[Superseded by ST/IC/2021/5 issued on 28 January 2021]

Information circular\*

To: Members of the staff

From: The Assistant Secretary-General for Human Resources

\* The present circular, which cancels and supersedes [ST/IC/2019/10](https://undocs.org/en/ST/IC/2019/10) of 19 March 2019, will be in effect until further notice.

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 [74/255](https://undocs.org/en/A/RES/74/255a-b) B, approved a revised base salary scale for staff in the Professional and higher categories, effective 1 January 2020. The scale reflects the consolidation, on a no-loss/no-gain basis, of 1.21 multiplier points into the net base salaries in effect under the salary scale of 1 January 2019.

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 for all duty stations. Changes in post adjustment multipliers due after 1 January 2020 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, the Commission recommended, and the Secretary-General subsequently approved the recommendation, that future adjustments of the base salary scale applicable to staff in the Field Service category be made by reference to adjustments to the salary scale for staff in the Professional and higher categories (see [A/45/30](https://undocs.org/en/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 2020, to reflect the consolidation of 1.21 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 2020, 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 2020 payroll.

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 2020

(United States dollars)

|  |  | *Steps* | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| USG | Gross | 200 998 |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Net | 148 159 |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ASG | Gross | 182 411 |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Net | 135 891 |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | \* | \* | \* | \* | \* | \* | \* | \* | \* |  |  |  |
| D-2 | Gross | 145 717 | 148 886 | 152 179 | 155 542 | 158 906 | 162 270 | 165 629 | 168 992 | 172 353 | 175 714 |  |  |  |
|  | Net | 111 502 | 113 720 | 115 938 | 118 158 | 120 378 | 122 598 | 124 815 | 127 035 | 129 253 | 131 471 |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  | \* | \* | \* | \* | \* | \* | \* | \* | \* |
| D-1 | Gross | 130 429 | 133 211 | 135 999 | 138 784 | 141 560 | 144 347 | 147 130 | 149 910 | 152 861 | 155 811 | 158 762 | 161 711 | 164 665 |
|  | Net | 100 800 | 102 748 | 104 699 | 106 649 | 108 592 | 110 543 | 112 491 | 114 437 | 116 388 | 118 335 | 120 283 | 122 229 | 124 179 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-5 | Gross | 112 374 | 114 743 | 117 113 | 119 477 | 121 847 | 124 213 | 126 584 | 128 950 | 131 319 | 133 684 | 136 054 | 138 419 | 140 790 |
|  | Net | 88 162 | 89 820 | 91 479 | 93 134 | 94 793 | 96 449 | 98 109 | 99 765 | 101 423 | 103 079 | 104 738 | 106 393 | 108 053 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-4 | Gross | 92 126 | 94 232 | 96 336 | 98 441 | 100 591 | 102 876 | 105 164 | 107 449 | 109 733 | 112 016 | 114 304 | 116 584 | 118 870 |
|  | Net | 73 516 | 75 116 | 76 715 | 78 315 | 79 914 | 81 513 | 83 115 | 84 714 | 86 313 | 87 911 | 89 513 | 91 109 | 92 709 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-3 | Gross | 75 608 | 77 557 | 79 504 | 81 450 | 83 400 | 85 346 | 87 293 | 89 245 | 91 191 | 93 138 | 95 089 | 97 037 | 98 986 |
|  | Net | 60 962 | 62 443 | 63 923 | 65 402 | 66 884 | 68 363 | 69 843 | 71 326 | 72 805 | 74 285 | 75 768 | 77 248 | 78 729 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-2 | Gross | 58 414 | 60 157 | 61 897 | 63 639 | 65 383 | 67 128 | 68 872 | 70 609 | 72 354 | 74 095 | 75 837 | 77 582 | 79 322 |
|  | Net | 47 895 | 49 219 | 50 542 | 51 866 | 53 191 | 54 517 | 55 843 | 57 163 | 58 489 | 59 812 | 61 136 | 62 462 | 63 785 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-1 | Gross | 45 133 | 46 487 | 47 841 | 49 195 | 50 599 | 52 079 | 53 557 | 55 037 | 56 514 | 57 995 | 59 472 | 60 950 | 62 429 |
|  | Net | 37 460 | 38 584 | 39 708 | 40 832 | 41 955 | 43 080 | 44 203 | 45 328 | 46 451 | 47 576 | 48 699 | 49 822 | 50 946 |

*Abbreviations*: ASG, Assistant Secretary-General; USG, Under-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 2020

(United States dollars)

|  |  | *Steps* | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-7 | Gross | 91 564 | 93 787 | 96 007 | 98 216 | 100 469 | 102 876 | 105 286 | 107 687 | 110 097 | 112 503 | 114 910 | 117 320 | 119 731 |
|  | Net | 73 089 | 74 778 | 76 465 | 78 144 | 79 828 | 81 513 | 83 200 | 84 881 | 86 568 | 88 252 | 89 937 | 91 624 | 93 312 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-6 | Gross | 76 111 | 78 147 | 80 189 | 82 225 | 84 259 | 86 297 | 88 337 | 90 384 | 92 417 | 94 455 | 96 496 | 98 533 | 100 617 |
|  | Net | 61 344 | 62 892 | 64 444 | 65 991 | 67 537 | 69 086 | 70 636 | 72 192 | 73 737 | 75 286 | 76 837 | 78 385 | 79 932 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-5 | Gross | 65 418 | 67 154 | 68 895 | 70 630 | 72 372 | 74 112 | 75 854 | 77 591 | 79 336 | 81 072 | 82 812 | 84 553 | 86 288 |
|  | Net | 53 218 | 54 537 | 55 860 | 57 179 | 58 503 | 59 825 | 61 149 | 62 469 | 63 795 | 65 115 | 66 437 | 67 760 | 69 079 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-4 | Gross | 57 289 | 58 742 | 60 184 | 61 625 | 63 070 | 64 512 | 65 953 | 67 401 | 68 842 | 70 288 | 71 733 | 73 129 | 74 620 |
|  | Net | 47 040 | 48 144 | 49 240 | 50 335 | 51 433 | 52 529 | 53 624 | 54 725 | 55 820 | 56 919 | 58 017 | 59 078 | 60 211 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-3 | Gross | 50 191 | 51 425 | 52 649 | 53 874 | 55 100 | 56 333 | 57 558 | 58 786 | 60 017 | 61 237 | 62 464 | 63 696 | 64 926 |
|  | Net | 41 645 | 42 583 | 43 513 | 44 444 | 45 376 | 46 313 | 47 244 | 48 177 | 49 113 | 50 040 | 50 973 | 51 909 | 52 844 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-2 | Gross | 44 578 | 45 572 | 46 567 | 47 559 | 48 554 | 49 545 | 50 541 | 51 672 | 52 759 | 53 843 | 54 926 | 56 008 | 57 091 |
|  | Net | 37 000 | 37 825 | 38 651 | 39 474 | 40 300 | 41 122 | 41 911 | 42 771 | 43 597 | 44 421 | 45 244 | 46 066 | 46 889 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-1 | Gross | 39 686 | 40 559 | 41 430 | 42 302 | 43 173 | 44 053 | 44 927 | 45 795 | 46 671 | 47 543 | 48 414 | 49 284 | 50 171 |
|  | Net | 32 939 | 33 664 | 34 387 | 35 111 | 35 834 | 36 564 | 37 289 | 38 010 | 38 737 | 39 461 | 40 184 | 40 906 | 41 630 |

\* Step increment periodicity is two years.

Annex III

Pay protection measures for staff whose salaries are higher than the maximum salaries on the base/floor salary scales, with effect from 1 January 2020, showing annual gross salaries and net equivalents after application of staff assessment

Effective 1 January 2020

(United States dollars)

| *Level* |  | *Pay protection measure 1* | *Pay protection measure 2* |
| --- | --- | --- | --- |
|  |  |  |  |
| P-4 | Gross | 121 159 | 123 444 |
|  | Net | 94 311 | 95 911 |
| P-3 | Gross | 101 011 | 103 126 |
|  | Net | 80 208 | 81 688 |
| P-2 | Gross | 81 064 | – |
|  | Net | 65 109 | – |
| P-1 | Gross | 63 908 | – |
|  | Net | 52 070 | – |
| FS-4 | Gross | 76 063 | 77 504 |
|  | Net | 61 308 | 62 403 |
| FS-3 | Gross | 66 153 | 67 378 |
|  | Net | 53 776 | 54 707 |