**Information circular**\*

 To: Members of the staff

 \* The present circular, which cancels and supersedes circular ST/IC/2016/6, will be in effect until further notice.

 From: The Assistant Secretary-General for Human Resources Management

Subject: **Revised salary scales for staff in the General Service and related categories at Headquarters (recruited on or after 1 February 2016)**

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 (CPI) for New York.

2. The CPI for the month of November 2016 reflected a 1.60 per cent movement over the November 2015 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 1.4 per cent, effective 1 November 2016. The adjustment was made to the lower salary scales for staff recruited on or after 1 February 2016.

3. Staff members recruited prior to 1 February 2016 are paid according to the salary scales in effect since 1 March 2014. Amendment two to those salary scales has been issued to reflect the revised levels of allowances. The salary scales in effect since 1 March 2014 and applicable only to eligible staff already on board prior to 1 February 2016 may be accessed from the website of the Compensation and Classification Section of the Human Resources Policy Service, Office of Human Resources Management, at www.un.org/depts/OHRM/salaries\_allowances/.

4. With the discontinuation of the freeze on increases of allowances, which became effective on 1 January 2016 by General Assembly resolution 70/244, the level of allowances impacted by the freeze can now be implemented as decided by the International Civil Service Commission. The dependency allowances (in thousands of United States dollars net per annum) have been revised with effect from 1 November 2016 as follows:

 Child 2 389

 Except for the first dependent child of a single,
widowed or divorced staff member 3 575

 Dependent spouse 3 727

 Secondary dependant 1 359

5. The revised salary scales, effective 1 November 2016, which are contained in the annex to the present circular, will be implemented in the end of March 2017 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 2016 (applicable only to staff recruited on or after 1 February 2016)

|  |  | *S T E P S* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 7 | (Gross) | 70 763 | 73 737 | 76 711 | 79 686 | 82 660 | 85 635 | 88 609 | 91 583 | 94 558 | 97 532 | 100 507\* |
|  | (Gross pension) | 68 576 | 71 350 | 74 123 | 76 897 | 79 671 | 82 443 | 85 217 | 87 991 | 90 764 | 93 622 | 96 596\* |
|  | (Total net) | 53 826 | 55 878 | 57 931 | 59 983 | 62 036 | 64 088 | 66 140 | 68 193 | 70 245 | 72 297 | 74 350\* |
|  | (Net pension) | 53 826 | 55 878 | 57 931 | 59 983 | 62 036 | 64 088 | 66 140 | 68 193 | 70 245 | 72 297 | 74 350\* |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 |  0 | 0 | 0 | 0 | 0 |  0\* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6 | (Gross) | 63 377 | 66 061 | 68 745 | 71 430 | 74 115 | 76 800 | 79 484 | 82 169 | 84 854 | 87 539 | 90 224\* |
|  | (Gross pension) | 61 690 | 64 193 | 66 696 | 69 199 | 71 703 | 74 206 | 76 709 | 79 213 | 81 716 | 84 219 | 86 722\* |
|  | (Total net) | 48 730 | 50 582 | 52 434 | 54 287 | 56 139 | 57 992 | 59 844 | 61 697 | 63 549 | 65 402 | 67 255\* |
|  | (Net pension) | 48 730 | 50 582 | 52 434 | 54 287 | 56 139 | 57 992 | 59 844 | 61 697 | 63 549 | 65 402 | 67 255\* |
|  | (NPC) | 0 |  0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0\* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5 | (Gross) | 56 879 | 59 143 | 61 509 | 63 936 | 66 364 | 68 792 | 71 218 | 73 646 | 76 074 | 78 501 | 80 929\* |
|  | (Gross pension) | 55 662 | 57 837 | 60 012 | 62 212 | 64 475 | 66 739 | 69 002 | 71 265 | 73 528 | 75 792 | 78 056\* |
|  | (Total net) | 44 091 | 45 766 | 47 441 | 49 116 | 50 791 | 52 466 | 54 141 | 55 816 | 57 491 | 59 166 | 60 841\* |
|  | (Net pension) | 44 091 | 45 766 | 47 441 | 49 116 | 50 791 | 52 466 | 54 141 | 55 816 | 57 491 | 59 166 | 60 841\* |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 |  0 | 0 | 0 | 0 | 0 | 0\* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4 | (Gross) | 51 223 | 53 274 | 55 326 | 57 375 | 59 427 | 61 585 | 63 785 | 65 985 | 68 185 | 70 385 | 72 585\* |
|  | (Gross pension) | 50 224 | 52 196 | 54 168 | 56 138 | 58 110 | 60 081 | 62 071 | 64 122 | 66 173 | 68 224 | 70 275\* |
|  | (Total net) | 39 905 | 41 423 | 42 941 | 44 458 | 45 976 | 47 494 | 49 012 | 50 530 | 52 048 | 53 566 | 55 084\* |
|  | (Net pension) | 39 905 | 41 423 | 42 941 | 44 458 | 45 976 | 47 494 | 49 012 | 50 530 | 52 048 | 53 566 | 55 084\* |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0\* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3 | (Gross) | 46 078 | 47 937 | 49 798 | 51 657 | 53 517 | 55 376 | 57 236 | 59 095 | 61 024 | 63 018 | 65 012\* |
|  | (Gross pension) | 45 280 | 47 068 | 48 855 | 50 642 | 52 429 | 54 217 | 56 003 | 57 791 | 59 577 | 61 364 | 63 215\* |
|  | (Total net) | 36 097 | 37 473 | 38 850 | 40 226 | 41 602 | 42 978 | 44 354 | 45 730 | 47 106 | 48 482 | 49 858\* |
|  | (Net pension) | 36 097 | 37 473 | 38 850 | 40 226 | 41 602 | 42 978 | 44 354 | 45 730 | 47 106 | 48 482 | 49 858\* |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |  0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2 | (Gross) | 41 461 | 43 144 | 44 825 | 46 506 | 48 189 | 49 870 | 51 552 | 53 233 | 54 916 | 56 597\* |  |
|  | (Gross pension) | 40 844 | 42 460 | 44 076 | 45 693 | 47 308 | 48 926 | 50 541 | 52 157 | 53 773 | 55 390\* |  |
|  | (Total net) | 32 681 | 33 926 | 35 171 | 36 415 | 37 660 | 38 904 | 40 148 | 41 392 | 42 638 | 43 882\* |  |
|  | (Net pension) | 32 681 | 33 926 | 35 171 | 36 415 | 37 660 | 38 904 | 40 148 | 41 392 | 42 638 | 43 882\* |  |
|  | (NPC) | 0 | 0 | 0 |  0 |  0 | 0 | 0 | 0 | 0 |  0\* |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1 | (Gross) | 37 369 | 38 832 | 40 306 | 41 828 | 43 349 | 44 872 | 46 394 | 47 915 | 49 437\* |  |  |
|  | (Gross pension) | 36 809 | 38 270 | 39 734 | 41 196 | 42 659 | 44 122 | 45 583 | 47 047 | 48 509\* |  |  |
|  | (Total net) | 29 574 | 30 701 | 31 826 | 32 953 | 34 079 | 35 205 | 36 332 | 37 457 | 38 584\* |  |  |
|  | (Net pension) | 29 574 | 30 701 | 31 826 | 32 953 | 34 079 | 35 205 | 36 332 | 37 457 | 38 584\* |  |  |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0\* |  |  |
|  |  |  |  |
| Dependency allowances (US$ net per annum): |  |  | Language allowances (to be included in pensionable remuneration): |
|  Child |  | 2 389 |  |  |
|  |  |  |  First language | 2 268 |
|  |  |  |  Second language | 1 134 |
|  Except for the first dependent child of a single, |  | 3 575 |  |
|  widowed or divorced staff member |  |  |  |
|  |  |  |  |
|  Dependent spouse |  | 3 727 |  |
|  |  |  |  |
|  Secondary dependant |  | 1 359 |  |

Increments: salary increments within the levels shall be awarded annually on the basis of satisfactory service.

 \* 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

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 pension: 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 pension: 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 2016 (applicable only to staff recruited on or after 1 February 2016)

|  |  | *S T E P S* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII\** |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Language Teacher | (Gross) | 76 923 | 79 648 | 82 372 | 85 097 | 87 821 | 90 546 | 93 270 | 95 995 | 98 720 | 101 444 | 104 169 | 106 893 |
|  | (Gross pension) | 74 320 | 76 859 | 79 400 | 81 939 | 84 479 | 87 019 | 89 560 | 92 099 | 94 803 | 97 528 | 100 251 | 102 976 |
|  | (Total net) | 58 077 | 59 957 | 61 837 | 63 717 | 65 597 | 67 477 | 69 357 | 71 237 | 73 116 | 74 996 | 76 876 | 78 756 |
|  | (Net pension) | 58 077 | 59 956 | 61 836 | 63 715 | 65 595 | 67 474 | 69 354 | 71 232 | 73 112 | 74 992 | 76 871 | 78 751 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Increments: salary increments within the level shall be awarded annually on the basis of satisfactory service.

Work schedule: 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.

Dependency allowances (US$ net per annum):

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

Language allowances: not entitled.

 \* 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

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 pension: 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 pension: 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 2016 (applicable only to staff recruited on or after 1 February 2016)

|  |  | *S T E P S* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* |
|  |  |  |  |  |  |  |
| Tour Coordinator/Supervisor and Briefing Assistant*a* | (Gross) | 61 941 | 65 203 | 68 466 | 71 730 | 74 992 |
|  | (Gross pension) | 60 399 | 63 393 | 66 435 | 69 478 | 72 520 |
|  | (Total net) | 47 739 | 49 990 | 52 241 | 54 493 | 56 744 |
|  | (Net pension) | 47 739 | 49 990 | 52 241 | 54 493 | 56 744 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |
| Public Information Assistant II and Tour Coordinator | (Gross) | 54 454 | 56 800 | 59 146 | 61 600 | 64 117 |
|  | (Gross pension) | 53 330 | 55 584 | 57 840 | 60 094 | 62 380 |
|  | (Total net) | 42 296 | 44 032 | 45 768 | 47 504 | 49 241 |
|  | (Net pension) | 42 296 | 44 032 | 45 768 | 47 504 | 49 241 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |
| Public Information Assistant I | (Gross) | 49 972 | 52 116 |  |  |  |
|  | (Gross pension) | 49 023 | 51 082 |  |  |  |
|  | (Total net) | 38 979 | 40 566 |  |  |  |
|  | (Net pension) | 38 979 | 40 566 |  |  |  |
|  | (NPC) | 0 | 0 |  |  |  |

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

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

Increments: 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):

|  |  |
| --- | --- |
|  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 pension: 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 pension: 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 2016 (applicable only to staff recruited on or after 1 February 2016)

|  |  | *S T E P S* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII* | *VIII* | *IX* | *X* | *XI* | *XII* | *XIII* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 7 | (Gross) | 93 907 | 97 547 | 101 188 | 104 830 | 108 472 | 112 112 | 115 753 | 119 395 | 123 036\* |  |  |  |  |
|  | (Gross pension) | 90 156 | 93 637 | 97 277 | 100 919 | 104 560 | 108 201 | 111 842 | 115 483 | 119 125\* |  |  |  |  |
|  | (Total net) | 69 796 | 72 307 | 74 820 | 77 333 | 79 845 | 82 357 | 84 870 | 87 382 | 89 895\* |  |  |  |  |
|  | (Net pension) | 69 796 | 72 307 | 74 820 | 77 333 | 79 845 | 82 357 | 84 870 | 87 382 | 89 895\* |  |  |  |  |
|  | (NPC) | 0 | 0 |  0 |  0 | 0 | 0 |  0 | 0 |  0\* |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6 | (Gross) | 86 992 | 90 384 | 93 776 | 97 168 | 100 559 | 103 950 | 107 342 | 110 733 | 114 125\* |  |  |  |  |
|  | (Gross pension) | 83 710 | 86 872 | 90 035 | 93 257 | 96 647 | 100 038 | 103 430 | 106 822 | 110 213\* |  |  |  |  |
|  | (Total net) | 65 025 | 67 365 | 69 705 | 72 046 | 74 386 | 76 725 | 79 066 | 81 406 | 83 746\* |  |  |  |  |
|  | (Net pension) | 65 025 | 67 365 | 69 705 | 72 046 | 74 386 | 76 725 | 79 066 | 81 406 | 83 746\* |  |  |  |  |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 |  0 | 0 | 0 | 0\* |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5 | (Gross) | 80 043 | 83 194 | 86 344 | 89 495 | 92 644 | 95 795 | 98 946 | 102 097 | 105 247\* |  |  |  |  |
|  | (Gross pension) | 77 230 | 80 168 | 83 105 | 86 043 | 88 981 | 91 918 | 95 035 | 98 186 | 101 335\* |  |  |  |  |
|  | (Total net) | 60 230 | 62 404 | 64 578 | 66 752 | 68 925 | 71 099 | 73 273 | 75 447 | 77 621\* |  |  |  |  |
|  | (Net pension) | 60 230 | 62 404 | 64 578 | 66 752 | 68 925 | 71 099 | 73 273 | 75 447 | 77 621\* |  |  |  |  |
|  | (NPC) | 0 | 0 |  0 | 0 | 0 | 0 | 0 | 0 |  0\* |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4 | (Gross) | 72 990 | 75 880 | 78 770 | 81 661 | 84 551 | 87 441 | 90 331 | 93 222 | 96 111\* |  |  |  |  |
|  | (Gross pension) | 70 653 | 73 348 | 76 043 | 78 738 | 81 433 | 84 129 | 86 824 | 89 519 | 92 212\* |  |  |  |  |
|  | (Total net) | 55 363 | 57 357 | 59 351 | 61 346 | 63 341 | 65 334 | 67 329 | 69 323 | 71 317\* |  |  |  |  |
|  | (Net pension) | 55 363 | 57 357 | 59 351 | 61 346 | 63 341 | 65 334 | 67 329 | 69 323 | 71 317\* |  |  |  |  |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0\* |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3 | (Gross) | 68 109 | 70 375 | 72 641 | 74 907 | 77 174 | 79 440 | 81 706 | 83 972 | 86 239 | 88 506 | 90 772\* |  |  |
|  | (Gross pension) | 66 102 | 68 215 | 70 328 | 72 441 | 74 555 | 76 668 | 78 781 | 80 895 | 83 007 | 85 121 | 87 233\* |  |  |
|  | (Total net) | 51 995 | 53 558 | 55 122 | 56 686 | 58 250 | 59 814 | 61 377 | 62 941 | 64 505 | 66 069 | 67 633\* |  |  |
|  | (Net pension) | 51 995 | 53 558 | 55 122 | 56 686 | 58 250 | 59 814 | 61 377 | 62 941 | 64 505 | 66 069 | 67 633\* |  |  |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0\* |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2 | (Gross) | 61 028 | 63 077 | 65 127 | 67 175 | 69 224 | 71 274 | 73 323 | 75 371 | 77 421 | 79 470 | 81 518 | 83 568 | 85 617\* |
|  | (Gross pension) | 59 581 | 61 417 | 63 321 | 65 232 | 67 142 | 69 052 | 70 963 | 72 874 | 74 785 | 76 695 | 78 605 | 80 517 | 82 427\* |
|  | (Total net) | 47 109 | 48 523 | 49 937 | 51 351 | 52 765 | 54 179 | 55 593 | 57 006 | 58 421 | 59 834 | 61 248 | 62 662 | 64 076\* |
|  | (Net pension) | 47 109 | 48 523 | 49 937 | 51 351 | 52 765 | 54 179 | 55 593 | 57 006 | 58 421 | 59 834 | 61 248 | 62 662 | 64 076\* |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0\* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1 | (Gross) | 54 364 | 56 078 |  |  |  |  |  |  |  |  |  |  |  |
|  | (Gross pension) | 53 243 | 54 891 |  |  |  |  |  |  |  |  |  |  |  |
|  | (Total net) | 42 229 | 43 498 |  |  |  |  |  |  |  |  |  |  |  |
|  | (Net pension) | 42 229 | 43 498 |  |  |  |  |  |  |  |  |  |  |  |
|  | (NPC) | 0 | 0 |  |  |  |  |  |  |  |  |  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| Dependency allowances (US$ net per annum): |  |  | Language allowances (to be included in pensionable remuneration): |
|  Child |  | 2 389 |  |  |
|  |  |  |  First language | 2 268 |
|  |  |  |  Second language | 1 134 |
|  Except for the first dependent child of a single, |  | 3 575 |  |
|  widowed or divorced staff member |  |  |  |
|  |  |  |  |
|  Dependent spouse |  | 3 727 |  |
|  |  |  |  |
|  |  |  |  |
|  Secondary dependant |  | 1 359 |  |

Increments: salary increments within the levels shall be awarded annually on the basis of satisfactory service.

 \* 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

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 pension: 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 pension: 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 2016 (applicable only to staff recruited on or after 1 February 2016)

|  |  | *S T E P S* |
| --- | --- | --- |
| *Level* |  | *I* | *II* | *III* | *IV* | *V* | *VI* | *VII\** |
|  |  |  |  |  |  |  |  |  |
| TC-8 | (Gross) | 86 763 | 89 770 | 92 777 | 95 783 | 98 790 | 101 798 | 104 805 |
|  | (Gross pension) | 83 496 | 86 300 | 89 103 | 91 907 | 94 879 | 97 886 | 100 893 |
|  | (Total net) | 64 867 | 66 941 | 69 016 | 71 091 | 73 165 | 75 241 | 77 315 |
|  | (Net pension) | 64 867 | 66 941 | 69 016 | 71 091 | 73 165 | 75 241 | 77 315 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 |  0 |
|  |  |  |  |  |  |  |  |  |
| TC-7 | (Gross) | 81 338 | 84 172 | 87 009 | 89 843 | 92 680 | 95 514 | 98 351 |
|  | (Gross pension) | 78 436 | 81 080 | 83 724 | 86 368 | 89 013 | 91 656 | 94 438 |
|  | (Total net) | 61 123 | 63 079 | 65 036 | 66 992 | 68 949 | 70 905 | 72 862 |
|  | (Net pension) | 61 123 | 63 079 | 65 036 | 66 992 | 68 949 | 70 905 | 72 862 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 |  0 |
|  |  |  |  |  |  |  |  |  |
| TC-6 | (Gross) | 75 910 | 78 573 | 81 236 | 83 899 | 86 562 | 89 225 | 91 886 |
|  | (Gross pension) | 73 378 | 75 859 | 78 343 | 80 825 | 83 308 | 85 791 | 88 273 |
|  | (Total net) | 57 378 | 59 216 | 61 053 | 62 890 | 64 728 | 66 565 | 68 401 |
|  | (Net pension) | 57 378 | 59 216 | 61 053 | 62 890 | 64 728 | 66 565 | 68 401 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |   |  |  |
| TC-5 | (Gross) | 70 508 | 72 993 | 75 478 | 77 963 | 80 448 | 82 933 | 85 419 |
|  | (Gross pension) | 68 339 | 70 657 | 72 974 | 75 291 | 77 608 | 79 926 | 82 242 |
|  | (Total net) | 53 651 | 55 365 | 57 080 | 58 795 | 60 509 | 62 224 | 63 939 |
|  | (Net pension) | 53 651 | 55 365 | 57 080 | 58 795 | 60 509 | 62 224 | 63 939 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |
| TC-4 | (Gross) | 65 099 | 67 412 | 69 725 | 72 040 | 74 353 | 76 667 | 78 980 |
|  | (Gross pension) | 63 295 | 65 453 | 67 610 | 69 766 | 71 924 | 74 082 | 76 239 |
|  | (Total net) | 49 918 | 51 514 | 53 110 | 54 707 | 56 303 | 57 900 | 59 496 |
|  | (Net pension) | 49 918 | 51 514 | 53 110 | 54 707 | 56 303 | 57 900 | 59 496 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |
| TC-3 | (Gross) | 59 701 | 61 823 | 63 969 | 66 114 | 68 258 | 70 404 | 72 550 |
|  | (Gross pension) | 58 372 | 60 294 | 62 241 | 64 242 | 66 243 | 68 242 | 70 243 |
|  | (Total net) | 46 179 | 47 658 | 49 138 | 50 619 | 52 098 | 53 579 | 55 059 |
|  | (Net pension) | 46 179 | 47 658 | 49 138 | 50 619 | 52 098 | 53 579 | 55 059 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |
| TC-2 | (Gross) | 54 671 | 56 504 | 58 337 | 60 183 | 62 149 | 64 116 | 66 082 |
|  | (Gross pension) | 53 538 | 55 300 | 57 062 | 58 824 | 60 585 | 62 378 | 64 212 |
|  | (Total net) | 42 456 | 43 813 | 45 170 | 46 526 | 47 883 | 49 240 | 50 597 |
|  | (Net pension) | 42 456 | 43 813 | 45 170 | 46 526 | 47 883 | 49 240 | 50 597 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |
| TC-1 | (Gross) | 49 592 | 51 265 | 52 938 | 54 612 | 56286 | 57 959 | 59 632 |
|  | (Gross pension) | 48 657 | 50 266 | 51 874 | 53 482 | 55091 | 56 698 | 58 307 |
|  | (Total net) | 38 698 | 39 936 | 41 174 | 42 413 | 43652 | 44 890 | 46 128 |
|  | (Net pension) | 38 698 | 39 936 | 41 174 | 42 413 | 43652 | 44 890 | 46 128 |
|  | (NPC) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

|  |  |  |  |
| --- | --- | --- | --- |
| Dependency allowances (US$ net per annum): |  |  |  |
|  Child |  | 2 389 |  |  |
|  |  |  |  First language | 2 268 |
|  |  |  |  Second language | 1 134 |
|  Except for the first dependent child of a single, |  | 3 575 |  |
|  widowed or divorced staff member |  |  |  |
|  |  |  |  |
|  Dependent spouse |  | 3 727 |  |
|  |  |  |  |
|  Secondary dependant |  | 1 359 |  |

Increments: salary increments within the levels shall be awarded annually on the basis of satisfactory service.

 \* 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

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 pension: 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 pension: 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.