



28 February 2019

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**Information circular\***

To: Members of the staff

From: The Assistant Secretary-General for Human Resources

Subject: **Pensionable remuneration for staff in the Professional and higher categories and for staff in the Field Service category**

1. The current procedure for adjusting the scale of pensionable remuneration for staff in the Professional and higher categories provides for the scale to be revised on the same date as the net remuneration amounts (base salary plus post adjustment) of staff in the Professional and higher categories in New York are adjusted. The scale of pensionable remuneration for those categories, in accordance with the provisions of article 51 (b) of the Regulations of the United Nations Joint Staff Pension Fund, must be adjusted with the same effective date and by the same percentage as the net remuneration increase. Furthermore, the revised common scale of staff assessment, effective 1 January 2019, has also affected the calculation of the pensionable remuneration (see annex III).

2. In accordance with the procedure described in paragraph 1 above, the Chair of the International Civil Service Commission has promulgated the consequent revised scale of pensionable remuneration applicable to staff in the Professional and higher categories, with effect from 1 January 2019. The revised scale is provided in annex I to the present circular.

3. The pensionable remuneration amounts for staff in the Field Service category have also been revised with effect from 1 January 2019. The revised scale is set out in annex II to the present circular.

4. The January 2019 statements of earnings and deductions will reflect the changes in the monthly pension contributions resulting from the revised scales of pensionable remuneration contained in annexes I and II to the present circular.

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\* The present circular, which cancels and supersedes circular [ST/IC/2017/11](#), will be in effect until further notice.



**Pensionable remuneration for staff in the Professional and higher categories****Effective 1 January 2019**

(United States dollars)

<i>Level</i>	<i>Steps</i>												
	<i>I</i>	<i>II</i>	<i>III</i>	<i>IV</i>	<i>V</i>	<i>VI</i>	<i>VII</i>	<i>VIII</i>	<i>IX</i>	<i>X</i>	<i>XI</i>	<i>XII</i>	<i>XIII</i>
USG	318 725												
ASG	295 906												
D-2	242 139	247 198	252 257	257 320	262 386	267 447	272 506	277 567	282 628	287 686			
D-1	217 729	222 175	226 622	231 070	235 503	239 951	244 396	248 834	253 284	257 724	262 167	266 608	271 053
P-5	188 905	192 685	196 470	200 245	204 030	207 805	211 592	215 369	219 149	222 929	226 711	230 487	234 271
P-4	155 742	159 340	162 937	166 535	170 132	173 738	177 391	181 040	184 686	188 332	191 987	195 626	199 276
P-3	127 566	130 834	134 165	137 492	140 823	144 152	147 480	150 816	154 142	157 471	160 807	164 133	167 467
P-2	98 970	101 868	104 764	107 660	110 560	113 460	116 361	119 252	122 153	125 049	127 945	130 878	133 853
P-1	76 537	78 902	81 264	83 629	85 990	88 432	90 891	93 351	95 810	98 270	100 729	103 185	105 646

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

## Annex II

### Pensionable remuneration

#### Pensionable remuneration for staff in the Field Service category

Effective 1 January 2019

(United States dollars)

Level	Steps												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
FS-7	154 780	158 579	162 374	166 150	169 940	173 738	177 586	181 420	185 269	189 110	192 953	196 801	200 649
FS-6	128 403	131 845	135 338	138 815	142 295	145 777	149 265	152 763	156 238	159 722	163 211	166 692	170 172
FS-5	110 619	113 506	116 399	119 286	122 184	125 078	127 974	130 895	133 876	136 847	139 819	142 796	145 760
FS-4	97 100	99 513	101 913	104 308	106 712	109 110	111 507	113 916	116 314	118 718	121 120	123 443	125 922
FS-3	85 339	87 345	89 380	91 418	93 457	95 507	97 544	99 587	101 635	103 663	105 706	107 752	109 800
FS-2	75 570	77 304	79 043	80 772	82 508	84 238	85 898	87 758	89 564	91 367	93 169	94 966	96 766
FS-1	67 028	68 554	70 073	71 597	73 119	74 653	76 177	77 694	79 222	80 744	82 266	83 785	85 307

#### Pensionable remuneration for staff members subject to pay protection measures\*

Effective 1 January 2019

(United States dollars)

Level	Pay protection measure 1	Pay protection measure 2
P-4	202 927	206 577
P-3	170 793	174 138
P-2	136 833	—
P-1	108 104	—
FS-4	128 321	130 746
FS-3	111 839	113 878

\* See [ST/IC/2019/10](#) for more details on the pay protection measures.

**Annex III****Common scale of staff assessment****Effective 1 January 2019**

<i>Total assessable payment (United States dollars)</i>	<i>Staff assessment rates used in conjunction with pensionable remuneration (percentage)</i>
First 20 000	19
Next 20 000	23
Next 20 000	26
Next 20 000	28
Remaining assessable amount	29