Information circular\*

To: Members of the staff

\* The present circular, which cancels and supersedes [ST/IC/2020/7](https://undocs.org/en/ST/IC/2020/7) of 13 January 2020, will be in effect until further notice.

From: The Assistant Secretary-General for Human Resources

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 [75/245](https://undocs.org/en/A/RES/75/245), approved a revised unified base/floor salary scale for staff in the Professional and higher categories, effective 1 January 2021. The scale reflects a 1.9 per cent adjustment to be implemented by increasing the net base salary and commensurately decreasing post adjustment multiplier points, resulting in no loss/no gain in net take-home pay.

2. In accordance with the practice followed on the occasion of previous consolidations of post adjustment multiplier points into net base salaries, upon implementation of the revised base/floor 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 2021 will be effected on the basis of the movement of the newly established 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/floor 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 2021, to reflect the consolidation of 1.9 multiplier points into net base salaries, as indicated in paragraph 1 above.

4. The revised base/floor salary scales for staff in the Professional and higher categories and staff in the Field Service category, effective 1 January 2021, 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 2021 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 2021

(United States dollars)

|  |  | *Steps* | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| USG | Gross | 205 264 |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Net | 150 974 |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ASG | Gross | 186 323 |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Net | 138 473 |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | \* | \* | \* | \* | \* | \* | \* | \* | \* |  |  |  |
| D-2 | Gross | 148 744 | 152 092 | 155 517 | 158 944 | 162 371 | 165 798 | 169 221 | 172 650 | 176 074 | 179 498 |  |  |  |
|  | Net | 113 621 | 115 881 | 118 141 | 120 403 | 122 665 | 124 927 | 127 186 | 129 449 | 131 709 | 133 969 |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  | \* | \* | \* | \* | \* | \* | \* | \* | \* |
| D-1 | Gross | 133 164 | 136 000 | 138 840 | 141 679 | 144 507 | 147 347 | 150 194 | 153 198 | 156 211 | 159 217 | 162 224 | 165 229 | 168 239 |
|  | Net | 102 715 | 104 700 | 106 688 | 108 675 | 110 655 | 112 643 | 114 628 | 116 611 | 118 599 | 120 583 | 122 568 | 124 551 | 126 538 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-5 | Gross | 114 767 | 117 181 | 119 596 | 122 006 | 124 420 | 126 831 | 129 247 | 131 659 | 134 071 | 136 483 | 138 897 | 141 306 | 143 723 |
|  | Net | 89 837 | 91 527 | 93 217 | 94 904 | 96 594 | 98 282 | 99 973 | 101 661 | 103 350 | 105 038 | 106 728 | 108 414 | 110 106 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-4 | Gross | 93 964 | 96 109 | 98 254 | 100 433 | 102 760 | 105 089 | 107 420 | 109 749 | 112 076 | 114 401 | 116 734 | 119 057 | 121 386 |
|  | Net | 74 913 | 76 543 | 78 173 | 79 803 | 81 432 | 83 062 | 84 694 | 86 324 | 87 953 | 89 581 | 91 214 | 92 840 | 94 470 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-3 | Gross | 77 132 | 79 117 | 81 103 | 83 086 | 85 072 | 87 055 | 89 039 | 91 028 | 93 011 | 94 995 | 96 984 | 98 968 | 101 036 |
|  | Net | 62 120 | 63 629 | 65 138 | 66 645 | 68 155 | 69 662 | 71 170 | 72 681 | 74 188 | 75 696 | 77 208 | 78 716 | 80 225 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-2 | Gross | 59 612 | 61 387 | 63 161 | 64 936 | 66 713 | 68 491 | 70 268 | 72 038 | 73 816 | 75 589 | 77 366 | 79 143 | 80 917 |
|  | Net | 48 805 | 50 154 | 51 502 | 52 851 | 54 202 | 55 553 | 56 904 | 58 249 | 59 600 | 60 948 | 62 298 | 63 649 | 64 997 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-1 | Gross | 45 990 | 47 370 | 48 749 | 50 142 | 51 647 | 53 157 | 54 662 | 56 170 | 57 676 | 59 184 | 60 689 | 62 196 | 63 703 |
|  | Net | 38 172 | 39 317 | 40 462 | 41 608 | 42 752 | 43 899 | 45 043 | 46 189 | 47 334 | 48 480 | 49 624 | 50 769 | 51 914 |

*Abbreviations*: ASG, Assistant Secretary-General; and 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 2021

(United States dollars)

|  |  | *Steps* | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-7 | Gross | 93 392 | 95 657 | 97 918 | 100 184 | 102 636 | 105 089 | 107 544 | 109 991 | 112 447 | 114 899 | 117 351 | 119 807 | 122 264 |
|  | Net | 74 478 | 76 199 | 77 918 | 79 629 | 81 345 | 83 062 | 84 781 | 86 494 | 88 213 | 89 929 | 91 646 | 93 365 | 95 085 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-6 | Gross | 77 645 | 79 720 | 81 800 | 83 875 | 85 947 | 88 025 | 90 103 | 92 189 | 94 261 | 96 337 | 98 417 | 100 534 | 102 787 |
|  | Net | 62 510 | 64 087 | 65 668 | 67 245 | 68 820 | 70 399 | 71 978 | 73 564 | 75 138 | 76 716 | 78 297 | 79 874 | 81 451 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-5 | Gross | 66 749 | 68 517 | 70 291 | 72 059 | 73 836 | 75 608 | 77 383 | 79 153 | 80 930 | 82 700 | 84 472 | 86 246 | 88 016 |
|  | Net | 54 229 | 55 573 | 56 921 | 58 265 | 59 615 | 60 962 | 62 311 | 63 656 | 65 007 | 66 352 | 67 699 | 69 047 | 70 392 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-4 | Gross | 58 466 | 59 946 | 61 416 | 62 883 | 64 355 | 65 825 | 67 293 | 68 770 | 70 238 | 71 711 | 73 183 | 74 605 | 76 125 |
|  | Net | 47 934 | 49 059 | 50 176 | 51 291 | 52 410 | 53 527 | 54 643 | 55 765 | 56 881 | 58 000 | 59 119 | 60 200 | 61 355 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-3 | Gross | 51 232 | 52 489 | 53 737 | 54 984 | 56 234 | 57 491 | 58 739 | 59 989 | 61 245 | 62 488 | 63 738 | 64 993 | 66 247 |
|  | Net | 42 436 | 43 392 | 44 340 | 45 288 | 46 238 | 47 193 | 48 142 | 49 092 | 50 046 | 50 991 | 51 941 | 52 895 | 53 848 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-2 | Gross | 45 425 | 46 439 | 47 452 | 48 463 | 49 477 | 50 530 | 51 588 | 52 742 | 53 849 | 54 954 | 56 058 | 57 159 | 58 263 |
|  | Net | 37 703 | 38 544 | 39 385 | 40 224 | 41 066 | 41 903 | 42 707 | 43 584 | 44 425 | 45 265 | 46 104 | 46 941 | 47 780 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-1 | Gross | 40 440 | 41 330 | 42 217 | 43 106 | 43 994 | 44 890 | 45 780 | 46 665 | 47 558 | 48 447 | 49 334 | 50 241 | 51 212 |
|  | Net | 33 565 | 34 304 | 35 040 | 35 778 | 36 515 | 37 259 | 37 997 | 38 732 | 39 473 | 40 211 | 40 947 | 41 683 | 42 421 |

\* 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 2021, showing annual gross salaries and net equivalents after application of staff assessment

Effective 1 January 2021

(United States dollars)

| *Level* |  | *Pay protection measure 1* | *Pay protection measure 2* |
| --- | --- | --- | --- |
|  |  |  |  |
| P-4 | Gross | 123 719 | 126 047 |
|  | Net | 96 103 | 97 733 |
| P-3 | Gross | 103 189 | 105 343 |
|  | Net | 81 732 | 83 240 |
| P-2 | Gross | 82 692 | – |
|  | Net | 66 346 | – |
| P-1 | Gross | 65 209 | – |
|  | Net | 53 059 | – |
| FS-4 | Gross | 77 596 | 79 064 |
|  | Net | 62 473 | 63 589 |
| FS-3 | Gross | 67 497 | 68 745 |
|  | Net | 54 798 | 55 746 |