



28 February 2012

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**Information circular\***

To: Members of the staff  
From: The Assistant Secretary-General for Human Resources Management  
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 66/235, approved a revised base salary scale for staff in the Professional and higher categories, effective 1 January 2012. The scale reflects the consolidation, on a no-loss/no-gain basis, of 0.13 multiplier points into the net base salaries in effect under the salary scale of 1 January 2011.

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 (ICSC) for all duty stations. Changes in post adjustment multipliers due after 1 January 2012 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

3. Also approved, with effect from 1 January 2012, as recommended by the International Civil Service Commission in paragraph 120 (b) of its report,<sup>1</sup> the revised rates of staff assessment used in conjunction with gross base salaries for the Professional and higher categories of staff, as contained in annex V.B. to the report. In its sixteenth annual report to the General Assembly, for 1990, ICSC recommended, and the Secretary-General subsequently approved, that future adjustments of the base salary scale applicable to staff in the Field Service category should 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 2012, to reflect the consolidation of 0.13 multiplier points into net base salaries, as indicated in paragraph 1 above.

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\* The present circular, which cancels and supersedes ST/IC/2011/4, of 24 January 2011, will be in effect until further notice.

<sup>1</sup> *Official Records of the General Assembly, Sixty-sixth Session, Supplement No. 30 (A/66/30 and Corr.2).*



4. The revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category, effective 1 January 2012, 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 these scales was reflected in the end-of-January 2012 payroll.

## Annex I

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

(United States dollars)

Effective 1 January 2012

Level		Steps														
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
USG	Gross	189 349														
	Net D	146 044														
	Net S	131 432														
ASG	Gross	172 071														
	Net D	133 950														
	Net S	121 297														
D-2	Gross	141 227	*	*	*	*	*									
	Net D	112 096	114 283	116 471	118 659	120 846	123 033									
	Net S	102 981	104 827	106 666	108 500	110 329	112 147									
D-1	Gross	129 047	131 678	134 304	136 936	139 568	142 197	144 830	147 459	150 093						
	Net D	103 204	105 125	107 042	108 963	110 885	112 804	114 726	116 645	118 565						
	Net S	95 394	97 062	98 728	100 388	102 047	103 702	105 349	106 996	108 638						
P-5	Gross	106 718	108 955	111 195	113 430	115 670	117 905	120 147	122 384	124 622	126 860	129 099	131 336	133 575		
	Net D	86 904	88 537	90 172	91 804	93 439	95 071	96 707	98 340	99 974	101 608	103 242	104 875	106 510		
	Net S	80 734	82 186	83 633	85 079	86 524	87 963	89 402	90 838	92 272	93 703	95 132	96 556	97 981		
P-4	Gross	87 933	89 929	91 924	93 919	95 916	97 910	99 908	102 059	104 219	106 377	108 540	110 696	112 856	115 018	117 178
	Net D	72 467	74 044	75 620	77 196	78 774	80 349	81 927	83 503	85 080	86 655	88 234	89 808	91 385	92 963	94 540
	Net S	67 483	68 918	70 354	71 784	73 215	74 645	76 074	77 500	78 924	80 349	81 770	83 191	84 612	86 030	87 447
P-3	Gross	72 267	74 114	75 962	77 808	79 657	81 503	83 348	85 199	87 046	88 892	90 742	92 586	94 437	96 282	98 128
	Net D	60 091	61 550	63 010	64 468	65 929	67 387	68 845	70 307	71 766	73 225	74 686	76 143	77 605	79 063	80 521
	Net S	56 091	57 433	58 777	60 118	61 462	62 803	64 143	65 488	66 828	68 170	69 508	70 847	72 182	73 521	74 859
P-2	Gross	59 267	60 920	62 571	64 225	65 877	67 528	69 182	70 832	72 485	74 139	75 790	77 443			
	Net D	49 821	51 127	52 431	53 738	55 043	56 347	57 654	58 957	60 263	61 570	62 874	64 180			
	Net S	46 730	47 915	49 096	50 279	51 461	52 645	53 847	55 046	56 251	57 452	58 650	59 854			
P-1	Gross	46 399	47 878	49 348	50 891	52 476	54 063	55 653	57 243	58 827	60 415					
	Net D	39 439	40 696	41 946	43 204	44 456	45 710	46 966	48 222	49 473	50 728					
	Net S	37 202	38 359	39 516	40 671	41 827	42 982	44 138	45 280	46 416	47 553					

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

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

\* = The normal qualifying period for in-grade movement between consecutive steps is one year, except at those steps marked with an asterisk, for which a two-year period at the preceding step is required.

## Annex II

## Salary scale for the Field Service category showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)

Effective 1 January 2012

Level		Steps														
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
FS-7	Gross	87 400	89 505	91 610	93 708	95 808	97 910	100 016	102 286	104 564	106 838	109 114	111 392			
	Net D	72 046	73 709	75 372	77 029	78 688	80 349	82 012	83 669	85 332	86 992	88 653	90 316			
	Net S	67 098	68 626	70 147	71 671	73 189	74 645	76 237	77 757	79 280	80 801	82 277	83 739			
FS-6	Gross	72 744	74 676	76 613	78 542	80 472	82 405	84 341	86 280	88 209	90 141	92 075	94 006			
	Net D	60 468	61 994	63 524	65 048	66 573	68 100	69 629	71 161	72 685	74 211	75 739	77 265			
	Net S	56 439	57 842	59 252	60 654	62 056	63 461	64 864	66 273	67 673	69 075	70 474	71 871			
FS-5	Gross	62 605	64 252	65 900	67 548	69 199	70 849	72 500	74 148	75 803	77 449	79 099	80 749	82 396		
	Net D	52 458	53 759	55 061	56 363	57 667	58 971	60 275	61 577	62 884	64 185	65 488	66 792	68 093		
	Net S	49 120	50 298	51 479	52 663	53 862	55 060	56 261	57 458	58 660	59 860	61 058	62 254	63 452		
FS-4	Gross	54 899	56 273	57 642	59 009	60 380	61 744	63 113	64 485	65 852	67 223	68 591	69 918	71 330	72 697	74 067
	Net D	46 370	47 456	48 537	49 617	50 700	51 778	52 859	53 943	55 023	56 106	57 187	58 235	59 351	60 431	61 513
	Net S	43 591	44 588	45 567	46 546	47 526	48 505	49 480	50 468	51 445	52 424	53 418	54 384	55 410	56 404	57 397
FS-3	Gross	48 295	49 382	50 496	51 659	52 820	53 989	55 153	56 316	57 482	58 639	59 805	60 971	62 138	63 301	64 463
	Net D	41 051	41 975	42 892	43 811	44 728	45 651	46 571	47 490	48 411	49 325	50 246	51 167	52 089	53 008	53 926
	Net S	38 689	39 538	40 384	41 233	42 078	42 927	43 774	44 617	45 450	46 279	47 119	47 951	48 786	49 617	50 451
FS-2	Gross	42 908	43 864	44 824	45 776	46 734	47 688	48 602	49 600	50 600	51 628	52 656	53 682			
	Net D	36 472	37 284	38 100	38 910	39 724	40 535	41 312	42 160	42 974	43 786	44 598	45 409			
	Net S	34 474	35 223	35 969	36 717	37 464	38 215	38 928	39 712	40 460	41 211	41 956	42 705			
FS-1	Gross	38 196	39 038	39 878	40 718	41 556	42 402	43 241	44 080	44 922	45 760					
	Net D	32 467	33 182	33 896	34 610	35 323	36 042	36 755	37 468	38 184	38 896					
	Net S	30 799	31 455	32 109	32 763	33 417	34 077	34 736	35 389	36 047	36 704					

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