



13 January 2020

Information circular*

To: Members of the staff
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 [74/255 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](#), 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.

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



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)

Level		Steps												
		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		*	*	*	*	*	*	*	*	*			
	Net													
D-1	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					*	*	*	*	*	*	*	*	*
	Net													
P-5	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							*	*	*	*	*	*	*
	Net													
P-4	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					*	*	*	*	*	*	*	*	*
	Net													
P-3	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					*	*	*	*	*	*	*	*	*
	Net													
P-2	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					*	*	*	*	*	*	*	*	*
	Net													
P-1	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					*	*	*	*	*	*	*	*	*
	Net													
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)

Level		Steps												
		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)

<i>Level</i>		<i>Pay protection measure 1</i>	<i>Pay protection measure 2</i>
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