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UNITED NATIONS SALARY SYSTEM
Report of the International Civil Service Advisory Board
Note by the Secretary-General

The revised salary scales for the Professional and higher categories and the corresponding schedules of post adjustment amounts that would result from the application of a 6 per cent increase and no consolidation of post adjustment into the base salary scales are as shown in the attached annexes.

ANINEX I
Revised salary scales for Profeasional and higher categories
(Assuming an increase of 6 per cent in net salaries
and no consolidation of post adjustment)
(In US dollars)

| Level |  | SHEPS |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII |
| USG | Gross Net | $\begin{aligned} & 59,250 \\ & 36,225 \end{aligned}$ |  |  |  |  |  |  |  |  |  |  |  |  |
| ASG | Gross <br> Net | $\begin{aligned} & 53,250 \\ & 33,225 \end{aligned}$ |  |  |  |  |  |  |  |  |  |  |  |  |
| D-2 | Gross <br> Net | $\begin{aligned} & 42,060 \\ & 27,630 \end{aligned}$ | $\begin{aligned} & 43,270 \\ & 28,235 \end{aligned}$ | $\begin{aligned} & 44,480 \\ & 28,840 \end{aligned}$ | $\begin{aligned} & 45,690 \\ & 29,445 \end{aligned}$ |  |  |  |  |  |  |  |  |  |
| D-1 | Gross Het | $\begin{aligned} & 35,000 \\ & 23,850 \end{aligned}$ | $\begin{aligned} & 36,140 \\ & 24,477 \end{aligned}$ | $\begin{aligned} & 37,280 \\ & 25,104 \end{aligned}$ | $\begin{aligned} & 38,420 \\ & 25,731 \end{aligned}$ | $\begin{aligned} & 39,560 \\ & 26,358 \end{aligned}$ | $\begin{aligned} & 40,700 \\ & 26,950 \end{aligned}$ | $\begin{aligned} & 41,840 \\ & 27,520 \end{aligned}$ |  |  |  |  |  |  |
| P-5 | Gross <br> Net | $\begin{aligned} & 30,540 \\ & 21,324 \end{aligned}$ | $\begin{aligned} & 31,410 \\ & 21,846 \end{aligned}$ | $\begin{aligned} & 32,280 \\ & 22,354 \end{aligned}$ | $\begin{aligned} & 33,150 \\ & 22,832.50 \end{aligned}$ | $\begin{aligned} & 34,020 \\ & 23,311 \end{aligned}$ | $\begin{aligned} & 34,890 \\ & 23,789.50 \end{aligned}$ | $\begin{aligned} & 35,760 \\ & 24,268 \end{aligned}$ | $\begin{aligned} & 36,630 \\ & 24,746.50 \end{aligned}$ | $\begin{aligned} & 37,500 \\ & 25,225 \end{aligned}$ | $\begin{aligned} & 38,370 \\ & 25,703.50 \end{aligned}$ |  |  |  |
| P-4 | Gross <br> Net | $\begin{aligned} & 24,220 \\ & 17,532 \end{aligned}$ | $\begin{aligned} & 24,990 \\ & 17,994 \end{aligned}$ | $\begin{aligned} & 25,760 \\ & 18,456 \end{aligned}$ | $\begin{aligned} & 26,530 \\ & 18,918 \end{aligned}$ | $\begin{aligned} & 27,300 \\ & 19,380 \end{aligned}$ | $\begin{aligned} & 28,070 \\ & 19,842 \end{aligned}$ | $\begin{aligned} & 28,840 \\ & 20,304 \end{aligned}$ | $\begin{aligned} & 29,610 \\ & 20,766 \end{aligned}$ | $\begin{aligned} & 30,380 \\ & 21,228 \end{aligned}$ | $\begin{aligned} & 31,150 \\ & 21,690 \end{aligned}$ | $\begin{aligned} & 31,920 \\ & 22,152 \end{aligned}$ | $\begin{aligned} & 32,690 \\ & 22,579.50 \end{aligned}$ |  |
| P-3 | Gross <br> Net | $\begin{aligned} & 19,670 \\ & 14,585.50 \end{aligned}$ | 20,320 15,008 | 20,970 $15,430.50$ | $\begin{aligned} & 21,620 \\ & 15,853 \end{aligned}$ | 22,270 $16,275.50$ | 22,920 16,698 | 23,570 $17,120.50$ | 24,220 17,532 | $\begin{array}{r} 24,870 \\ 17,922 \end{array}$ | $\begin{aligned} & 25,520 \\ & 18,312 \end{aligned}$ | $\begin{aligned} & 26,170 \\ & 18,702 \end{aligned}$ | $\begin{aligned} & 26,820 \\ & 19,092 \end{aligned}$ | $\begin{aligned} & 27,470 \\ & 19,482 \end{aligned}$ |
| P-2 | Gross <br> Net | $\begin{aligned} & 15,750 \\ & 12,025 \end{aligned}$ | $\begin{aligned} & 16,300 \\ & 12,395 \end{aligned}$ | $\begin{aligned} & 16,850 \\ & 12,752.50 \end{aligned}$ | $\begin{aligned} & 17,400 \\ & 13,110 \end{aligned}$ | $\begin{aligned} & 17,950 \\ & 13,467.50 \end{aligned}$ | $\begin{aligned} & 18,500 \\ & 13,825 \end{aligned}$ | $\begin{aligned} & 19,050 \\ & 14,182.50 \end{aligned}$ | $\begin{aligned} & 19,600 \\ & 14,540 \end{aligned}$ | $\begin{aligned} & 20,150 \\ & 14,897.50 \end{aligned}$ | $\begin{aligned} & 20,700 \\ & 15,255 \end{aligned}$ | $\begin{aligned} & 21,250 \\ & 15,612.50 \end{aligned}$ |  |  |
| P-1 | Gross Net | $\begin{array}{r} 12,020 \\ 9,414 \end{array}$ | $\begin{array}{r} 12,510 \\ 9,757 \end{array}$ | $\begin{aligned} & 13,000 \\ & 10,100 \end{aligned}$ | $\begin{aligned} & 13,490 \\ & 10,443 \end{aligned}$ | $\begin{aligned} & 13,980 \\ & 10,786 \end{aligned}$ | $\begin{aligned} & 14,470 \\ & 11,129 \end{aligned}$ | $\begin{aligned} & 14,960 \\ & 11,472 \end{aligned}$ | $\begin{aligned} & 15,450 \\ & 11,815 \end{aligned}$ | $\begin{aligned} & 15,940 \\ & 12,158 \end{aligned}$ | $\begin{aligned} & 16,430 \\ & 12,479.50 \end{aligned}$ |  |  |  |

A. Revised schedule of post adjustments (additions) a/ Effective 1 January 1975
(Assuming a 6 per cent increase in base salaries and no consolidation of post adjustment)
(where cost-of-living is higher than at the base)
(In US dollars)

| Level |  | STEPS |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIIII |
| USG | $\begin{aligned} & \mathrm{D} \\ & \mathbf{S} \end{aligned}$ | $\begin{array}{r} 1,449 \\ 966 \end{array}$ |  |  |  |  |  |  |  |  |  |  |  |  |
| ASG | $\begin{aligned} & D \\ & S \end{aligned}$ | $\begin{array}{r} 1,329 \\ 886 \end{array}$ |  |  |  |  |  |  |  |  |  |  |  |  |
| D-2 | $\begin{aligned} & \mathrm{D} \\ & \mathrm{~S} \end{aligned}$ | $\begin{array}{r} 1,104 \\ 736 \end{array}$ | $\begin{array}{r} 1,128 \\ 752 \end{array}$ | $\begin{array}{r} 1,152 \\ 768 \end{array}$ | $\begin{array}{r} 1,179 \\ 784 \end{array}$ |  |  |  |  |  |  |  |  |  |
| D-1 | $\begin{aligned} & \mathrm{D} \\ & \mathrm{~S} \end{aligned}$ | $\begin{aligned} & 999 \\ & 666 \end{aligned}$ | $\begin{array}{r} 1,017 \\ 678 \end{array}$ | $\begin{array}{r} 1,035 \\ 690 \end{array}$ | $\begin{array}{r} 1,053 \\ 702 \end{array}$ | $\begin{array}{r} 1,071 \\ 714 \end{array}$ | $\begin{array}{r} 1,089 \\ 726 \end{array}$ | $\begin{array}{r} 1,107 \\ 738 \end{array}$ |  |  |  |  |  |  |
| P-5 | D | $\begin{aligned} & 915 \\ & 610 \end{aligned}$ | $\begin{aligned} & 930 \\ & 620 \end{aligned}$ | $\begin{aligned} & 945 \\ & 630 \end{aligned}$ | 960 640 | 975 650 | 990 660 | $\begin{array}{r} 1,005 \\ 670 \end{array}$ | $\begin{array}{r} 1,020 \\ 680 \end{array}$ | $\begin{array}{r} 1,035 \\ 690 \end{array}$ | $\begin{array}{r} 1,050 \\ 700 \end{array}$ |  |  |  |
| P-4 | D S | $\begin{aligned} & 765 \\ & 510 \end{aligned}$ | 783 522 | $\begin{aligned} & 801 \\ & 534 \end{aligned}$ | 819 546 | 837 558 | 852 568 | $\begin{aligned} & 867 \\ & 578 \end{aligned}$ | $\begin{aligned} & 882 \\ & 588 \end{aligned}$ | $\begin{aligned} & 900 \\ & 600 \end{aligned}$ | $\begin{aligned} & 918 \\ & 618 \end{aligned}$ | $\begin{aligned} & 936 \\ & 624 \end{aligned}$ | $\begin{aligned} & 954 \\ & 636 \end{aligned}$ |  |
| P-3 | D | $\begin{aligned} & 642 \\ & 428 \end{aligned}$ | 660 440 | $\begin{aligned} & 678 \\ & 452 \end{aligned}$ | 693 462 | 711 | 729 | 747 498 | 765 510 | 780 520 | 795 530 | 810 540 | $\begin{aligned} & 825 \\ & 550 \end{aligned}$ | $\begin{aligned} & 840 \\ & 560 \end{aligned}$ |
| P-2 | D | 534 356 | $\begin{aligned} & 549 \\ & 366 \end{aligned}$ | $\begin{aligned} & 564 \\ & 376 \end{aligned}$ | 579 386 | $\begin{aligned} & 594 \\ & 396 \end{aligned}$ | $\begin{aligned} & 609 \\ & 406 \end{aligned}$ | $\begin{aligned} & 624 \\ & 416 \end{aligned}$ | $\begin{aligned} & 639 \\ & 426 \end{aligned}$ | $\begin{aligned} & 654 \\ & 436 \end{aligned}$ | $\begin{aligned} & 669 \\ & 446 \end{aligned}$ | $\begin{aligned} & 684 \\ & 456 \end{aligned}$ |  |  |
| P-1 | D | $\begin{aligned} & 420 \\ & 280 \end{aligned}$ | $\begin{aligned} & 435 \\ & 200 \end{aligned}$ | $\begin{aligned} & 450 \\ & 300 \end{aligned}$ | 465 310 | $\begin{aligned} & 480 \\ & 320 \end{aligned}$ | $\begin{aligned} & 495 \\ & 330 \end{aligned}$ | $\begin{aligned} & 510 \\ & 340 \end{aligned}$ | $\begin{aligned} & 522 \\ & 348 \end{aligned}$ | $\begin{aligned} & 537 \\ & 358 \end{aligned}$ | $\begin{aligned} & 552 \\ & 368 \end{aligned}$ |  |  |  |

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.

ANNEX III

> B. Revised schedule of post adjustments (deductions) $\frac{\text { Effective } 1 \text { January } 1975}{\frac{\text { ffer }}{}}$ (Assuming a 6 per cent increase in base salaries and no consolidation of post adjustment) $\frac{\text { (where cost-of-living is lower than at the base) }}{\text { (In US dollars) }}$

| Level | SIEPS |  |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII |
| USG $D$ and $S$ | 966 |  |  |  |  |  |  |  |  |  |  |  |  |
| ASG $D$ and $S$ | 886 |  |  |  |  |  |  |  |  |  |  |  |  |
| D-2 D and S | 736 | 752 | 768 | 784 |  |  |  |  |  |  |  |  |  |
| 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 | 618 | 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.

