



3 March 2020

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**Information circular\***

To: Members of the staff  
From: The Assistant Secretary-General for Human Resources Management  
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.
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 February 2020. 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 February 2020. The revised scale is set out in annex II to the present circular.
4. The February 2020 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.
5. Annex III to the present circular contains the common scale of staff assessment, effective 1 January 2019.

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\* The present circular, which cancels and supersedes [ST/IC/2019/12](#) of 19 March 2019, will be in effect until further notice.



**Annex I****Pensionable remuneration for staff in the Professional and higher categories****Effective 1 February 2020**

(United States dollars)

| <i>Level</i> | <i>Step</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          | 335 173     |           |            |           |          |           |            |             |           |          |           |            |             |
| ASG          | 311 176     |           |            |           |          |           |            |             |           |          |           |            |             |
| D-2          | 254 635     | 259 954   | 265 274    | 270 599   | 275 926  | 281 248   | 286 568    | 291 890     | 297 212   | 302 532  |           |            |             |
| D-1          | 228 966     | 233 640   | 238 317    | 242 994   | 247 656  | 252 333   | 257 008    | 261 674     | 266 354   | 271 024  | 275 697   | 280 366    | 285 040     |
| P-5          | 198 653     | 202 628   | 206 608    | 210 578   | 214 558  | 218 528   | 222 511    | 226 484     | 230 459   | 234 434  | 238 411   | 242 381    | 246 361     |
| P-4          | 163 779     | 167 562   | 171 345    | 175 129   | 178 912  | 182 704   | 186 546    | 190 382     | 194 216   | 198 050  | 201 895   | 205 721    | 209 560     |
| P-3          | 134 149     | 137 586   | 141 089    | 144 587   | 148 090  | 151 591   | 155 091    | 158 599     | 162 097   | 165 597  | 169 105   | 172 603    | 176 109     |
| P-2          | 104 076     | 107 124   | 110 170    | 113 215   | 116 265  | 119 316   | 122 366    | 125 407     | 128 457   | 131 501  | 134 547   | 137 632    | 140 760     |
| P-1          | 80 487      | 82 974    | 85 458     | 87 945    | 90 427   | 92 996    | 95 581     | 98 169      | 100 754   | 103 342  | 105 927   | 108 509    | 111 097     |

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

**Annex II****Pensionable remuneration****Pensionable remuneration for staff in the Field Service category****Effective 1 February 2020**

(United States dollars)

| <i>Level</i> | <i>Step</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> |
| FS-7         | 162 768     | 166 763   | 170 753    | 174 724   | 178 710  | 182 704   | 186 750    | 190 783     | 194 830   | 198 870  | 202 911   | 206 958    | 211 004     |
| FS-6         | 135 029     | 138 649   | 142 323    | 145 979   | 149 638  | 153 300   | 156 968    | 160 646     | 164 301   | 167 964  | 171 634   | 175 294    | 178 954     |
| FS-5         | 116 328     | 119 364   | 122 406    | 125 442   | 128 490  | 131 533   | 134 578    | 137 650     | 140 784   | 143 909  | 147 035   | 150 165    | 153 282     |
| FS-4         | 102 111     | 104 649   | 107 172    | 109 691   | 112 219  | 114 740   | 117 261    | 119 795     | 122 317   | 124 845  | 127 370   | 129 813    | 132 421     |
| FS-3         | 89 743      | 91 852    | 93 992     | 96 136    | 98 280   | 100 436   | 102 577    | 104 726     | 106 880   | 109 013  | 111 161   | 113 313    | 115 467     |
| FS-2         | 79 470      | 81 293    | 83 122     | 84 940    | 86 766   | 88 585    | 90 331     | 92 287      | 94 186    | 96 082   | 97 977    | 99 867     | 101 759     |
| FS-1         | 70 487      | 72 092    | 73 689     | 75 292    | 76 892   | 78 506    | 80 108     | 81 703      | 83 310    | 84 910   | 86 512    | 88 109     | 89 710      |

**Pensionable remuneration for staff members subject to pay protection measures\*****Effective 1 February 2020**

(United States dollars)

| <i>Level</i> | <i>Pay protection measure 1</i> | <i>Pay protection measure 2</i> |
|--------------|---------------------------------|---------------------------------|
| P-4          | 213 399                         | 217 237                         |
| P-3          | 179 606                         | 183 124                         |
| P-2          | 143 894                         | –                               |
| P-1          | 113 682                         | –                               |
| FS-4         | 134 943                         | 137 494                         |
| FS-3         | 117 610                         | 119 755                         |

\* See [ST/IC/2020/7](#) 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   |