



8 February 2023

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 [77/256 B](#), approved a revised unified base/floor salary scale for staff in the Professional and higher categories, effective 1 January 2023. The scale reflects a 2.28 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 2023 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 2023, to reflect the consolidation of 2.28 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 2023, 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 2023 payroll.
5. Subsequent updates regarding the base salary scales for staff in the Professional and higher categories and staff in the Field Service category will be shared through other communication channels rather than through an information circular.

* The present circular, which cancels and supersedes [ST/IC/2022/3](#) of 14 January 2022, 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 2023

(United States dollars)

Level		Steps												
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG	Gross	212 632												
	Net	155 837												
ASG	Gross	193 080												
	Net	142 933												
D-2			*	*	*	*	*	*	*	*	*			
	Gross	154 212	157 747	161 282	164 820	168 359	171 895	175 429	178 968	182 503	186 038			
	Net	117 280	119 613	121 946	124 281	126 617	128 951	131 283	133 619	135 952	138 285			
D-1						*	*	*	*	*	*	*	*	*
	Gross	137 890	140 817	143 750	146 680	149 599	152 683	155 789	158 889	161 998	165 102	168 206	171 308	174 415
	Net	106 023	108 072	110 125	112 176	114 219	116 271	118 321	120 367	122 419	124 467	126 516	128 563	130 614
P-5									*	*	*	*	*	*
	Gross	118 901	121 393	123 886	126 373	128 866	131 353	133 847	136 336	138 827	141 316	143 809	146 294	148 790
	Net	92 731	94 475	96 220	97 961	99 706	101 447	103 193	104 935	106 679	108 421	110 166	111 906	113 653
P-4									*	*	*	*	*	*
	Gross	97 139	99 353	101 701	104 104	106 507	108 910	111 317	113 720	116 123	118 523	120 931	123 329	125 733
	Net	77 326	79 008	80 691	82 373	84 055	85 737	87 422	89 104	90 786	92 466	94 152	95 830	97 513
P-3									*	*	*	*	*	*
	Gross	79 764	81 813	83 863	85 909	87 961	90 008	92 057	94 108	96 155	98 203	100 279	102 501	104 727
	Net	64 121	65 678	67 236	68 971	70 350	71 906	73 463	75 022	76 578	78 134	79 695	81 251	82 809
P-2									*	*	*	*	*	*
	Gross	61 680	63 512	65 343	67 175	69 011	70 845	72 680	74 507	76 341	78 172	80 005	81 842	83 672
	Net	50 377	51 769	53 161	54 553	55 948	57 342	58 737	60 125	61 519	62 911	64 304	65 700	67 091
P-1									*	*	*	*	*	*
	Gross	47 471	48 896	50 349	51 905	53 459	55 017	56 570	58 128	59 682	61 239	62 793	63 347	65 904
	Net	39 401	40 584	41 765	42 948	44 129	45 313	46 493	47 677	48 858	50 042	51 223	52 404	53 587

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 net base salaries and gross equivalents after application of staff assessment****Effective 1 January 2023**

(United States dollars)

Level		Steps												
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
FS-7	Gross	96 549	98 886	101 326	103 849	106 379	108 910	111 446	113 971	116 507	119 036	121 569	124 103	126 640
	Net	76 877	78 653	80 428	82 194	83 965	85 737	87 512	89 280	91 055	92 825	94 598	96 372	98 148
FS-6	Gross	80 293	82 437	84 583	86 725	88 864	91 009	93 153	95 308	97 445	99 588	101 884	104 210	106 534
	Net	64 523	66 152	67 783	69 411	71 037	72 667	74 296	75 934	77 558	79 187	80 819	82 447	84 074
FS-5	Gross	69 047	70 872	72 704	74 529	76 362	78 192	80 024	81 851	83 686	85 512	87 342	89 172	91 000
	Net	55 976	57 363	58 755	60 142	61 535	62 926	64 318	65 707	67 101	68 489	69 880	71 271	72 660
FS-4	Gross	60 497	62 025	63 543	65 057	66 576	68 093	69 609	71 133	72 649	74 170	75 688	77 157	78 725
	Net	49 478	50 639	51 793	52 943	54 098	55 251	56 403	57 561	58 713	59 869	61 023	62 139	63 331
FS-3	Gross	53 029	54 328	55 616	56 904	58 193	59 491	60 780	62 071	63 366	64 649	65 939	67 236	68 529
	Net	43 802	44 789	45 768	46 747	47 727	48 713	49 693	50 674	51 658	52 633	53 614	54 599	55 582
FS-2	Gross	46 889	47 935	48 980	50 026	51 170	52 307	53 399	54 589	55 732	56 872	58 012	59 149	60 288
	Net	38 918	39 786	40 653	41 520	42 389	43 253	44 083	44 988	45 856	46 723	47 589	48 453	49 319
FS-1	Gross	41 742	42 661	43 576	44 494	45 411	46 336	47 254	48 167	49 089	50 008	51 008	52 007	53 009
	Net	34 646	35 409	36 168	36 930	37 691	38 459	39 221	39 979	40 744	41 506	42 266	43 025	43 787

* 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 2023, showing annual net base salaries and gross equivalents after application of staff assessment

Effective 1 January 2023

(United States dollars)

<i>Level</i>		<i>Pay protection measure 1</i>	<i>Pay protection measure 2</i>
P-4	Gross	128 140	130 544
	Net	99 198	100 881
P-3	Gross	106 950	109 173
	Net	84 365	85 921
P-2	Gross	85 504	–
	Net	68 483	–
P-1	Gross	67 458	–
	Net	54 768	–
FS-4	Gross	80 243	81 759
	Net	64 485	65 637
FS-3	Gross	69 820	71 108
	Net	56 563	57 542