



14 January 2022

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 [76/240](#), approved a revised unified base/floor salary scale for staff in the Professional and higher categories, effective 1 January 2022. The scale reflects a 0.92 per cent adjustment to be implemented by increasing the net base salary and commensurately decreasing post adjustment multiplier points, resulting in no loss/no gain in net take-home pay.
2. In accordance with the practice followed on the occasion of previous consolidations of post adjustment multiplier points into net base salaries, upon implementation of the revised base/floor 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 2022 will be effected on the basis of the movement of the newly established 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/floor 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 2022, to reflect the consolidation of 0.92 multiplier points into net base salaries, as indicated in paragraph 1 above.
4. The revised base/floor salary scales for staff in the Professional and higher categories and staff in the Field Service category, effective 1 January 2022, showing net base salaries and their gross 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 2022 payroll.

The present circular, which cancels and supersedes [ST/IC/2021/5](#) of 28 January 2021, will be in effect until further notice.



Annex I

Salary scale for the Professional and higher categories showing annual net base salaries and gross equivalents after application of staff assessment

Effective 1 January 2022

(United States dollars)

Level		Steps												
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG	Gross	207 368												
	Net	152 363												
ASG	Gross	188 253												
	Net	139 747												
D-2			*	*	*	*	*	*	*	*	*			
	Gross	150 252	153 708	157 164	160 623	164 082	167 539	170 994	174 455	177 911	181 367			
	Net	114 666	116 947	119 228	121 511	123 794	126 076	128 356	130 640	132 921	135 202			
D-1						*	*	*	*	*	*	*	*	*
	Gross	134 514	137 376	140 243	143 107	145 961	148 827	151 792	154 824	157 864	160 897	163 933	166 965	170 003
	Net	103 660	105 663	107 670	109 675	111 673	113 679	115 683	117 684	119 690	121 692	123 696	125 697	127 702
P-5									*	*	*	*	*	*
	Gross	115 949	118 384	120 821	123 253	125 690	128 123	130 561	132 994	135 430	137 863	140 300	142 730	145 170
	Net	90 664	92 369	94 075	95 777	97 483	99 186	100 893	102 596	104 301	106 004	107 710	109 411	111 119
P-4									*	*	*	*	*	*
	Gross	94 871	97 036	99 200	101 481	103 830	106 180	108 533	110 883	113 231	115 579	117 933	120 277	122 627
	Net	75 602	77 247	78 892	80 537	82 181	83 826	85 473	87 118	88 762	90 405	92 053	93 694	95 339
P-3									*	*	*	*	*	*
	Gross	77 884	79 887	81 891	83 892	85 897	87 899	89 901	91 908	93 909	95 911	97 918	99 921	102 090
	Net	62 692	64 214	65 737	67 258	68 782	70 303	71 825	73 350	74 871	76 392	77 918	79 440	80 963
P-2									*	*	*	*	*	*
	Gross	60 203	61 993	63 784	65 575	67 370	69 163	70 958	72 743	74 537	76 328	78 120	79 914	81 704
	Net	49 254	50 615	51 976	53 337	54 701	56 064	57 428	58 785	60 148	61 509	62 871	64 235	65 595
P-1									*	*	*	*	*	*
	Gross	46 413	47 806	49 198	50 646	52 164	53 688	55 207	56 729	58 249	59 771	61 291	62 811	64 332
	Net	38 523	39 679	40 834	41 991	43 145	44 303	45 457	46 614	47 769	48 926	50 081	51 236	52 392

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

* Step increment periodicity is two years.

Annex II**Salary scale for the Field Service category showing annual net base salaries and gross equivalents after application of staff assessment****Effective 1 January 2022**

(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>
									*	*	*	*	*	*
FS-7	Gross	94 293	96 579	98 862	101 231	103 704	106 180	108 659	111 129	113 607	116 080	118 556	121 034	123 514
	Net	75 163	76 900	78 635	80 362	82 093	83 826	85 561	87 290	89 025	90 756	92 489	94 224	95 960
									*	*	*	*	*	*
FS-6	Gross	78 401	80 496	82 595	84 689	86 780	88 878	90 974	93 080	95 170	97 266	99 364	101 584	103 857
	Net	63 085	64 677	66 272	67 864	69 453	71 047	72 640	74 241	75 829	77 422	79 017	80 609	82 200
									*	*	*	*	*	*
FS-5	Gross	67 405	69 189	70 980	72 764	74 557	76 346	78 137	79 924	81 717	83 503	85 292	87 082	88 868
	Net	54 728	56 084	57 445	58 801	60 163	61 523	62 884	64 242	65 605	66 962	68 322	69 682	71 040
									*	*	*	*	*	*
FS-4	Gross	59 046	60 539	62 024	63 504	64 989	66 472	67 955	69 445	70 926	72 413	73 899	75 334	76 867
	Net	48 375	49 510	50 638	51 763	52 892	54 019	55 146	56 278	57 404	58 534	59 663	60 754	61 919
									*	*	*	*	*	*
FS-3	Gross	51 745	53 014	54 274	55 533	56 793	58 062	59 322	60 584	61 850	63 105	64 367	65 634	66 899
	Net	42 826	43 791	44 748	45 705	46 663	47 627	48 585	49 544	50 506	51 460	52 419	53 382	54 343
									*	*	*	*	*	*
FS-2	Gross	45 843	46 866	47 888	48 908	49 933	51 038	52 105	53 270	54 387	55 501	56 616	57 728	58 842
	Net	38 050	38 899	39 747	40 594	41 444	42 289	43 100	43 985	44 834	45 681	46 528	47 373	48 220
									*	*	*	*	*	*
FS-1	Gross	40 812	41 711	42 605	43 502	44 399	45 304	46 201	47 094	47 995	48 893	49 788	50 745	51 725
	Net	33 874	34 620	35 362	36 107	36 851	37 602	38 347	39 088	39 836	40 581	41 324	42 066	42 811

* 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 2022, showing annual net base salaries and gross equivalents after application of staff assessment

Effective 1 January 2022

(United States dollars)

<i>Level</i>		<i>Pay protection measure 1</i>	<i>Pay protection measure 2</i>
P-4	Gross	124 981	127 331
	Net	96 987	98 632
P-3	Gross	104 263	106 437
	Net	82 484	84 006
P-2	Gross	83 495	–
	Net	66 956	–
P-1	Gross	65 851	–
	Net	53 547	–
FS-4	Gross	78 353	79 834
	Net	63 048	64 174
FS-3	Gross	68 161	69 420
	Net	55 302	56 259