



2 November 2005

Information circular*

To: Members of the staff
From: The Assistant Secretary-General for Human Resources Management
Subject: **Revised salary scales for staff in the General Service and related categories at Headquarters**

1. In accordance with article 12 of its statute, the International Civil Service Commission (ICSC) is currently conducting a comprehensive survey of the best prevailing conditions of employment in New York in 2005 for the purpose of making recommendations to the Secretary-General on the salary scales of staff in the General Service and related categories at Headquarters. The representatives of administration and staff actively participate in all aspects of the survey, including the selection of employers and jobs to be surveyed. Originally, the data collection phase of the survey was scheduled to begin on 24 October 2005. However, the data collection in fact began on 1 November 2005.

2. While an interim adjustment to the salary scales for staff in the General Service and related categories at Headquarters would normally have been adjusted in May 2005, in accordance with the current procedure on interim adjustments, such an adjustment was not possible in view of the six-month rule provision in the approved general methodology for surveys for best prevailing conditions of service for staff in the General Service and related categories, whereby no interim adjustments could be granted within six months of the survey reference date.

3. Taking into account the fact that the survey data collection began on 1 November 2005, the concurrence of the Chairman of ICSC was sought and received to effect the interim adjustment that became due in May 2005. Accordingly, I am pleased to announce that the Secretary-General has decided to promulgate the revised salary scales for staff in the General Service and related categories (see annex).

4. The consumer price index (CPI) for the month of April 2005 reflects a 4.17 per cent movement over the April 2004 index. In application of the current procedure for effecting interim adjustments to the salary scales for staff in the General Service

* The present circular, which cancels and supersedes circular ST/IC/2004/20 dated 25 May 2004, will be in effect until further notice.

and related categories at Headquarters (i.e. adjustment in the net salaries of such staff by 90 per cent of the movement of the CPI for New York, whenever the CPI has increased by 5 per cent or more over the level reached at the time of the previous revision of the salary scale, or every 12 months, whichever comes first), the net salaries of staff in the General Service, Language Teacher, Public Information Assistant, Security Service and Trades and Crafts categories will be adjusted upwards by 3.75 per cent, with retroactive effect from 1 May 2005.

5. The amount of dependency allowances remains unchanged.
6. The amounts of the first and second language allowances will be revised, effective 1 May 2005, to \$1,920 and \$960 net per annum, respectively.
7. The implementation of the revised salary scales, which are contained in the annex to the present circular, will be reflected in the end of November 2005 payroll.

Annex

Salary scales for staff in the General Service and related categories at Headquarters

A. Salary scale for staff in the General Service category at Headquarters

(United States dollars)

Effective 1 May 2005

| Level | | S T E P S | | | | | | | | | | |
|-------|-----------------|-----------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|
| | | I | II | III | IV | V | VI | VII | VIII | IX | X | XI |
| 7 | (Gross) | 60 665 | 63 254 | 65 842 | 68 430 | 71 019 | 73 607 | 76 196 | 78 784 | 81 372 | 83 961 | 86 549* |
| | (Gross pension) | 59 055 | 61 373 | 63 691 | 66 009 | 68 327 | 70 687 | 73 100 | 75 511 | 77 924 | 80 337 | 82 749* |
| | (Total net) | 46 859 | 48 645 | 50 431 | 52 217 | 54 003 | 55 789 | 57 575 | 59 361 | 61 147 | 62 933 | 64 719* |
| | (Net pension) | 46 859 | 48 645 | 50 431 | 52 217 | 54 003 | 55 789 | 57 575 | 59 361 | 61 147 | 62 933 | 64 719* |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* |
| 6 | (Gross) | 54 622 | 56 800 | 58 978 | 61 241 | 63 577 | 65 913 | 68 249 | 70 586 | 72 922 | 75 258 | 77 594* |
| | (Gross pension) | 53 280 | 55 374 | 57 467 | 59 561 | 61 655 | 63 747 | 65 842 | 67 936 | 70 045 | 72 224 | 74 403* |
| | (Total net) | 42 420 | 44 032 | 45 644 | 47 256 | 48 868 | 50 480 | 52 092 | 53 704 | 55 316 | 56 928 | 58 540* |
| | (Net pension) | 42 420 | 44 032 | 45 644 | 47 256 | 48 868 | 50 480 | 52 092 | 53 704 | 55 316 | 56 928 | 58 540* |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* |
| 5 | (Gross) | 49 158 | 51 130 | 53 101 | 55 073 | 57 045 | 59 016 | 61 059 | 63 174 | 65 288 | 67 403 | 69 517* |
| | (Gross pension) | 48 033 | 49 927 | 51 821 | 53 716 | 55 610 | 57 504 | 59 399 | 61 294 | 63 189 | 65 083 | 66 975* |
| | (Total net) | 38 377 | 39 836 | 41 295 | 42 754 | 44 213 | 45 672 | 47 131 | 48 590 | 50 049 | 51 508 | 52 967* |
| | (Net pension) | 38 377 | 39 836 | 41 295 | 42 754 | 44 213 | 45 672 | 47 131 | 48 590 | 50 049 | 51 508 | 52 967* |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* |
| 4 | (Gross) | 44 245 | 46 028 | 47 812 | 49 596 | 51 380 | 53 164 | 54 947 | 56 731 | 58 515 | 60 320 | 62 233* |
| | (Gross pension) | 43 310 | 45 024 | 46 739 | 48 453 | 50 169 | 51 883 | 53 598 | 55 312 | 57 027 | 58 742 | 60 456* |
| | (Total net) | 34 741 | 36 061 | 37 381 | 38 701 | 40 021 | 41 341 | 42 661 | 43 981 | 45 301 | 46 621 | 47 941* |
| | (Net pension) | 34 741 | 36 061 | 37 381 | 38 701 | 40 021 | 41 341 | 42 661 | 43 981 | 45 301 | 46 621 | 47 941* |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* |
| 3 | (Gross) | 39 771 | 41 380 | 42 997 | 44 615 | 46 232 | 47 850 | 49 468 | 51 085 | 52 703 | 54 320 | 55 938* |
| | (Gross pension) | 39 004 | 40 558 | 42 113 | 43 667 | 45 221 | 46 776 | 48 331 | 49 884 | 51 439 | 52 994 | 54 548* |
| | (Total net) | 31 424 | 32 621 | 33 818 | 35 015 | 36 212 | 37 409 | 38 606 | 39 803 | 41 000 | 42 197 | 43 394* |
| | (Net pension) | 31 424 | 32 621 | 33 818 | 35 015 | 36 212 | 37 409 | 38 606 | 39 803 | 41 000 | 42 197 | 43 394* |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* |
| 2 | (Gross) | 35 903 | 37 310 | 38 718 | 40 131 | 41 596 | 43 061 | 44 526 | 45 991 | 47 455 | 48 920* | |
| | (Gross pension) | 35 135 | 36 542 | 37 950 | 39 357 | 40 765 | 42 172 | 43 581 | 44 988 | 46 396 | 47 803* | |
| | (Total net) | 28 445 | 29 529 | 30 613 | 31 697 | 32 781 | 33 865 | 34 949 | 36 033 | 37 117 | 38 201* | |
| | (Net pension) | 28 445 | 29 529 | 30 613 | 31 697 | 32 781 | 33 865 | 34 949 | 36 033 | 37 117 | 38 201* | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | |
| 1 | (Gross) | 32 397 | 33 670 | 34 943 | 36 216 | 37 488 | 38 761 | 40 035 | 41 359 | 42 684* | | |
| | (Gross pension) | 31 791 | 33 000 | 34 208 | 35 449 | 36 720 | 37 991 | 39 264 | 40 534 | 41 806* | | |
| | (Total net) | 25 746 | 26 726 | 27 706 | 28 686 | 29 666 | 30 646 | 31 626 | 32 606 | 33 586* | | |
| | (Net pension) | 25 746 | 26 726 | 27 706 | 28 686 | 29 666 | 30 646 | 31 626 | 32 606 | 33 586* | | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | | |

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| | | | |
|---|---|---|-------|
| Dependency allowances (US\$ net per annum): | | Language allowances (to be included in pensionable remuneration) (US\$ net per annum): | |
| Child | 2 217 | First language | 1 920 |
| Except for the first dependent child of a single, widowed or divorced staff member | 3 246 | Second language | 960 |
| Dependent spouse | 3 562 | | |
| Secondary dependant | 1 307 (for staff who become eligible on or after 1 June 2004) 1 318 (for staff on board and already in receipt of amount prior to 1 June 2004) | | |

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

* Long-service step:

Step XI at levels G-3 to G-7, step X at level G-2 and step IX at level G-1 are long-service steps.

The qualifying criteria for in-grade increases to the long-service step are as follows:

- (a) The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade;
- (b) The staff member's service should have been satisfactory.

| | |
|----------------|--|
| Gross: | Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed. |
| Gross pension: | Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits. |
| Total net: | Total net remuneration is the sum of the non-pensionable component and the net pensionable salary. |
| Net pension: | Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e. 100 per cent of total net salaries. |
| NPC: | Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent. |

B. Salary scale for staff in the Language Teacher category at Headquarters

(United States dollars)

Effective 1 May 2005

| Level | S T E P S | | | | | | | | | | | |
|--------------------------|-----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII* |
| Language Teacher (Gross) | 66 009 | 68 383 | 70 757 | 73 130 | 75 504 | 77 878 | 80 252 | 82 626 | 85 000 | 87 374 | 89 748 | 92 122 |
| (Gross pension) | 63 831 | 65 960 | 68 088 | 70 240 | 72 453 | 74 668 | 76 883 | 79 097 | 81 311 | 83 526 | 85 740 | 87 954 |
| (Total net) | 50 546 | 52 184 | 53 822 | 55 460 | 57 098 | 58 736 | 60 374 | 62 012 | 63 650 | 65 288 | 66 926 | 68 564 |
| (Net pension) | 50 546 | 52 184 | 53 822 | 55 460 | 57 098 | 58 736 | 60 374 | 62 012 | 63 650 | 65 288 | 66 926 | 68 564 |
| (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

Work schedule: the yearly schedule of work consists of three terms of 13 weeks each. There is a summer recess and there are scheduled breaks between terms. Leave taken during the recess and the breaks in excess of the annual leave entitlement provided in the Staff Rules is treated as special leave with pay.

Dependency allowances (US\$ net per annum):

| | |
|--|---|
| Child | 2 217 |
| Except for the first dependent child of a single, widowed or divorced staff member | 3 246 |
| Dependent spouse | 3 562 |
| Secondary dependant | 1 307 (for staff who become eligible on or after 1 June 2004) 1 318 (for staff on board and already in receipt of amount prior to 1 June 2004) |

Language allowances: not entitled.

* Long-service step:

The qualifying criteria for in-grade increases to the long-service step are as follows:

- The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade;
- The staff member's service should have been satisfactory.

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e. 100 per cent of total net salaries.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.

C. Salary scale for staff in the Public Information Assistant category at Headquarters

(United States dollars)

Effective 1 May 2005

| Level | | STEPS | | | | |
|---|-----------------|--------|--------|--------|--------|--------|
| | | I | II | III | IV | V |
| Tour Coordinator/Supervisor and Briefing Assistant ^a | (Gross) | 53 453 | 56 101 | 58 750 | 61 500 | 64 341 |
| | (Gross pension) | 52 161 | 54 707 | 57 249 | 59 795 | 62 338 |
| | (Total net) | 41 555 | 43 515 | 45 475 | 47 435 | 49 395 |
| | (Net pension) | 41 555 | 43 515 | 45 475 | 47 435 | 49 395 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 |
| Public Information Assistant II and Tour Coordinator | (Gross) | 47 049 | 49 092 | 51 135 | 53 178 | 55 222 |
| | (Gross pension) | 46 011 | 47 973 | 49 933 | 51 896 | 53 859 |
| | (Total net) | 36 816 | 38 328 | 39 840 | 41 352 | 42 864 |
| | (Net pension) | 36 816 | 38 328 | 39 840 | 41 352 | 42 864 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 |
| Public Information Assistant I | (Gross) | 43 149 | 45 015 | | | |
| | (Gross pension) | 42 261 | 44 053 | | | |
| | (Total net) | 33 930 | 35 311 | | | |
| | (Net pension) | 33 930 | 35 311 | | | |
| | (NPC) | 0 | 0 | | | |

^a Includes Briefing Assistant as at 1 September 1991.

Reserve guides are paid by the day in accordance with the above rates.

Increments: salary increments within the levels shall be effective on the first day of the pay period in which satisfactory service requirements are completed, as follows:

| | |
|---------------------------------|-----------|
| Public Information Assistant I | 6 months |
| Public Information Assistant II | 12 months |

No increments shall be paid in the case of staff members whose service will cease during the month in which the increment would ordinarily have been due.

Dependency allowances (US\$ net per annum):

| | |
|--|---|
| Child | 2 217 |
| Except for the first dependent child of a single, widowed or divorced staff member | 3 246 |
| Dependent spouse | 3 562 |
| Secondary dependant | 1 307 (for staff who become eligible on or after 1 June 2004) 1 318 (for staff on board and already in receipt of amount prior to 1 June 2004) |

Language allowances: not entitled.

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e. 100 per cent of total net salaries.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.

D. Salary scale for staff in the Security Service category at Headquarters

(United States dollars)

Effective 1 May 2005

| Level | STEPS | | | | | | | | | | | | | |
|-------|-----------------|--------|--------|--------|--------|--------|--------|--------|---------|----------|--------|---------|--------|---------|
| | I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII | |
| 7 | (Gross) | 78 987 | 82 093 | 85 199 | 88 304 | 91 410 | 94 516 | 97 622 | 100 728 | 103 833* | | | | |
| | (Gross pension) | 75 709 | 78 603 | 81 499 | 84 394 | 87 289 | 90 183 | 93 080 | 95 975 | 98 871* | | | | |
| | (Total net) | 59 501 | 61 644 | 63 787 | 65 930 | 68 073 | 70 216 | 72 359 | 74 502 | 76 645* | | | | |
| | (Net pension) | 59 501 | 61 644 | 63 787 | 65 930 | 68 073 | 70 216 | 72 359 | 74 502 | 76 645* | | | | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | | | |
| 6 | (Gross) | 73 104 | 75 996 | 78 887 | 81 778 | 84 670 | 87 561 | 90 452 | 93 343 | 96 235* | | | | |
| | (Gross pension) | 70 208 | 72 906 | 75 603 | 78 301 | 80 998 | 83 696 | 86 393 | 89 091 | 91 788* | | | | |
| | (Total net) | 55 442 | 57 437 | 59 432 | 61 427 | 63 422 | 65 417 | 67 412 | 69 407 | 71 402* | | | | |
| | (Net pension) | 55 442 | 57 437 | 59 432 | 61 427 | 63 422 | 65 417 | 67 412 | 69 407 | 71 402* | | | | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | | | |
| 5 | (Gross) | 67 175 | 69 862 | 72 549 | 75 236 | 77 923 | 80 610 | 83 297 | 85 984 | 88 671* | | | | |
| | (Gross pension) | 64 883 | 67 289 | 69 701 | 72 208 | 74 713 | 77 218 | 79 724 | 82 230 | 84 736* | | | | |
| | (Total net) | 51 351 | 53 205 | 55 059 | 56 913 | 58 767 | 60 621 | 62 475 | 64 329 | 66 183* | | | | |
| | (Net pension) | 51 351 | 53 205 | 55 059 | 56 913 | 58 767 | 60 621 | 62 475 | 64 329 | 66 183* | | | | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | | | |
| 4 | (Gross) | 61 162 | 63 626 | 66 090 | 68 554 | 71 017 | 73 481 | 75 945 | 78 409 | 80 872* | | | | |
| | (Gross pension) | 59 495 | 61 704 | 63 911 | 66 118 | 68 326 | 70 570 | 72 868 | 75 165 | 77 462* | | | | |
| | (Total net) | 47 202 | 48 902 | 50 602 | 52 302 | 54 002 | 55 702 | 57 402 | 59 102 | 60 802* | | | | |
| | (Net pension) | 47 202 | 48 902 | 50 602 | 52 302 | 54 002 | 55 702 | 57 402 | 59 102 | 60 802* | | | | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | | | |
| 3 | (Gross) | 57 200 | 59 004 | 60 867 | 62 801 | 64 736 | 66 671 | 68 606 | 70 541 | 72 475 | 74 410 | 76 345* | | |
| | (Gross pension) | 55 767 | 57 500 | 59 233 | 60 965 | 62 698 | 64 431 | 66 163 | 67 897 | 69 629 | 71 432 | 73 236* | | |
| | (Total net) | 44 328 | 45 663 | 46 998 | 48 333 | 49 668 | 51 003 | 52 338 | 53 673 | 55 008 | 56 343 | 57 678* | | |
| | (Net pension) | 44 328 | 45 663 | 46 998 | 48 333 | 49 668 | 51 003 | 52 338 | 53 673 | 55 008 | 56 343 | 57 678* | | |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* | | |
| 2 | (Gross) | 51 580 | 53 209 | 54 839 | 56 469 | 58 099 | 59 728 | 61 457 | 63 204 | 64 952 | 66 700 | 68 448 | 70 196 | 71 943* |
| | (Gross pension) | 50 368 | 51 933 | 53 498 | 55 062 | 56 627 | 58 191 | 59 757 | 61 323 | 62 887 | 64 452 | 66 017 | 67 582 | 69 147* |
| | (Total net) | 40 169 | 41 375 | 42 581 | 43 787 | 44 993 | 46 199 | 47 405 | 48 611 | 49 817 | 51 023 | 52 229 | 53 435 | 54 641* |
| | (Net pension) | 40 169 | 41 375 | 42 581 | 43 787 | 44 993 | 46 199 | 47 405 | 48 611 | 49 817 | 51 023 | 52 229 | 53 435 | 54 641* |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0* |
| 1 | (Gross) | 45 950 | 47 411 | | | | | | | | | | | |
| | (Gross pension) | 44 952 | 46 356 | | | | | | | | | | | |
| | (Total net) | 36 003 | 37 084 | | | | | | | | | | | |
| | (Net pension) | 36 003 | 37 084 | | | | | | | | | | | |
| | (NPC) | 0 | 0 | | | | | | | | | | | |

Dependency allowances (US\$ net per annum):

| | |
|---|---|
| Child | 2 217 |
| Except for the first dependent child of a single, widowed or divorced staff member | 3 246 |
| Dependent spouse | 3 562 |
| Secondary dependant | 1 307 (for staff who become eligible on or after 1 June 2004) |

1 318 (for staff on board and already in receipt of amount prior to 1 June 2004)

Language allowances (to be included in pensionable remuneration)
(US\$ net per annum):

| | |
|-----------------|-------|
| First language | 1 920 |
| Second language | 960 |

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

* Long-service step:

Step IX at levels S-4 to S-7, step XI at level S-3 and step XIII at level S-2 are long-service steps.

The qualifying criteria for in-grade increases to the long-service step are as follows:

- (a) The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade;
- (b) The staff member's service should have been satisfactory.

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e. 100 per cent of total net salaries.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.

E. Salary scale for staff in the Trades and Crafts category at Headquarters

(United States dollars)

Effective 1 May 2005

| Level | <i>STEPS</i> | | | | | | | |
|-------|-----------------|-----------|------------|-----------|----------|-----------|-------------|--------|
| | <i>I</i> | <i>II</i> | <i>III</i> | <i>IV</i> | <i>V</i> | <i>VI</i> | <i>VII*</i> | |
| TC-8 | (Gross) | 74 587 | 77 204 | 79 822 | 82 439 | 85 057 | 87 674 | 90 291 |
| | (Gross pension) | 71 596 | 74 038 | 76 480 | 78 921 | 81 363 | 83 805 | 86 247 |
| | (Total net) | 56 465 | 58 271 | 60 077 | 61 883 | 63 689 | 65 495 | 67 301 |
| | (Net pension) | 56 465 | 58 271 | 60 077 | 61 883 | 63 689 | 65 495 | 67 301 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-7 | (Gross) | 69 862 | 72 332 | 74 801 | 77 271 | 79 741 | 82 210 | 84 680 |
| | (Gross pension) | 67 291 | 69 504 | 71 801 | 74 102 | 76 403 | 78 705 | 81 006 |
| | (Total net) | 53 205 | 54 909 | 56 613 | 58 317 | 60 021 | 61 725 | 63 429 |
| | (Net pension) | 53 205 | 54 909 | 56 613 | 58 317 | 60 021 | 61 725 | 63 429 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-6 | (Gross) | 65 141 | 67 458 | 69 775 | 72 093 | 74 410 | 76 728 | 79 045 |
| | (Gross pension) | 63 066 | 65 141 | 67 216 | 69 290 | 71 434 | 73 593 | 75 751 |
| | (Total net) | 49 947 | 51 546 | 53 145 | 54 744 | 56 343 | 57 942 | 59 541 |
| | (Net pension) | 49 947 | 51 546 | 53 145 | 54 744 | 56 343 | 57 942 | 59 541 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-5 | (Gross) | 60 433 | 62 599 | 64 764 | 66 929 | 69 094 | 71 259 | 73 425 |
| | (Gross pension) | 58 838 | 60 780 | 62 720 | 64 663 | 66 603 | 68 543 | 70 518 |
| | (Total net) | 46 699 | 48 193 | 49 687 | 51 181 | 52 675 | 54 169 | 55 663 |
| | (Net pension) | 46 699 | 48 193 | 49 687 | 51 181 | 52 675 | 54 169 | 55 663 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-4 | (Gross) | 56 016 | 57 895 | 59 773 | 61 771 | 63 786 | 65 800 | 67 814 |
| | (Gross pension) | 54 621 | 56 427 | 58 232 | 60 039 | 61 845 | 63 650 | 65 457 |
| | (Total net) | 43 452 | 44 842 | 46 232 | 47 622 | 49 012 | 50 402 | 51 792 |
| | (Net pension) | 43 452 | 44 842 | 46 232 | 47 622 | 49 012 | 50 402 | 51 792 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-3 | (Gross) | 51 615 | 53 357 | 55 099 | 56 841 | 58 582 | 60 348 | 62 216 |
| | (Gross pension) | 50 396 | 52 069 | 53 740 | 55 414 | 57 087 | 58 760 | 60 432 |
| | (Total net) | 40 195 | 41 484 | 42 773 | 44 062 | 45 351 | 46 640 | 47 929 |
| | (Net pension) | 40 195 | 41 484 | 42 773 | 44 062 | 45 351 | 46 640 | 47 929 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-2 | (Gross) | 47 238 | 48 834 | 50 430 | 52 026 | 53 622 | 55 218 | 56 814 |
| | (Gross pension) | 46 187 | 47 719 | 49 252 | 50 786 | 52 320 | 53 855 | 55 388 |
| | (Total net) | 36 956 | 38 137 | 39 318 | 40 499 | 41 680 | 42 861 | 44 042 |
| | (Net pension) | 36 956 | 38 137 | 39 318 | 40 499 | 41 680 | 42 861 | 44 042 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TC-1 | (Gross) | 42 819 | 44 276 | 45 732 | 47 189 | 48 646 | 50 103 | 51 559 |
| | (Gross pension) | 41 945 | 43 345 | 44 743 | 46 142 | 47 540 | 48 939 | 50 337 |
| | (Total net) | 33 686 | 34 764 | 35 842 | 36 920 | 37 998 | 39 076 | 40 154 |
| | (Net pension) | 33 686 | 34 764 | 35 842 | 36 920 | 37 998 | 39 076 | 40 154 |
| | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Dependency allowances (US\$ net per annum):

| | |
|---|---|
| Child | 2 217 |
| Except for the first dependent child of a single, widowed or divorced staff member | 3 246 |
| Dependent spouse | 3 562 |
| Secondary dependant | 1 307 (for staff who become eligible on or after 1 June 2004) |

1 318 (for staff on board and already in receipt of amount prior to 1 June 2004)

Language allowances (to be included in pensionable remuneration)
(US\$ net per annum):

| | |
|-----------------|-------|
| First language | 1 920 |
| Second language | 960 |

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

* Long-service step:

The qualifying criteria for in-grade increases to the long-service step are as follows:

- (a) The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade;
- (b) The staff member's service should have been satisfactory.

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e. 100 per cent of total net salaries.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.