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

 \* The present circular, which cancels and supersedes [ST/IC/2017/3](https://undocs.org/ST/IC/2017/3) of 1 January 2017, will be in effect until further notice.

1. The General Assembly, in its resolution [72/255](https://undocs.org/A/RES/72/255), approved a revised base salary scale for staff in the Professional and higher categories, effective 1 January 2018. The scale reflects the consolidation, on a no-loss/no-gain basis, of 0.97 multiplier points into the net base salaries in effect under the salary scale of 1 January 2017.

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 2018 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 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/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 2018, to reflect the consolidation of 0.97 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 2018, 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 2018 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 2018

(United States dollars)

|  |  | *Steps* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| USG | Gross | 194 329 |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Net | 143 757 |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ASG | Gross | 176 292 |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Net | 131 853 |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | \* | \* | \* | \* | \* | \* | \* | \* | \* |  |  |  |
| D-2 | Gross | 140 984 | 144 059 | 147 133 | 150 223 | 153 488 | 156 750 | 160 011 | 163 273 | 166 535 | 169 795 |  |  |  |
|  | Net  | 108 189 | 110 341 | 112 493 | 114 647 | 116 802 | 118 955 | 121 107 | 123 260 | 125 413 | 127 565 |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  | \* | \* | \* | \* | \* | \* | \* | \* | \* |
| D-1 | Gross | 126 150 | 128 851 | 131 554 | 134 257 | 136 951 | 139 654 | 142 356 | 145 053 | 147 757 | 150 483 | 153 347 | 156 209 | 159 074 |
|  | Net  | 97 805 | 99 696 | 101 588 | 103 480 | 105 366 | 107 258 | 109 149 | 111 037 | 112 930 | 114 819 | 116 709 | 118 598 | 120 489 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-5 | Gross | 108 633 | 110 930 | 113 230 | 115 524 | 117 824 | 120 119 | 122 420 | 124 716 | 127 013 | 129 310 | 131 609 | 133 903 | 136 203 |
|  | Net  | 85 543 | 87 151 | 88 761 | 90 367 | 91 977 | 93 583 | 95 194 | 96 801 | 98 409 | 100 017 | 101 626 | 103 232 | 104 842 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |   |  |   |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-4  | Gross | 89 253 | 91 295 | 93 337 | 95 379 | 97 421 | 99 462 | 101 636 | 103 853 | 106 069 | 108 284 | 110 506 | 112 717 | 114 936 |
|  | Net  | 71 332 | 72 884 | 74 436 | 75 988 | 77 540 | 79 091 | 80 645 | 82 197 | 83 748 | 85 299 | 86 854 | 88 402 | 89 955 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |   |  |   |  |   |  |  |  | \* | \* | \* | \* | \* | \* |
| P-3 | Gross | 73 225 | 75 114 | 77 005 | 78 893 | 80 784 | 82 674 | 84 563 | 86 457 | 88 345 | 90 234 | 92 128 | 94 016 | 95 908 |
|  | Net  | 59 151 | 60 587 | 62 024 | 63 459 | 64 896 | 66 332 | 67 768 | 69 207 | 70 642 | 72 078 | 73 517 | 74 952 | 76 390 |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-2 | Gross | 56 542 | 58 233 | 59 922 | 61 612 | 63 304 | 64 996 | 66 688 | 68 375 | 70 067 | 71 757 | 73 446 | 75 139 | 76 828 |
|  | Net  | 46 472 | 47 757 | 49 041 | 50 325 | 51 611 | 52 897 | 54 183 | 55 465 | 56 751 | 58 035 | 59 319 | 60 606 | 61 889 |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| P-1 | Gross | 43 792 | 45 106 | 46 419 | 47 734 | 49 046 | 50 395 | 51 829 | 53 264 | 54 699 | 56 134 | 57 568 | 59 001 | 60 437 |
|  | Net  | 36 347 | 37 438 | 38 528 | 39 619 | 40 708 | 41 800 | 42 890 | 43 981 | 45 071 | 46 162 | 47 252 | 48 341 | 49 432 |

*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 2018

(United States dollars)

|  |  | *Steps* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-7 | Gross | 88 707 | 90 863 | 93 017 | 95 161 | 97 312 | 99 462 | 101 754 | 104 084 | 106 423 | 108 757 | 111 093 | 113 431  | 115 770 |
|  | Net  | 70 917 | 72 556 | 74 193 |  75 822 |  77 457 |  79 091 |  80 728 |  82 359 |  83 996 |  85 630 |  87 265 |  88 902  | 90 539 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-6 | Gross | 73 313 | 75 688 | 77 671 | 79 645 | 81 620 | 83 596 | 85 576 | 87 562 | 89 534 |  91 512 | 93 492 | 95 468  | 97 443 |
|  | Net  | 59 522 | 61 023 | 62 530 | 64 030 | 65 531 | 67 033 | 68 538 | 70 047 |  71 546 |  73 049 |  74 554 |  76 056  | 77 557 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-5 | Gross | 63 338 |  65 022 |  66 711 |  68 395 |  70 086 |  71 774 |  73 463 |  75 149 |  76 841 |  78 528 |  80 214 |  81 904 |  83 587  |
|  | Net  |  51 637 |  52 917 |  54 200 |  55 480 |  56 765 |  58 048 |  59 332 |  60 613 |  61 899 |  63 181 |  64 463 |  65 747 |  67 026  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-4 | Gross | 55 451 |  56 859 |  58 259 |  59 657 |  61 059 |  62 458 |  63 857 |  65 262 |  66 661 |  68 063 |  69 464 |  70 820 |  72 266 |
|  | Net  |  45 643 |  46 713 |  47 777 |  48 839 |  49 905 |  50 968 |  52 031 |  53 099 |  54 162 |  55 228 |  56 293 |  57 323 |  58 422 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-3 | Gross | 48 684 |  49 781 |  50 947 |  52 137 |  52 326 |  54 522 |  55 711 |  56 903 |  58 097 |  59 280 |  60 472 |  61 666 |  62 861 |
|  | Net  |  40 408 |  41 318 |  42 220 |  43 124 |  44 028 |  44 937 |  45 840 |  46 746 |  47 654 |  48 553 |  49 459 |  50 366 |  51 274 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-2 | Gross | 43 254 |  44 218 |  45 184 |  46 146 |  47 111 |  48 072 |  48 995 |  50 001 |  51 055 |  52 107 |  53 158 |  54 207  | 55 257 |
|  | Net  |  35 901 |  36 701 |  37 503 |  38 301 |  39 102 |  39 900 |  40 666 |  41 501 |  42 302 |  43 101 |  43 900 |  44 697  | 45 495 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  | \* | \* | \* | \* | \* | \* |
| FS-1 | Gross | 38 506 | 39 354 |  40 199 |  41 046 |  41 892 |  42 745 |  43 592 |  44 435 |  45 284 |  46 130 | 46 976 | 47 820 | 48 666 |
|  | Net  | 31 960 |  32 664 |  33 365 |  34 068 |  34 770 |  35 478 |  36 181 |  36 881 |  37 586 |  38 288  | 38 990 | 39 691 | 40 393 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

 \* 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 2018, showing annual gross salaries and net equivalents after application of staff assessment

 Effective 1 January 2018

 (United States dollars)

| *Level* |  | *Pay protection measure 1* | *Pay protection measure 2* |
| --- | --- | --- | --- |
|  |  |  |  |
| P-4 | Gross | 117 154 | 119 373 |
|  | Net | 91 508 | 93 061 |
| P-3 | Gross | 97 796 | 99 686 |
|  | Net | 77 825 | 79 261 |
| P-2 | Gross | 78 520 | – |
|  | Net | 63 175 | – |
| P-1 | Gross | 61 871 | – |
|  | Net | 50 522 | – |
| FS-4 | Gross | 73 666 | 75 064 |
|  | Net | 59 486 | 60 549 |
| FS-3 | Gross | 64 050 | 65 239 |
|  | Net | 52 178 | 53 082 |