



28 January 2021

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 [75/245](#), approved a revised unified base/floor salary scale for staff in the Professional and higher categories, effective 1 January 2021. The scale reflects a 1.9 per cent adjustment to be implemented by increasing the net base salary and commensurately decreasing post adjustment multiplier points, resulting in no loss/no gain in net take-home pay.
2. In accordance with the practice followed on the occasion of previous consolidations of post adjustment multiplier points into net base salaries, upon implementation of the revised base/floor 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 2021 will be effected on the basis of the movement of the newly established 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/floor 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 (see [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 2021, to reflect the consolidation of 1.9 multiplier points into net base salaries, as indicated in paragraph 1 above.
4. The revised base/floor salary scales for staff in the Professional and higher categories and staff in the Field Service category, effective 1 January 2021, 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 2021 payroll.

* The present circular, which cancels and supersedes [ST/IC/2020/7](#) of 13 January 2020, 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 2021

(United States dollars)

Level	Steps													
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	
USG	Gross	205 264												
	Net	150 974												
ASG	Gross	186 323												
	Net	138 473												
D-2	Gross	148 744	152 092	155 517	158 944	162 371	165 798	169 221	172 650	176 074	179 498			
	Net	113 621	115 881	118 141	120 403	122 665	124 927	127 186	129 449	131 709	133 969			
D-1	Gross	133 164	136 000	138 840	141 679	144 507	147 347	150 194	153 198	156 211	159 217	162 224	165 229	168 239
	Net	102 715	104 700	106 688	108 675	110 655	112 643	114 628	116 611	118 599	120 583	122 568	124 551	126 538
P-5	Gross	114 767	117 181	119 596	122 006	124 420	126 831	129 247	131 659	134 071	136 483	138 897	141 306	143 723
	Net	89 837	91 527	93 217	94 904	96 594	98 282	99 973	101 661	103 350	105 038	106 728	108 414	110 106
P-4	Gross	93 964	96 109	98 254	100 433	102 760	105 089	107 420	109 749	112 076	114 401	116 734	119 057	121 386
	Net	74 913	76 543	78 173	79 803	81 432	83 062	84 694	86 324	87 953	89 581	91 214	92 840	94 470
P-3	Gross	77 132	79 117	81 103	83 086	85 072	87 055	89 039	91 028	93 011	94 995	96 984	98 968	101 036
	Net	62 120	63 629	65 138	66 645	68 155	69 662	71 170	72 681	74 188	75 696	77 208	78 716	80 225
P-2	Gross	59 612	61 387	63 161	64 936	66 713	68 491	70 268	72 038	73 816	75 589	77 366	79 143	80 917
	Net	48 805	50 154	51 502	52 851	54 202	55 553	56 904	58 249	59 600	60 948	62 298	63 649	64 997
P-1	Gross	45 990	47 370	48 749	50 142	51 647	53 157	54 662	56 170	57 676	59 184	60 689	62 196	63 703
	Net	38 172	39 317	40 462	41 608	42 752	43 899	45 043	46 189	47 334	48 480	49 624	50 769	51 914

Abbreviations: ASG, Assistant Secretary-General; and 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 2021

(United States dollars)

Level		Steps												
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
									*	*	*	*	*	*
FS-7	Gross	93 392	95 657	97 918	100 184	102 636	105 089	107 544	109 991	112 447	114 899	117 351	119 807	122 264
	Net	74 478	76 199	77 918	79 629	81 345	83 062	84 781	86 494	88 213	89 929	91 646	93 365	95 085
									*	*	*	*	*	*
FS-6	Gross	77 645	79 720	81 800	83 875	85 947	88 025	90 103	92 189	94 261	96 337	98 417	100 534	102 787
	Net	62 510	64 087	65 668	67 245	68 820	70 399	71 978	73 564	75 138	76 716	78 297	79 874	81 451
									*	*	*	*	*	*
FS-5	Gross	66 749	68 517	70 291	72 059	73 836	75 608	77 383	79 153	80 930	82 700	84 472	86 246	88 016
	Net	54 229	55 573	56 921	58 265	59 615	60 962	62 311	63 656	65 007	66 352	67 699	69 047	70 392
									*	*	*	*	*	*
FS-4	Gross	58 466	59 946	61 416	62 883	64 355	65 825	67 293	68 770	70 238	71 711	73 183	74 605	76 125
	Net	47 934	49 059	50 176	51 291	52 410	53 527	54 643	55 765	56 881	58 000	59 119	60 200	61 355
									*	*	*	*	*	*
FS-3	Gross	51 232	52 489	53 737	54 984	56 234	57 491	58 739	59 989	61 245	62 488	63 738	64 993	66 247
	Net	42 436	43 392	44 340	45 288	46 238	47 193	48 142	49 092	50 046	50 991	51 941	52 895	53 848
									*	*	*	*	*	*
FS-2	Gross	45 425	46 439	47 452	48 463	49 477	50 530	51 588	52 742	53 849	54 954	56 058	57 159	58 263
	Net	37 703	38 544	39 385	40 224	41 066	41 903	42 707	43 584	44 425	45 265	46 104	46 941	47 780
									*	*	*	*	*	*
FS-1	Gross	40 440	41 330	42 217	43 106	43 994	44 890	45 780	46 665	47 558	48 447	49 334	50 241	51 212
	Net	33 565	34 304	35 040	35 778	36 515	37 259	37 997	38 732	39 473	40 211	40 947	41 683	42 421

* 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 2021, showing annual gross salaries and net equivalents after application of staff assessment

Effective 1 January 2021

(United States dollars)

<i>Level</i>		<i>Pay protection measure 1</i>	<i>Pay protection measure 2</i>
P-4	Gross	123 719	126 047
	Net	96 103	97 733
P-3	Gross	103 189	105 343
	Net	81 732	83 240
P-2	Gross	82 692	–
	Net	66 346	–
P-1	Gross	65 209	–
	Net	53 059	–
FS-4	Gross	77 596	79 064
	Net	62 473	63 589
FS-3	Gross	67 497	68 745
	Net	54 798	55 746