



1 January 2021

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**Information circular\***

To: Members of the staff

From: The Assistant Secretary-General for Human Resources

Subject: **Revised salary scales for staff in the General Service and related categories at Headquarters**

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 for New York.
2. The consumer price index for the month of November 2020 reflected a 1.4 per cent movement compared with the November 2019 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 1.2 per cent, effective 1 November 2020.
3. The amounts of the dependency allowances remain unchanged, while the amounts of the language allowances have been adjusted accordingly.
4. The revised salary scales, which are contained in the annex to the present circular, will be implemented in the end of January 2021 payroll.

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\* The present circular, which cancels and supersedes circular [ST/IC/2020/3](#), will be in effect until further notice.



## 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 2020**

Level	S T E P S											
	<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>	
7	(Gross)	74 824	77 846	80 880	83 945	87 010	90 075	93 139	96 204	99 269	102 334	105 399
	(Gross pens.)	<b>72 711</b>	<b>75 653</b>	<b>78 594</b>	<b>81 535</b>	<b>84 476</b>	<b>87 415</b>	<b>90 356</b>	<b>93 298</b>	<b>96 239</b>	<b>99 268</b>	<b>102 421</b>
	(Total net)	<b>57 073</b>	<b>59 249</b>	<b>61 425</b>	<b>63 601</b>	<b>65 777</b>	<b>67 953</b>	<b>70 129</b>	<b>72 305</b>	<b>74 481</b>	<b>76 657</b>	<b>78 833</b>
	(Net pens.)	57 073	59 249	61 425	63 601	65 777	67 953	70 129	72 305	74 481	76 657	78 833
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
6	(Gross)	67 319	70 047	72 775	75 503	78 231	80 972	83 738	86 504	89 270	92 037	94 803
	(Gross pens.)	<b>65 410</b>	<b>68 065</b>	<b>70 719</b>	<b>73 373</b>	<b>76 028</b>	<b>78 680</b>	<b>81 335</b>	<b>83 990</b>	<b>86 644</b>	<b>89 299</b>	<b>91 952</b>
	(Total net)	<b>51 670</b>	<b>53 634</b>	<b>55 598</b>	<b>57 562</b>	<b>59 526</b>	<b>61 490</b>	<b>63 454</b>	<b>65 418</b>	<b>67 382</b>	<b>69 346</b>	<b>71 310</b>
	(Net pens.)	51 670	53 634	55 598	57 562	59 526	61 490	63 454	65 418	67 382	69 346	71 310
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
5	(Gross)	60 481	62 949	65 417	67 885	70 353	72 821	75 289	77 757	80 228	82 731	85 234
	(Gross pens.)	<b>59 018</b>	<b>61 324</b>	<b>63 631</b>	<b>65 963</b>	<b>68 364</b>	<b>70 764</b>	<b>73 164</b>	<b>75 563</b>	<b>77 962</b>	<b>80 365</b>	<b>82 763</b>
	(Total net)	<b>46 746</b>	<b>48 523</b>	<b>50 300</b>	<b>52 077</b>	<b>53 854</b>	<b>55 631</b>	<b>57 408</b>	<b>59 185</b>	<b>60 962</b>	<b>62 739</b>	<b>64 516</b>
	(Net pens.)	46 746	48 523	50 300	52 077	53 854	55 631	57 408	59 185	60 962	62 739	64 516
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
4	(Gross)	54 478	56 653	58 827	61 029	63 264	65 499	67 733	69 968	72 203	74 438	76 672
	(Gross pens.)	<b>53 254</b>	<b>55 343</b>	<b>57 435</b>	<b>59 524</b>	<b>61 616</b>	<b>63 704</b>	<b>65 814</b>	<b>67 989</b>	<b>70 164</b>	<b>72 339</b>	<b>74 514</b>
	(Total net)	<b>42 314</b>	<b>43 923</b>	<b>45 532</b>	<b>47 141</b>	<b>48 750</b>	<b>50 359</b>	<b>51 968</b>	<b>53 577</b>	<b>55 186</b>	<b>56 795</b>	<b>58 404</b>
	(Net pens.)	42 314	43 923	45 532	47 141	48 750	50 359	51 968	53 577	55 186	56 795	58 404
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
3	(Gross)	49 019	50 991	52 962	54 934	56 905	58 877	60 872	62 899	64 925	66 951	68 978
	(Gross pens.)	<b>48 011</b>	<b>49 907</b>	<b>51 800</b>	<b>53 697</b>	<b>55 591</b>	<b>57 488</b>	<b>59 380</b>	<b>61 277</b>	<b>63 170</b>	<b>65 065</b>	<b>67 028</b>
	(Total net)	<b>38 274</b>	<b>39 733</b>	<b>41 192</b>	<b>42 651</b>	<b>44 110</b>	<b>45 569</b>	<b>47 028</b>	<b>48 487</b>	<b>49 946</b>	<b>51 405</b>	<b>52 864</b>
	(Net pens.)	38 274	39 733	41 192	42 651	44 110	45 569	47 028	48 487	49 946	51 405	52 864
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
2	(Gross)	44 122	45 905	47 689	49 473	51 257	53 041	54 824	56 608	58 392	60 181	*
	(Gross pens.)	<b>43 308</b>	<b>45 022</b>	<b>46 734</b>	<b>48 450</b>	<b>50 161</b>	<b>51 875</b>	<b>53 588</b>	<b>55 303</b>	<b>57 016</b>	<b>58 730</b>	*
	(Total net)	<b>34 650</b>	<b>35 970</b>	<b>37 290</b>	<b>38 610</b>	<b>39 930</b>	<b>41 250</b>	<b>42 570</b>	<b>43 890</b>	<b>45 210</b>	<b>46 530</b>	*
	(Net pens.)	34 650	35 970	37 290	38 610	39 930	41 250	42 570	43 890	45 210	46 530	*
	(NPC)	0	0	0	0	0	0	0	0	0	0	*
1	(Gross)	39 684	41 285	42 899	44 512	46 126	47 739	49 353	50 966	52 580	*	*
	(Gross pens.)	<b>39 030</b>	<b>40 578</b>	<b>42 131</b>	<b>43 681</b>	<b>45 231</b>	<b>46 784</b>	<b>48 333</b>	<b>49 884</b>	<b>51 434</b>	*	*
	(Total net)	<b>31 357</b>	<b>32 551</b>	<b>33 745</b>	<b>34 939</b>	<b>36 133</b>	<b>37 327</b>	<b>38 521</b>	<b>39 715</b>	<b>40 909</b>	*	*
	(Net pens.)	31 357	32 551	33 745	34 939	36 133	37 327	38 521	39 715	40 909	*	*
	(NPC)	0	0	0	0	0	0	0	0	0	*	*

## \* 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

*Notes:*

Salary increments within the levels shall be awarded annually on the basis of satisfactory service.

Dependency allowances (US\$ net per annum, payable effective 1 November 2016):

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 (US\$ net per annum, to be included in pensionable remuneration):

First language	2 337
Second language	1 169

**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 pens.:** 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 pens.:** 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 2020

Level	STEPS											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII*
Language Teacher (Gross)	81 100	83 907	86 714	89 521	92 328	95 135	97 942	100 749	103 556	106 363	109 170	111 977
(Gross pens.)	<b>78 802</b>	<b>81 494</b>	<b>84 189</b>	<b>86 880</b>	<b>89 574</b>	<b>92 268</b>	<b>94 961</b>	<b>97 654</b>	<b>100 520</b>	<b>103 409</b>	<b>106 297</b>	<b>109 186</b>
(Total net)	<b>61 581</b>	<b>63 574</b>	<b>65 567</b>	<b>67 560</b>	<b>69 553</b>	<b>71 546</b>	<b>73 539</b>	<b>75 532</b>	<b>77 525</b>	<b>79 518</b>	<b>81 511</b>	<b>83 504</b>
(Net pens.)	61 581	63 574	65 567	67 560	69 553	71 546	73 539	75 532	77 525	79 518	81 511	83 504
(NPC)	0	0	0	0	0	0	0	0	0	0	0	0

\* 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

Notes:

Salary increments within the level shall be awarded annually on the basis of satisfactory service.

Dependency allowances (US\$ net per annum, payable effective 1 November 2016):

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.

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.

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 pens.: 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 pens.: 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 2020

Level		STEPS				
		I	II	III	IV	V
Tour Coordinator/Supervisor and Briefing Assistant <sup>a</sup>	(Gross)	65 860	69 175	72 490	75 806	79 121
	(Gross pens.)	<b>64 041</b>	<b>67 217</b>	<b>70 441</b>	<b>73 669</b>	<b>76 895</b>
	(Total net)	<b>50 619</b>	<b>53 006</b>	<b>55 393</b>	<b>57 780</b>	<b>60 167</b>
	(Net pens.)	50 619	53 006	55 393	57 780	60 167
	(NPC)	0	0	0	0	0
Public Information Assistant II and Tour Coordinator	(Gross)	57 897	60 397	62 956	65 514	68 072
	(Gross pens.)	<b>56 547</b>	<b>58 937</b>	<b>61 327</b>	<b>63 719</b>	<b>66 142</b>
	(Total net)	<b>44 844</b>	<b>46 686</b>	<b>48 528</b>	<b>50 370</b>	<b>52 212</b>
	(Net pens.)	44 844	46 686	48 528	50 370	52 212
	(NPC)	0	0	0	0	0
Public Information Assistant I	(Gross)	53 149	55 422			
	(Gross pens.)	<b>51 979</b>	<b>54 163</b>			
	(Total net)	<b>41 330</b>	<b>43 012</b>			
	(Net pens.)	41 330	43 012			
	(NPC)	0	0			

<sup>a</sup> Includes Briefing Assistant as at 1 September 1991.

*Notes:*

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

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, payable effective 1 November 2016):

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

- 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 pens.:** 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 pens.:** 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 2020

Level		STEPS												
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
7	(Gross)	98 599	102 351	106 103	109 855	113 607	117 359	121 111	124 863	128 615	*			
	(Gross pens.)	<b>95 594</b>	<b>99 284</b>	<b>103 144</b>	<b>107 006</b>	<b>110 865</b>	<b>114 726</b>	<b>118 587</b>	<b>122 448</b>	<b>126 309</b>	*			
	(Total net)	<b>74 005</b>	<b>76 669</b>	<b>79 333</b>	<b>81 997</b>	<b>84 661</b>	<b>87 325</b>	<b>89 989</b>	<b>92 653</b>	<b>95 317</b>	*			
	(Net pens.)	74 005	76 669	79 333	81 997	84 661	87 325	89 989	92 653	95 317	*			
	(NPC)	0	0	0	0	0	0	0	0	0	*			
6	(Gross)	91 475	94 969	98 463	101 958	105 452	108 946	112 441	115 935	119 430	*			
	(Gross pens.)	<b>88 758</b>	<b>92 112</b>	<b>95 466</b>	<b>98 882</b>	<b>102 476</b>	<b>106 072</b>	<b>109 668</b>	<b>113 264</b>	<b>116 860</b>	*			
	(Total net)	<b>68 947</b>	<b>71 428</b>	<b>73 909</b>	<b>76 390</b>	<b>78 871</b>	<b>81 352</b>	<b>83 833</b>	<b>86 314</b>	<b>88 795</b>	*			
	(Net pens.)	68 947	71 428	73 909	76 390	78 871	81 352	83 833	86 314	88 795	*			
	(NPC)	0	0	0	0	0	0	0	0	0	*			
5	(Gross)	84 318	87 563	90 808	94 054	97 299	100 544	103 789	107 034	110 279	*			
	(Gross pens.)	<b>81 888</b>	<b>85 003</b>	<b>88 118</b>	<b>91 233</b>	<b>94 347</b>	<b>97 462</b>	<b>100 767</b>	<b>104 107</b>	<b>107 447</b>	*			
	(Total net)	<b>63 866</b>	<b>66 170</b>	<b>68 474</b>	<b>70 778</b>	<b>73 082</b>	<b>75 386</b>	<b>77 690</b>	<b>79 994</b>	<b>82 298</b>	*			
	(Net pens.)	63 866	66 170	68 474	70 778	73 082	75 386	77 690	79 994	82 298	*			
	(NPC)	0	0	0	0	0	0	0	0	0	*			
4	(Gross)	77 088	80 024	83 001	85 979	88 956	91 934	94 911	97 889	100 866	*			
	(Gross pens.)	<b>74 915</b>	<b>77 771</b>	<b>80 630</b>	<b>83 486</b>	<b>86 345</b>	<b>89 202</b>	<b>92 061</b>	<b>94 918</b>	<b>97 773</b>	*			
	(Total net)	<b>58 703</b>	<b>60 817</b>	<b>62 931</b>	<b>65 045</b>	<b>67 159</b>	<b>69 273</b>	<b>71 387</b>	<b>73 501</b>	<b>75 615</b>	*			
	(Net pens.)	58 703	60 817	62 931	65 045	67 159	69 273	71 387	73 501	75 615	*			
	(NPC)	0	0	0	0	0	0	0	0	0	*			
3	(Gross)	72 121	74 425	76 729	79 033	81 356	83 693	86 030	88 366	90 703	93 039	95 376	*	
	(Gross pens.)	<b>70 088</b>	<b>72 330</b>	<b>74 569</b>	<b>76 810</b>	<b>79 051</b>	<b>81 292</b>	<b>83 533</b>	<b>85 773</b>	<b>88 014</b>	<b>90 254</b>	<b>92 495</b>	*	
	(Total net)	<b>55 127</b>	<b>56 786</b>	<b>58 445</b>	<b>60 104</b>	<b>61 763</b>	<b>63 422</b>	<b>65 081</b>	<b>66 740</b>	<b>68 399</b>	<b>70 058</b>	<b>71 717</b>	*	
	(Net pens.)	55 127	56 786	58 445	60 104	61 763	63 422	65 081	66 740	68 399	70 058	71 717	*	
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	*	
2	(Gross)	64 932	67 014	69 096	71 178	73 260	75 342	77 424	79 506	81 610	83 721	85 832	87 944	90 055*
	(Gross pens.)	<b>63 174</b>	<b>65 121</b>	<b>67 141</b>	<b>69 165</b>	<b>71 191</b>	<b>73 216</b>	<b>75 242</b>	<b>77 268</b>	<b>79 295</b>	<b>81 320</b>	<b>83 346</b>	<b>85 373</b>	<b>87 398*</b>
	(Total net)	<b>49 951</b>	<b>51 450</b>	<b>52 949</b>	<b>54 448</b>	<b>55 947</b>	<b>57 446</b>	<b>58 945</b>	<b>60 444</b>	<b>61 943</b>	<b>63 442</b>	<b>64 941</b>	<b>66 440</b>	<b>67 939*</b>
	(Net pens.)	49 951	51 450	52 949	54 448	55 947	57 446	58 945	60 444	61 943	63 442	64 941	66 440	67 939*
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0	0*
1	(Gross)	57 805	59 624											
	(Gross pens.)	<b>56 455</b>	<b>58 201</b>											
	(Total net)	<b>44 776</b>	<b>46 122</b>											
	(Net pens.)	44 776	46 122											
	(NPC)	0	0											



## \* 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

*Notes:*

Salary increments within the levels shall be awarded annually on the basis of satisfactory service.

Dependency allowances (US\$ net per annum, payable effective 1 November 2016):

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 (US\$ net per annum, to be included in pensionable remuneration):

First language	2 337
Second language	1 169

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 pens.:	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 pens.:	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 2020

Level		STEPS						
		I	II	III	IV	V	VI	VII*
TC-8	(Gross)	91 238	94 337	97 435	100 534	103 632	106 731	109 830
	(Gross pens.)	<b>88 532</b>	<b>91 505</b>	<b>94 477</b>	<b>97 450</b>	<b>100 601</b>	<b>103 790</b>	<b>106 979</b>
	(Total net)	<b>68 779</b>	<b>70 979</b>	<b>73 179</b>	<b>75 379</b>	<b>77 579</b>	<b>79 779</b>	<b>81 979</b>
	(Net pens.)	68 779	70 979	73 179	75 379	77 579	79 779	81 979
	(NPC)	0	0	0	0	0	0	0
TC-7	(Gross)	85 644	88 566	91 489	94 411	97 334	100 256	103 179
	(Gross pens.)	<b>83 166</b>	<b>85 971</b>	<b>88 773</b>	<b>91 578</b>	<b>94 381</b>	<b>97 184</b>	<b>100 133</b>
	(Total net)	<b>64 807</b>	<b>66 882</b>	<b>68 957</b>	<b>71 032</b>	<b>73 107</b>	<b>75 182</b>	<b>77 257</b>
	(Net pens.)	64 807	66 882	68 957	71 032	73 107	75 182	77 257
	(NPC)	0	0	0	0	0	0	0
TC-6	(Gross)	80 055	82 799	85 542	88 286	91 030	93 773	96 517
	(Gross pens.)	<b>77 804</b>	<b>80 435</b>	<b>83 067</b>	<b>85 699</b>	<b>88 333</b>	<b>90 967</b>	<b>93 597</b>
	(Total net)	<b>60 839</b>	<b>62 787</b>	<b>64 735</b>	<b>66 683</b>	<b>68 631</b>	<b>70 579</b>	<b>72 527</b>
	(Net pens.)	60 839	62 787	64 735	66 683	68 631	70 579	72 527
	(NPC)	0	0	0	0	0	0	0
TC-5	(Gross)	74 561	77 088	79 614	82 170	84 732	87 294	89 856
	(Gross pens.)	<b>72 460</b>	<b>74 918</b>	<b>77 374</b>	<b>79 832</b>	<b>82 289</b>	<b>84 746</b>	<b>87 203</b>
	(Total net)	<b>56 884</b>	<b>58 703</b>	<b>60 522</b>	<b>62 341</b>	<b>64 160</b>	<b>65 979</b>	<b>67 798</b>
	(Net pens.)	56 884	58 703	60 522	62 341	64 160	65 979	67 798
	(NPC)	0	0	0	0	0	0	0
TC-4	(Gross)	69 067	71 418	73 769	76 121	78 472	80 835	83 220
	(Gross pens.)	<b>67 112</b>	<b>69 400</b>	<b>71 688</b>	<b>73 974</b>	<b>76 262</b>	<b>78 549</b>	<b>80 837</b>
	(Total net)	<b>52 928</b>	<b>54 621</b>	<b>56 314</b>	<b>58 007</b>	<b>59 700</b>	<b>61 393</b>	<b>63 086</b>
	(Net pens.)	52 928	54 621	56 314	58 007	59 700	61 393	63 086
	(NPC)	0	0	0	0	0	0	0
TC-3	(Gross)	63 557	65 738	67 918	70 099	72 279	74 460	76 640
	(Gross pens.)	<b>61 892</b>	<b>63 931</b>	<b>65 996</b>	<b>68 116</b>	<b>70 238</b>	<b>72 358</b>	<b>74 479</b>
	(Total net)	<b>48 961</b>	<b>50 531</b>	<b>52 101</b>	<b>53 671</b>	<b>55 241</b>	<b>56 811</b>	<b>58 381</b>
	(Net pens.)	48 961	50 531	52 101	53 671	55 241	56 811	58 381
	(NPC)	0	0	0	0	0	0	0
TC-2	(Gross)	58 134	60 079	62 076	64 074	66 071	68 068	70 065
	(Gross pens.)	<b>56 767</b>	<b>58 634</b>	<b>60 504</b>	<b>62 373</b>	<b>64 240</b>	<b>66 140</b>	<b>68 084</b>
	(Total net)	<b>45 019</b>	<b>46 457</b>	<b>47 895</b>	<b>49 333</b>	<b>50 771</b>	<b>52 209</b>	<b>53 647</b>
	(Net pens.)	45 019	46 457	47 895	49 333	50 771	52 209	53 647
	(NPC)	0	0	0	0	0	0	0
TC-1	(Gross)	52 746	54 520	56 295	58 069	59 843	61 663	63 486
	(Gross pens.)	<b>51 592</b>	<b>53 297</b>	<b>55 002</b>	<b>56 707</b>	<b>58 414</b>	<b>60 118</b>	<b>61 823</b>
	(Total net)	<b>41 032</b>	<b>42 345</b>	<b>43 658</b>	<b>44 971</b>	<b>46 284</b>	<b>47 597</b>	<b>48 910</b>
	(Net pens.)	41 032	42 345	43 658	44 971	46 284	47 597	48 910
	(NPC)	0	0	0	0	0	0	0

## \* 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

*Notes:*

Salary increments within the levels shall be awarded annually on the basis of satisfactory service.

Dependency allowances (US\$ net per annum, payable effective 1 November 2016):

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 (US\$ net per annum, to be included in pensionable remuneration):

First language	2 337
Second language	1 169

**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 pens.:** 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 pens.:** 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.