
FS-3	Gross	65 307	66 517
	Net	53 133	54 053