Information circular\*

 To: Members of the staff

 From: The Assistant Secretary-General for Human Resources

 Subject: Revised salary scales for staff in the General Service and related categories at Headquarters

 \* The present circular, which cancels and supersedes circulars [ST/IC/2014/13](https://undocs.org/en/ST/IC/2014/13) and [ST/IC/2019/13](https://undocs.org/en/ST/IC/2019/13), will be in effect until further notice.

1. The current procedure for effecting interim adjustments to the salary scales for staff in the General Service and related categories at Headquarters calls for an adjustment in the net salaries of such staff by 90 per cent of the movement of the consumer price index for New York.

2. The consumer price index for the month of November 2019 reflected a 1.8 per cent movement compared with the November 2018 index. In application of the above-mentioned procedure, the net salaries of staff in the General Service, Language Teacher, Public Information Assistant, Security Service and Trades and Crafts categories have been adjusted upward by 1.6 per cent, effective 1 November 2019. The adjustment was made to the lower salary scales for staff recruited on or after 1 February 2016.

3. As a result of this adjustment, the new salary scales for the General Service, Language Teacher, Public Information Assistant, Security Service and Trades and Crafts categories, effective 1 November 2019, will be applicable to all staff of the respective categories.

4. The amounts of the dependency allowances remain unchanged, while the amounts of the language allowances have been adjusted accordingly.

5. The revised salary scales, which are contained in the annex to the present circular, will be implemented in the end of January 2020 payroll.

Annex

 Revised 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 November 2019

|  |  | *S T E P S* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 7 | (Gross) | 73885 | 76871 | 79857 | 82883 | 85911 | 88939 | 91968 | 94996 | 98024 | 101052 | 104080 |
|  | (Gross pens.) | **71849** | **74756** | **77662** | **80568** | **83474** | **86378** | **89285** | **92192** | **95098** | **98091** | **101207** |
|  | (Total net) | **56397** | **58547** | **60697** | **62847** | **64997** | **67147** | **69297** | **71447** | **73597** | **75747** | **77897** |
|  | (Net pens.) | 56397 | 58547 | 60697 | 62847 | 64997 | 67147 | 69297 | 71447 | 73597 | 75747 | 77897 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6 | (Gross) | 66467 | 69163 | 71858 | 74554 | 77250 | 79946 | 82679 | 85413 | 88146 | 90880 | 93614 |
|  | (Gross pens.) | **64634** | **67258** | **69880** | **72503** | **75126** | **77747** | **80371** | **82994** | **85617** | **88240** | **90862** |
|  | (Total net) | **51056** | **52997** | **54938** | **56879** | **58820** | **60761** | **62702** | **64643** | **66584** | **68525** | **70466** |
|  | (Net pens.) | 51056 | 52997 | 54938 | 56879 | 58820 | 60761 | 62702 | 64643 | 66584 | 68525 | 70466 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5 | (Gross) | 59718 | 62149 | 64588 | 67026 | 69465 | 71904 | 74343 | 76782 | 79221 | 81683 | 84156 |
|  | (Gross pens.) | **58318** | **60597** | **62876** | **65181** | **67553** | **69925** | **72296** | **74667** | **77038** | **79412** | **81782** |
|  | (Total net) | **46191** | **47947** | **49703** | **51459** | **53215** | **54971** | **56727** | **58483** | **60239** | **61995** | **63751** |
|  | (Net pens.) | 46191 | 47947 | 49703 | 51459 | 53215 | 54971 | 56727 | 58483 | 60239 | 61995 | 63751 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4 | (Gross) | 53800 | 55949 | 58097 | 60253 | 62461 | 64669 | 66878 | 69086 | 71294 | 73503 | 75711 |
|  | (Gross pens.) | **52623** | **54687** | **56754** | **58818** | **60885** | **62949** | **65034** | **67183** | **69332** | **71481** | **73630** |
|  | (Total net) | **41812** | **43402** | **44992** | **46582** | **48172** | **49762** | **51352** | **52942** | **54532** | **56122** | **57712** |
|  | (Net pens.) | 41812 | 43402 | 44992 | 46582 | 48172 | 49762 | 51352 | 52942 | 54532 | 56122 | 57712 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3 | (Gross) | 48404 | 50353 | 52301 | 54250 | 56199 | 58147 | 60099 | 62101 | 64104 | 66107 | 68110 |
|  | (Gross pens.) | **47442** | **49315** | **51186** | **53060** | **54932** | **56806** | **58676** | **60550** | **62421** | **64293** | **66233** |
|  | (Total net) | **37819** | **39261** | **40703** | **42145** | **43587** | **45029** | **46471** | **47913** | **49355** | **50797** | **52239** |
|  | (Net pens.) | 37819 | 39261 | 40703 | 42145 | 43587 | 45029 | 46471 | 47913 | 49355 | 50797 | 52239 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2 | (Gross) | 43569 | 45331 | 47093 | 48855 | 50618 | 52380 | 54142 | 55904 | 57666 | 59428 | \* |
|  | (Gross pens.) | **42794** | **44488** | **46180** | **47875** | **49566** | **51260** | **52953** | **54647** | **56340** | **58034** | \* |
|  | (Total net) | **34241** | **35545** | **36849** | **38153** | **39457** | **40761** | **42065** | **43369** | **44673** | **45977** | \* |
|  | (Net pens.) | 34241 | 35545 | 36849 | 38153 | 39457 | 40761 | 42065 | 43369 | 44673 | 45977 | \* |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1 | (Gross) | 39201 | 40764 | 42358 | 43953 | 45547 | 47142 | 48736 | 50331 | 51926 | \* |  |
|  | (Gross pens.) | **38567** | **40097** | **41631** | **43163** | **44695** | **46229** | **47760** | **49292** | **50824** | \* |  |
|  | (Total net) | **30985** | **32165** | **33345** | **34525** | **35705** | **36885** | **38065** | **39245** | **40425** | \* |  |
|  | (Net pens.) | 30985 | 32165 | 33345 | 34525 | 35705 | 36885 | 38065 | 39245 | 40425 | \* |  |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \* |  |

 \* 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:

 • 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

*Notes*:

Salary increments within the levels shall be awarded annually on the basis of satisfactory service.

|  |  |
| --- | --- |
| Dependency allowances (US$ net per annum, payable effective 1 November 2016): | Language allowances (US$ net per annum, to be included in pensionable remuneration): |
|  Child | 2 389 |  |  |
|  |  |  First language | 2 310 |
|  |  |  Second language | 1 155 |
|  Except for the first dependent child of a single, widowed or divorced staff member | 3 575 |  |  |
|  |  |  |  |
|  Dependent spouse | 3 727 |  |  |
|  |  |  |  |
|  |  |  |  |
|  Secondary dependant | 1 359 |  |  |

|  |  |
| --- | --- |
| 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 pens.: | Gross pensionable salaries have been derived through the 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 pens.: | Net pensionable is that part of net salary which is used to derive the gross pensionable salary. 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 November 2019

|  |  | *S T E P S* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII\** |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Language Teacher | (Gross) | 80075 | 82848 | 85621 | 88394 | 91168 | 93941 | 96714 | 99487 | 102261 | 105034 | 107807 | 110580 |
|  | (Gross pens.) | **77868** | **80528** | **83191** | **85850** | **88512** | **91174** | **93835** | **96496** | **99328** | **102183** | **105037** | **107891** |
|  | (Total net) | **60853** | **62822** | **64791** | **66760** | **68729** | **70698** | **72667** | **74636** | **76605** | **78574** | **80543** | **82512** |
|  | (Net pens.) | 60853 | 62822 | 64791 | 66760 | 68729 | 70698 | 72667 | 74636 | 76605 | 78574 | 80543 | 82512 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

 \* 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

*Notes*:

Salary increments within the level shall be awarded annually on the basis of satisfactory service.

|  |
| --- |
| Dependency allowances (US$ net per annum, payable effective 1 November 2016): |
|  Child |  | 2 389 |
|  |  |  |
|  |  |  |
|  Except for the first dependent child of a single, |  | 3 575 |
|  widowed or divorced staff member |  |  |
|  |  |  |
|  Dependent spouse |  | 3 727 |
|  |  |  |
|  |  |  |
|  Secondary dependant |  | 1 359 |

Language allowances: not entitled.

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.

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 pens.: 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 pens.: 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 November 2019

|  |  | *S T E P S* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* |
|  |  |  |  |  |  |  |
| Tour Coordinator/Supervisor and Briefing Assistant*a* | (Gross) | 65025 | 68301 | 71578 | 74854 | 78131 |
|  | (Gross pens.) | **63282** | **66420** | **69606** | **72795** | **75983** |
|  | (Total net) | **50018** | **52377** | **54736** | **57095** | **59454** |
|  | (Net pens.) | 50018 | 52377 | 54736 | 57095 | 59454 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |
| Public Information Assistant II and Tour Coordinator | (Gross) | 57180 | 59639 | 62157 | 64685 | 67213 |
|  | (Gross pens.) | **55876** | **58238** | **60600** | **62963** | **65358** |
|  | (Total net) | **44313** | **46133** | **47953** | **49773** | **51593** |
|  | (Net pens.) | 44313 | 46133 | 47953 | 49773 | 51593 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |
| Public Information Assistant I | (Gross) | 52486 | 54732 |  |  |  |
|  | (Gross pens.) | **51363** | **53521** |  |  |  |
|  | (Total net) | **40840** | **42502** |  |  |  |
|  | (Net pens.) | 40840 | 42502 |  |  |  |
|  | (NPC) | 0 | 0 |  |  |  |

 *a* Includes Briefing Assistant as at 1 September 1991.

*Notes*:

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

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, payable effective 1 November 2016): |
|  Child |  | 2 389 |
|  |  |  |
|  |  |  |
|  Except for the first dependent child of a single, |  | 3 575 |
|  widowed or divorced staff member |  |  |
|  |  |  |
|  Dependent spouse |  | 3 727 |
|  |  |  |
|  |  |  |
|  Secondary dependant |  | 1 359 |

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 pens.: Gross pensionable salaries have been derived through the 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 pens.: 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 November 2019

|  |  | *S T E P S* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 7 | (Gross) | 97365 | 101072 | 104779 | 108486 | 112193 | 115900 | 119607 | 123314 | 127021 | \* |  |  |  |
|  | (Gross pens.) | **94460** | **98107** | **101921** | **105737** | **109550** | **113366** | **117181** | **120996** | **124811** | \* |  |  |  |
|  | (Total net) | **73129** | **75761** | **78393** | **81025** | **83657** | **86289** | **88921** | **91553** | **94185** | \* |  |  |  |
|  | (Net pens.) | 73129 | 75761 | 78393 | 81025 | 83657 | 86289 | 88921 | 91553 | 94185 | \* |  |  |  |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \* |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6 | (Gross) | 90321 | 93775 | 97228 | 100682 | 104135 | 107589 | 111042 | 114496 | 117949 | \* |  |  |  |
|  | (Gross pens.) | **87706** | **91020** | **94334** | **97709** | **101261** | **104814** | **108368** | **111921** | **115474** | \* |  |  |  |
|  | (Total net) | **68128** | **70580** | **73032** | **75484** | **77936** | **80388** | **82840** | **85292** | **87744** | \* |  |  |  |
|  | (Net pens.) | 68128 | 70580 | 73032 | 75484 | 77936 | 80388 | 82840 | 85292 | 87744 | \* |  |  |  |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \* |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5 | (Gross) | 83249 | 86456 | 89663 | 92870 | 96077 | 99285 | 102492 | 105699 | 108906 | \* |  |  |  |
|  | (Gross pens.) | **80917** | **83995** | **87073** | **90151** | **93228** | **96306** | **99572** | **102873** | **106173** | \* |  |  |  |
|  | (Total net) | **63107** | **65384** | **67661** | **69938** | **72215** | **74492** | **76769** | **79046** | **81323** | \* |  |  |  |
|  | (Net pens.) | 63107 | 65384 | 67661 | 69938 | 72215 | 74492 | 76769 | 79046 | 81323 | \* |  |  |  |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \* |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4 | (Gross) | 76121 | 79022 | 81951 | 84893 | 87835 | 90777 | 93720 | 96662 | 99604 | \* |  |  |  |
|  | (Gross pens.) | **74027** | **76849** | **79674** | **82496** | **85321** | **88144** | **90969** | **93792** | **96614** | \* |  |  |  |
|  | (Total net) | **58007** | **60096** | **62185** | **64274** | **66363** | **68452** | **70541** | **72630** | **74719** | \* |  |  |  |
|  | (Net pens.) | 58007 | 60096 | 62185 | 64274 | 66363 | 68452 | 70541 | 72630 | 74719 | \* |  |  |  |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \* |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3 | (Gross) | 71215 | 73492 | 75768 | 78044 | 80325 | 82634 | 84942 | 87251 | 89559 | 91868 | 94176 | \* |  |
|  | (Gross pens.) | **69257** | **71472** | **73685** | **75899** | **78114** | **80328** | **82542** | **84756** | **86970** | **89184** | **91398** | \* |  |
|  | (Total net) | **54475** | **56114** | **57753** | **59392** | **61031** | **62670** | **64309** | **65948** | **67587** | **69226** | **70865** | \* |  |
|  | (Net pens.) | 54475 | 56114 | 57753 | 59392 | 61031 | 62670 | 64309 | 65948 | 67587 | 69226 | 70865 | \* |  |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \* |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2 | (Gross) | 64111 | 66168 | 68225 | 70282 | 72339 | 74396 | 76453 | 78510 | 80575 | 82661 | 84746 | 86832 | 88918\* |
|  | (Gross pens.) | **62425** | **64349** | **66345** | **68345** | **70347** | **72348** | **74350** | **76352** | **78355** | **80356** | **82358** | **84361** | **86362**\* |
|  | (Total net) | **49360** | **50841** | **52322** | **53803** | **55284** | **56765** | **58246** | **59727** | **61208** | **62689** | **64170** | **65651** | **67132**\* |
|  | (Net pens.) | 49360 | 50841 | 52322 | 53803 | 55284 | 56765 | 58246 | 59727 | 61208 | 62689 | 64170 | 65651 | 67132\* |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0\* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1 | (Gross) | 57088 | 58885 |  |  |  |  |  |  |  |  |  |  |  |
|  | (Gross pens.) | **55786** | **57511** |  |  |  |  |  |  |  |  |  |  |  |
|  | (Total net) | **44245** | **45575** |  |  |  |  |  |  |  |  |  |  |  |
|  | (Net pens.) | 44245 | 45575 |  |  |  |  |  |  |  |  |  |  |  |
|  | (NPC) | 0 | 0 |  |  |  |  |  |  |  |  |  |  |  |

 \* 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:

 • 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

*Notes*:

Salary increments within the levels shall be awarded annually on the basis of satisfactory service.

|  |  |
| --- | --- |
| Dependency allowances (US$ net per annum, payable effective 1 November 2016): | Language allowances (US$ net per annum, to be included in pensionable remuneration): |
|  Child |  | 2 389 |  |  |
|  |  |  |  First language | 2 310 |
|  |  |  |  Second language | 1 155 |
|  Except for the first dependent child of a single, |  | 3 575 |  |
|  widowed or divorced staff member |  |  |  |
|  |  |  |  |
|  Dependent spouse |  | 3 727 |  |
|  |  |  |  |
|  |  |  |  |
|  Secondary dependant |  | 1 359 |  |

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 pens.: Gross pensionable salaries have been derived through the application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of 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 pens.: 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 November 2019

|  |  | *S T E P S* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII\** |
|  |  |  |  |  |  |  |  |  |
| TC-8 | (Gross) | 90089 | 93151 | 96213 | 99275 | 102337 | 105399 | 108461 |
|  | (Gross pens.) | **87482** | **90420** | **93357** | **96294** | **99408** | **102559** | **105710** |
|  | (Total net) | **67963** | **70137** | **72311** | **74485** | **76659** | **78833** | **81007** |
|  | (Net pens.) | 67963 | 70137 | 72311 | 74485 | 76659 | 78833 | 81007 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |
| TC-7 | (Gross) | 84563 | 87451 | 90338 | 93225 | 96113 | 99000 | 101887 |
|  | (Gross pens.) | **82180** | **84952** | **87720** | **90492** | **93262** | **96032** | **98946** |
|  | (Total net) | **64040** | **66090** | **68140** | **70190** | **72240** | **74290** | **76340** |
|  | (Net pens.) | 64040 | 66090 | 68140 | 70190 | 72240 | 74290 | 76340 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |
| TC-6 | (Gross) | 79051 | 81749 | 84461 | 87172 | 89883 | 92594 | 95306 |
|  | (Gross pens.) | **76881** | **79481** | **82082** | **84683** | **87286** | **89888** | **92487** |
|  | (Total net) | **60117** | **62042** | **63967** | **65892** | **67817** | **69742** | **71667** |
|  | (Net pens.) | 60117 | 62042 | 63967 | 65892 | 67817 | 69742 | 71667 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |
| TC-5 | (Gross) | 73626 | 76122 | 78618 | 81130 | 83661 | 86192 | 88723 |
|  | (Gross pens.) | **71601** | **74030** | **76457** | **78885** | **81313** | **83741** | **86169** |
|  | (Total net) | **56211** | **58008** | **59805** | **61602** | **63399** | **65196** | **66993** |
|  | (Net pens.) | 56211 | 58008 | 59805 | 61602 | 63399 | 65196 | 66993 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |
| TC-4 | (Gross) | 68194 | 70518 | 72842 | 75165 | 77489 | 79813 | 82166 |
|  | (Gross pens.) | **66316** | **68577** | **70838** | **73097** | **75358** | **77618** | **79878** |
|  | (Total net) | **52300** | **53973** | **55646** | **57319** | **58992** | **60665** | **62338** |
|  | (Net pens.) | 52300 | 53973 | 55646 | 57319 | 58992 | 60665 | 62338 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |
| TC-3 | (Gross) | 62753 | 64907 | 67061 | 69215 | 71369 | 73524 | 75678 |
|  | (Gross pens.) | **61158** | **63173** | **65213** | **67308** | **69405** | **71500** | **73596** |
|  | (Total net) | **48382** | **49933** | **51484** | **53035** | **54586** | **56137** | **57688** |
|  | (Net pens.) | 48382 | 49933 | 51484 | 53035 | 54586 | 56137 | 57688 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |
| TC-2 | (Gross) | 57412 | 59332 | 61288 | 63261 | 65235 | 67208 | 69182 |
|  | (Gross pens.) | **56094** | **57939** | **59787** | **61633** | **63478** | **65356** | **67277** |
|  | (Total net) | **44485** | **45906** | **47327** | **48748** | **50169** | **51590** | **53011** |
|  | (Net pens.) | 44485 | 45906 | 47327 | 48748 | 50169 | 51590 | 53011 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |
| TC-1 | (Gross) | 52091 | 53843 | 55596 | 57349 | 59101 | 60878 | 62679 |
|  | (Gross pens.) | **50980** | **52665** | **54350** | **56035** | **57721** | **59405** | **61090** |
|  | (Total net) | **40547** | **41844** | **43141** | **44438** | **45735** | **47032** | **48329** |
|  | (Net pens.) | 40547 | 41844 | 43141 | 44438 | 45735 | 47032 | 48329 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

 \* 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

*Notes*:

Salary increments within the levels shall be awarded annually on the basis of satisfactory service.

|  |  |
| --- | --- |
|  Dependency allowances (US$ net per annum, payable effective 1 November 2016): | Language allowances (US$ net per annum, to be included in pensionable remuneration): |
|  Child |  | 2 389 |  |  |
|  |  |  |  First language | 2 310 |
|  |  |  |  Second language | 1 155 |
|  Except for the first dependent child of a single, |  | 3 575 |  |
|  widowed or divorced staff member |  |  |  |
|  |  |  |  |
|  Dependent spouse |  | 3 727 |  |
|  |  |  |  |
|  |  |  |  |
|  Secondary dependant |  | 1 359 |  |

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 pens.: Gross pensionable salaries have been derived through the 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 pens.: 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.