\* The present circular, which cancels and supersedes ST/IC/2016/5 of 15 January 2016, will be in effect until further notice.

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. In accordance with General Assembly resolutions [70/244](http://undocs.org/A/RES/70/244) and [71/264](http://undocs.org/A/RES/71/264), the dual salary scale, composed of a dependency rate and a single rate of salary will be replaced, with effect from 1 January 2017, by a unified salary scale without regard to dependency status for all staff members in the Professional and higher categories as set out in annex I to the present circular. The new unified salary scale reflects the consolidation, on a no-loss/no-gain basis, of 1.02 multiplier points into the net base salaries under the unified salary scale approved by the General Assembly in its resolution [70/244](http://undocs.org/A/RES/70/244).

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 2017 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, 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 (see [A/45/30](http://undocs.org/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 2017, to reflect the consolidation of 1.02 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 2017, 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 2017 payroll.

 Step conversion

5. The grade and step matching for conversion to the unified salary scale structure shall be implemented on 1 January 2017 according to the step conversion procedures set out in annex III to the present circular.

6. Any step increments (regular or accelerated) due on 1 January 2017 will be granted to eligible staff members after the conversion to the unified salary scale structure.

7. For staff members in receipt of special post allowance pursuant to staff rule 3.10 on 1 January 2017, conversion in accordance with paragraphs 5.1 and 5.2 above shall be implemented for both the regular and the special post allowance grades and steps.

 Step increment periodicity

8. In accordance with annex I to the Staff Regulations ([ST/SGB/2017/1](http://undocs.org/ST/SGB/2017/1)), the step periodicity under the unified salary scale structure shall be as follows:

 (a) At the P-1 to P-5 levels, steps up to step VII shall be granted annually, and steps VIII to XIII shall be granted biennially;

 (b) At the D-1 level, steps up to step IV shall be granted annually, and steps V to XIII shall be granted biennially;

 (c) At the D-2 level, all steps shall be granted biennially;

 (d) At the FS-1 to FS-7 levels, steps up to step VII shall be granted annually, and steps VIII to XIII shall be granted biennially.

 Staff beyond the maximum salaries on the unified salary scale

9. The salary levels of staff members who were, as at 31 December 2016, at the following grades and steps: P-1, step X; P-2, step XII; P-3, step XIV; P-3, step XV; P-4, step XIV; P-4, step XV; FS-3, step XIV; FS-3, step XV; FS-4, step XIV; or FS‑4, step XV, that were higher than those at the maximum step of their grade upon conversion to the unified salary scale, shall be maintained as a pay protection measure in accordance with the pay points matrix set out in annex IV to the present circular. Those salaries shall be adjusted for any consolidation of post adjustment to base salaries as approved by the General Assembly. The pensionable remuneration corresponding to those salaries, as set out in annex V, shall also be maintained and adjusted at the same time as the pensionable remuneration scale is adjusted.

 Pensionable remuneration

10. The pensionable remuneration scales to be used in conjunction with the unified salary scales are set out in annex V to the present circular.

11. Upon implementation of the unified salary scale, the pensionable remuneration scale shall continue to be updated on the same date and by the same percentage as net remuneration changes in New York.

12. For those staff members whose pensionable remuneration immediately before the conversion to the unified salary scale was higher than the corresponding pensionable remuneration on the unified salary scale owing to their conversion to a lower step, the pensionable remuneration level at the higher step shall be maintained as a personal pensionable remuneration until such time as the next step increment is granted.

 Dependent spouse allowance

13. Staff members in the Professional and higher categories and in the Field Service category who have a dependent spouse as recognized by the Organization[[1]](#footnote-1) will be paid a spouse allowance equivalent to 6 per cent of net remuneration (net base salary and post adjustment).

 Single parent allowance

14. Staff members in the Professional and higher categories and the Field Service category who are single parents as recognized by the Organization[[2]](#footnote-2) and who provide main and continuous support for their dependent children will receive an allowance in respect of the first dependent child at the level of 6 per cent of net remuneration (net base salary and post adjustment), and be provided in lieu of the child allowance, except when the first dependent child is a child with a disability, in which case the child allowance and the single parent allowance will be payable.

 Transitional allowance

15. A staff member who does not have a dependent spouse and was in receipt of salary at the dependency rate in respect of a dependent child as at 31 December 2016 will receive a transitional allowance equivalent to 6 per cent of net remuneration (net base salary and post adjustment) in respect of that child, as from 1 January 2017, subject to the conditions adopted by the General Assembly in its resolution [70/244](http://undocs.org/A/RES/70/244) and duly reflected in the applicable administrative instruction.2

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 2017

(United States dollars)

|  |  | *Steps* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| USG | Gross | 192 236 |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Net | 142 376 |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ASG | Gross | 174 373 |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Net | 130 586 |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | \* | \* | \* | \* | \* | \* | \* | \* | \* |  |  |  |
| D-2 | Gross | 139 500 | 142 544 | 145 589 | 148 637 | 151 788 | 155 018 | 158 248 | 161 479 | 164 709 | 167 939 |  |  |  |
|  | Net  | 107 150 | 109 281 | 111 412 | 113 546 | 115 680 | 117 812 | 119 944 | 122 076 | 124 208  | 126 340 |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  | \* | \* | \* | \* | \* | \* | \* | \* | \* |
| D-1 | Gross | 124 807 | 127 483 | 130 160 | 132 837 | 135 506 | 138 183 | 140 857 | 143 529 | 146 207 | 148 880 | 151 648 | 154 483 | 157 320 |
|  | Net  | 96 865 | 98 738 | 100 612 | 102 486 | 104 354 | 106 228 | 108 100 | 109 970 | 111 845 | 113 716 | 115 588 | 117 459 | 119 331 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-5 | Gross | 107 459 | 109 734 | 112 011 | 114 284 | 116 561 | 118 834 | 121 113 | 123 387 | 125 663 | 127 937 | 130 214 | 132 486 | 134 764 |
|  | Net  | 84 721 | 86 314 | 87 908 | 89 499 | 91 093 | 92 684 | 94 279 | 95 871 | 97 464 | 99 056 | 100 650 | 102 240 | 103 835 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |   |  |   |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-4  | Gross | 88 351 | 90 374 | 92 396 | 94 418 | 96 441 | 98 462 | 100 529 | 102 724 | 104 919 | 107 114 | 109 314 | 111 504 | 113 701 |
|  | Net  | 70 647 | 72 184 | 73 721 | 75 258 | 76 795 | 78 331 | 79 870 | 81 407 | 82 943 |  84 480 | 86 020 | 87 553 | 89 091 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |   |  |   |  |   |  |  |  | \* | \* | \* | \* | \* | \* |
| P-3 | Gross | 72 478 | 74 349 | 76 221 | 78 091 | 79 964 | 81 836 | 83 707 | 85 582 | 87 451 | 89 324 | 91 199 | 93 068 | 94 942 |
|  | Net  | 58 583  | 60 005 | 61 428 | 62 849 | 64 273 | 65 695 | 67 117 | 68 542 | 69 963 | 71 386 | 72 811 | 74 232 | 75 656 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-2 | Gross | 55 955 |  57 629 |  59 303 |  60 976 |  62 651 |  64 328 |  66 003 |  67 674 |  69 350 |  71 022 |  72 696 |  74 374  | 76 045 |
|  | Net  |  46 026 |  47 298 |  48 570 |  49 842 |  51 115 |  52 389 |  53 662 |  54 932 |  56 206 |  57 477 |  58 749 |  60 024  | 61 294 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-1 | Gross | 43 371 |  44 672 |  45 973 |  47 275 |  48 575 |  49 877 |  51 287 |  52 708 |  54 129 |  55 551  | 56 971 | 58 391 | 59 812 |
|  | Net  | 35 998 |  37 078 |  38 158 |  39 238 |  40 317 |  41 398 |  42 478 |  43 558 |  44 638 | 45 719  | 46 798 | 47 877 | 48 957 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

*Abbreviations*: USG, Under-Secretary-General; ASG, Assistant 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 2017

(United States dollars)

|  |  | *Steps* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-7 | Gross | 87 811 | 89 946 | 92 079 | 94 203 | 96 333 | 98 462 | 100 646 | 102 954 | 105 270 | 107 581 | 109 896 | 112 211  | 114 527 |
|  | Net  | 70 236 | 71 859 | 73 480 |  75 094 |  76 713 |  78 331 |  79 952 |  81 568 |  83 189 |  84 807 |  86 427 |  88 048  | 89 669 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-6 | Gross | 72 961 | 74 917 | 76 880 | 78 836 | 80 791 | 82 749 | 84 711 | 86 676 | 88 630 |  90 588 | 92 550 | 94 507  | 96 463 |
|  | Net  | 58 950 | 60 437 | 61 929 | 63 415 | 64 901 | 66 389 | 67 880 | 69 374 |  70 859 |  72 347 |  73 838 |  75 325  | 76 812 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-5 | Gross | 62 686 |  64 354 |  66 025 |  67 693 |  69 368 |  71 039 |  72 713 |  74 383 |  76 058 |  77 729 |  79 400 |  81 072 |  82 739  |
|  | Net  |  51 141 |  52 409 |  53 679 |  54 947 |  56 220 |  57 490 |  58 762 |  60 031 |  61 304 |  62 574 |  63 844 |  65 115 |  66 382  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-4 | Gross | 54 875 |  56 268 |  57 655 |  59 039 |  60 429 |  61 813 |  63 199 |  64 591 |  65 976 |  67 364 |  68 753 |  70 095 |  71 528 |
|  | Net  |  45 205 |  46 264 |  47 318 |  48 370 |  49 426 |  50 478 |  51 531 |  52 589 |  53 642 |  54 697 |  55 752 |  56 772 |  57 861 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-3 | Gross | 48 217 |  49 302 |  50 413 |  51 592 |  52 770 |  53 954 |  55 132 |  56 312 |  57 495 |  58 667 |  59 847 |  61 029 |  62 212 |
|  | Net  |  40 020 |  40 921 |  41 814 |  42 710 |  43 605 |  44 505 |  45 400 |  46 297 |  47 196 |  48 087 |  48 984 |  49 882 |  50 781 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-2 | Gross | 42 839 |  43 793 |  44 751 |  45 702 |  46 658 |  47 611 |  48 524 |  49 520 |  50 521 |  51 562 |  52 603 |  53 642  | 54 682 |
|  | Net  |  35 556 |  36 348 |  37 143 |  37 933 |  38 726 |  39 517 |  40 275 |  41 102 |  41 896 |  42 687 |  43 478 |  44 268  | 45 058 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-1 | Gross | 38 136 | 38 976 |  39 812 |  40 652 |  41 489 |  42 334 |  43 172 |  44 008 |  44 849 |  45 687 | 46 524 | 47 361 | 48 199 |
|  | Net  | 31 653 |  32 350 |  33 044 |  33 741 |  34 436 |  35 137 |  35 833 |  36 527 |  37 225 |  37 920  | 38 615 | 39 310 | 40 005 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

 \* Step increment periodicity is two years.

Annex III

 Step conversion procedures

Table 1

Step conversion for the Professional and higher categories

| *Level* | *Current step* | *Unified scale* | *Level* | *Current step* | *Unified scale* | *Level* | *Current step* | *Unified scale* | *Level* | *Current step* | *Unified scale* |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *D* | *S* | *D* | *S* | *D* | *S* | *D* | *S* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| P-1 | 1 | 4 | 4 | P-2 | 11 | 13 | 13 | P-4 | 4 | 4 | 4 | P-5 | 9 | 9 | 8 |
| P-1 | 2 | 5 | 5 | P-2 | 12 | 98*a* | 98*a* | P-4 | 5 | 5 | 5 | P-5 | 10 | 10 | 9 |
| P-1 | 3 | 6 | 6 | P-3 | 1 | 1 | 1 | P-4 | 6 | 6 | 6 | P-5 | 11 | 11 | 10 |
| P-1 | 4 | 7 | 7 | P-3 | 2 | 2 | 2 | P-4 | 7 | 7 | 7 | P-5 | 12 | 12 | 11 |
| P-1 | 5 | 8 | 8 | P-3 | 3 | 3 | 3 | P-4 | 8 | 8 | 8 | P-5 | 13 | 13 | 12 |
| P-1 | 6 | 9 | 9 | P-3 | 4 | 4 | 4 | P-4 | 9 | 9 | 9 | D-1 | 1 | 3 | 2 |
| P-1 | 7 | 11 | 10 | P-3 | 5 | 5 | 5 | P-4 | 10 | 10 | 10 | D-1 | 2 | 4 | 3 |
| P-1 | 8 | 12 | 11 | P-3 | 6 | 6 | 6 | P-4 | 11 | 11 | 11 | D-1 | 3 | 5 | 4 |
| P-1 | 9 | 13 | 13 | P-3 | 7 | 7 | 7 | P-4 | 12 | 12 | 11 | D-1 | 4 | 6 | 5 |
| P-1 | 10 | 98*a* | 98*a* | P-3 | 8 | 8 | 8 | P-4 | 13 | 13 | 12 | D-1 | 5 | 7 | 6 |
| P-2 | 1 | 3 | 3 | P-3 | 9 | 9 | 9 | P-4 | 14 | 98*a* | 13 | D-1 | 6 | 8 | 7 |
| P-2 | 2 | 4 | 4 | P-3 | 10 | 10 | 10 | P-4 | 15 | 99*a* | 98*a* | D-1 | 7 | 9 | 8 |
| P-2 | 3 | 5 | 5 | P-3 | 11 | 11 | 11 | P-5 | 1 | 1 | 1 | D-1 | 8 | 10 | 9 |
| P-2 | 4 | 6 | 6 | P-3 | 12 | 12 | 12 | P-5 | 2 | 2 | 2 | D-1 | 9 | 11 | 10 |
| P-2 | 5 | 7 | 7 | P-3 | 13 | 13 | 13 | P-5 | 3 | 3 | 3 | D-2 | 1 | 2 | 1 |
| P-2 | 6 | 8 | 8 | P-3 | 14 | 98*a* | 98*a* | P-5 | 4 | 4 | 4 | D-2 | 2 | 3 | 2 |
| P-2 | 7 | 9 | 9 | P-3 | 15 | 99*a* | 99*a* | P-5 | 5 | 5 | 4 | D-2 | 3 | 4 | 3 |
| P-2 | 8 | 10 | 10 | P-4 | 1 | 1 | 1 | P-5 | 6 | 6 | 5 | D-2 | 4 | 5 | 4 |
| P-2 | 9 | 11 | 11 | P-4 | 2 | 2 | 2 | P-5 | 7 | 7 | 6 | D-2 | 5 | 6 | 5 |
| P-2 | 10 | 12 | 12 | P-4 | 3 | 3 | 3 | P-5 | 8 | 8 | 7 | D-2 | 6 | 7 | 6 |

 *a* Steps 98 and 99 correspond to pay protection measures 1 and 2 respectively and apply to staff whose salaries before conversion were higher than those at the maximum steps of their grades on the unified salary scale.

Table 2

Step conversion for the Field Service category

| *Level* | *Current step* | *Unified scale* | *Level* | *Current step* | *Unified scale* | *Level* | *Current step* | *Unified scale* | *Level* | *Current step* | *Unified scale* |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *D* | *S* | *D* | *S* | *D* | *S* | *D* | *S* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| FS-1 | 1 | I | II | FS-3 | 1 | 1 | 1 | FS-4 | 8 | 8 | 8 | FS-6 | 2 | 2 | 2 |
| FS-1 | 2 | 2 | 3 | FS-3 | 2 | 2 | 2 | FS-4 | 9 | 9 | 9 | FS-6 | 3 | 3 | 3 |
| FS-1 | 3 | 3 | 4 | FS-3 | 3 | 3 | 3 | FS-4 | 10 | 10 | 10 | FS-6 | 4 | 4 | 4 |
| FS-1 | 4 | 4 | 5 | FS-3 | 4 | 4 | 4 | FS-4 | 11 | 11 | 11 | FS-6 | 5 | 5 | 5 |
| FS-1 | 5 | 5 | 6 | FS-3 | 5 | 5 | 5 | FS-4 | 12 | 12 | 12 | FS-6 | 6 | 6 | 6 |
| FS-1 | 6 | 6 | 7 | FS-3 | 6 | 6 | 6 | FS-4 | 13 | 13 | 13 | FS-6 | 7 | 7 | 7 |
| FS-1 | 7 | 7 | 8 | FS-3 | 7 | 7 | 7 | FS-4 | 14 | 98*a* | 98*a* | FS-6 | 8 | 8 | 8 |
| FS-1 | 8 | 8 | 9 | FS-3 | 8 | 8 | 8 | FS-4 | 15 | 99*a* | 99*a* | FS-6 | 9 | 9 | 9 |
| FS-1 | 9 | 9 | 10 | FS-3 | 9 | 9 | 9 | FS-5 | 1 | 1 | 1 | FS-6 | 10 | 10 | 10 |
| FS-1 | 10 | 10 | 11 | FS-3 | 10 | 10 | 10 | FS-5 | 2 | 2 | 2 | FS-6 | 11 | 11 | 11 |
| FS-2 | 1 | 1 | 2 | FS-3 | 11 | 11 | 11 | FS-5 | 3 | 3 | 3 | FS-6 | 12 | 12 | 12 |
| FS-2 | 2 | 2 | 3 | FS-3 | 12 | 12 | 12 | FS-5 | 4 | 4 | 4 | FS-7 | 1 | 1 | 1 |
| FS-2 | 3 | 3 | 4 | FS-3 | 13 | 13 | 13 | FS-5 | 5 | 5 | 5 | FS-7 | 2 | 2 | 2 |
| FS-2 | 4 | 4 | 5 | FS-3 | 14 | 98*a* | 98*a* | FS-5 | 6 | 6 | 6 | FS-7 | 3 | 3 | 3 |
| FS-2 | 5 | 5 | 5 | FS-3 | 15 | 99*a* | 99*a* | FS-5 | 7 | 7 | 7 | FS-7 | 4 | 4 | 4 |
| FS-2 | 6 | 6 | 6 | FS-4 | 1 | 1 | 1 | FS-5 | 8 | 8 | 8 | FS-7 | 5 | 5 | 5 |
| FS-2 | 7 | 7 | 7 | FS-4 | 2 | 2 | 2 | FS-5 | 9 | 9 | 9 | FS-7 | 6 | 6 | 6 |
| FS-2 | 8 | 8 | 8 | FS-4 | 3 | 3 | 3 | FS-5 | 10 | 10 | 10 | FS-7 | 7 | 7 | 7 |
| FS-2 | 9 | 9 | 9 | FS-4 | 4 | 4 | 4 | FS-5 | 11 | 11 | 11 | FS-7 | 8 | 8 | 8 |
| FS-2 | 10 | 10 | 10 | FS-4 | 5 | 5 | 5 | FS-5 | 12 | 12 | 12 | FS-7 | 9 | 9 | 9 |
| FS-2 | 11 | 11 | 11 | FS-4 | 6 | 6 | 6 | FS-5 | 13 | 13 | 13 | FS-7 | 10 | 10 | 10 |
| FS-2 | 12 | 12 | 12 | FS-4 | 7 | 7 | 7 | FS-6 | 1 | 1 | 1 | FS-7 | 11 | 11 | 11 |
|  |  |  |  |  |  |  |  |  |  |  |  | FS-7 | 12 | 12 | 12 |

 *a* Steps 98 and 99 correspond to pay protection measures 1 and 2 respectively and apply to staff whose salaries before conversion were higher than those at the maximum steps of their grades on the unified salary scale.

Annex IV

 Pay protection measures for staff whose salaries are higher than the maximum salaries on the base/floor salary scales, with effect from 1 January 2017, showing annual gross salaries and net equivalents after application of staff assessment

 Effective 1 January 2017

(United States dollars)

| *Level* |  | *Pay protection measure 1* | *Pay protection measure 2* |
| --- | --- | --- | --- |
|  |  |  |  |
| P-4 | Gross | 115 899 | 118 096 |
|  | Net | 90 629 | 92 167 |
| P-3 | Gross | 96 812 | 98 684 |
|  | Net | 77 077 | 78 500 |
| P-2 | Gross | 77 721 | – |
|  | Net | 62 568 | – |
| P-1 | Gross | 61 233 | – |
|  | Net | 50 037 | – |
| FS-4 | Gross | 72 914 | 74 299 |
|  | Net | 58 915 | 59 967 |
| FS-3 | Gross | 63 391 | 64 568 |
|  | Net | 51 677 | 52 572 |

Annex V

 Pensionable remuneration

 Pensionable remuneration for staff in the Professional and higher categories

 Effective 1 January 2017

(United States dollars)

|  | *Steps* |
| --- | --- |
| *Level* | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| USG |  301 443  |  –  |  –  |  –  |  –  |  –  |  –  |  –  |  –  |  –  |  –  |  –  |  –  |
| ASG |  278 617  |  –  |  –  |  –  |  –  |  –  |  –  |  –  |  –  |  –  |  –  |  –  |  –  |
| D-2 |  226 417  |  231 676  |  236 943  |  242 208  |  247 468  |  252 732  |  257 995  |  263 258  |  268 520  |  273 781  |  –  |  –  |  –  |
| D-1 |  201 410  |  205 868  |  210 577  |  214 896  |  219 215  |  223 524  |  227 842  |  232 374  |  237 003  |  241 629  |  246 248  |  250 418  |  254 870  |
| P-5 |  175 226  |  178 897  |  182 568  |  186 245  |  189 915  |  193 588  |  197 258  |  200 934  |  204 605  |  208 278  |  211 951  |  215 632  |  219 569  |
| P-4 |  143 031  |  146 571  |  150 103  |  153 637  |  157 180  |  160 711  |  164 248  |  167 788  |  171 321  |  174 854  |  178 387  |  181 935  |  185 465  |
| P-3 |  117 554  |  120 559  |  123 558  |  126 554  |  129 559  |  132 557  |  135 557  |  138 562  |  141 702  |  144 985  |  148 264  |  151 543  |  154 825  |
| P-2 |  91 077  |  93 761  |  96 441  |  99 131  |  101 810  |  104 495  |  107 179  |  109 862  |  112 545  |  115 226  |  117 913  |  120 597  |  123 276  |
| P-1 |  69 933  |  72 211  |  74 489  |  76 766  |  79 044  |  81 322  |  83 600  |  85 878  |  88 156  |  90 434  |  92 711  |  94 989  |  97 267  |

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

 Pensionable remuneration for staff in the Field Service category

 Effective 1 January 2017

(United States dollars)

|  |  |
| --- | --- |
|  | *Steps* |
| *Level* | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| FS-7 | 142 245 | 145 982 | 149 721 | 153 451 | 157 189 | 160 711 | 164 668 | 168 401 | 172 138 | 175 874 | 179 611 | 183 352 | 187 086 |
| FS-6 | 118 331 | 121 471 | 124 617 | 127 749 | 130 890 | 134 032 | 137 166 | 140 340 | 143 765 | 147 199 | 150 634 | 154 060 | 156 877 |
| FS-5 | 101 866 | 104 538 | 107 220 | 109 899 | 112 580 | 115 255 | 117 937 | 120 614 | 123 297 | 125 975 | 128 655 | 131 330 | 134 011 |
| FS-4 | 89 354 | 91 581 | 93 802 | 96 026 | 98 247 | 100 472 | 102 694 | 104 922 | 107 141 | 109 366 | 111 589 | 113 738 | 116 034 |
| FS-3 | 78 415 | 80 310 | 82 201 | 84 093 | 85 977 | 87 873 | 89 766 | 91 651 | 93 546 | 95 425 | 97 319 | 99 210 | 101 107 |
| FS-2 | 69 085 | 70 674 | 72 350 | 74 018 | 75 688 | 77 356 | 78 954 | 80 696 | 82 366 | 84 042 | 85 709 | 87 378 | 89 027 |
| FS-1 | 61 494 | 62 850 | 64 204 | 65 552 | 66 903 | 68 263 | 69 618 | 71 053 | 72 522 | 73 985 | 75 236 | 76 614 | 77 992 |

 Pensionable remuneration for staff members subject to pay protection measures

 Effective 1 January 2017

(United States dollars)

| *Level* |  | *Pay protection measure 1* | *Pay protection measure 2* |
| --- | --- | --- | --- |
|  |  |  |  |
| P-4 |  | 189 002 | 192 540 |
| P-3 |  | 158 104 | 161 384 |
| P-2 |  | 125 962 | – |
| P-1 |  | 98 313 | **–** |
| FS-4 |  | 118 259 | 120 481 |
| FS-3 |  | 102 993 | 104 888 |

1. For the purpose of determining the dependency status of a spouse, as from 1 January 2017, all earnings received, including but not limited to pension income, such as retirement and disability benefits, and earnings resulting from investments, shall be included in the computation of annual gross earnings. See the administrative instruction on dependency status and dependency benefits ([ST/AI/2016/8](http://undocs.org/ST/AI/2016/8)) for more details. [↑](#footnote-ref-1)
2. See [ST/AI/2016/8](http://undocs.org/ST/AI/2016/8) for more details on the eligibility criteria. [↑](#footnote-ref-2)