



Information Circular

Ref. ICC/INF/2016/010

Date: 30 December 2016

Revised base salary scale for staff in the Professional and higher categories

1. The United Nations General Assembly, in its resolution 70/244 and upon the recommendation of the International Civil Service Commission (ICSC), approved (i) a unified base/floor salary scale for staff in the Professional and higher categories, effective 1 January 2017; and (ii) the grade and step matching of staff for conversion from the current salary scale structure to the unified salary scale structure.
2. The United Nations General Assembly further decided that (i) the unified salary scale should be updated to reflect any adjustments in base/floor salaries that may take place before its implementation; and (ii) that the salary levels of staff members that are higher than those at the maximum step of their grade upon conversion to the unified salary scale should be maintained by the ICSC as a pay protection measure.
3. Subsequently, the ICSC, in its report A/71/30, dated 23 August 2016, recommended to the United Nations General Assembly for the approval, with effect from 1 January 2017, the revised unified base/floor salary scale reflecting a 1.02 per cent adjustment over the unified salary scale previously approved by the United Nations General Assembly, to be implemented by increasing the base salary and commensurately decreasing post adjustment multiplier points, resulting in no change in net take-home pay. The General Assembly, in its resolution 71/264, approved the salary scale recommended for the Professional and higher categories.
4. The Assembly of States Parties of the Court approved on its Fifteenth session the implementation of all elements of the new compensation package in alignment with the changes and timelines approved by the United Nations General Assembly.
5. In accordance with the authority vested in the Registrar, in consultation with the Prosecutor, to fix the salaries and allowances of staff members of the Court pursuant to Staff Regulation 3.1, the Registrar promulgates in the annex to this Information Circular: (i) the grade and step matching table to be applied at the time of transitioning; (ii) the salary scale of staff members in the Professional and higher categories; and (iii) pay protection points for staff whose salaries are higher than the maximum salaries on the base/floor salary scale.
6. The revised base/floor salary scale for staff in the Professional and higher categories, effective 1 January 2017, will be reflected in the end-of-January 2017 payroll in respect of the staff members of the Court in the Professional and higher categories.

7. 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 have been established by the ICSC for all duty stations. Changes in post adjustment multipliers due after 1 January 2017 will be effected on the basis of the movement of the newly consolidated post adjustment indices.

8. Information Circular ICC/INF/2014/002 and its annex are hereby revoked.

A handwritten signature in black ink, appearing to read 'H. von Hebel', with a long horizontal flourish extending to the right.

Herman von Hebel
Registrar



Annex to Information Circular

Ref: ICC/INF/2016/010

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(i) Grade and step matching table to be applied at the time of transitioning

Grade	Present		Proposed		Grade	Present		Proposed		Grade	Present		Proposed		Grade	Present		Proposed	
	step	(Present D)	(Present S)	Grade		step	(Present D)	(Present S)	Grade		step	(Present D)	(Present S)	Grade		step	(Present D)	(Present S)	Grade
P-1	1	4	4	P-2	11	13	13	P-4	4	4	4	P-5	9	9	8				
P-1	2	5	5	P-2	12	– ^a	–	P-4	5	5	5	P-5	10	10	9				
P-1	3	6	6	P-3	1	1	1	P-4	6	6	6	P-5	11	11	10				
P-1	4	7	7	P-3	2	2	2	P-4	7	7	7	P-5	12	12	11				
P-1	5	8	8	P-3	3	3	3	P-4	8	8	8	P-5	13	13	12				
P-1	6	9	9	P-3	4	4	4	P-4	9	9	9	D-1	1	3	2				
P-1	7	11	10	P-3	5	5	5	P-4	10	10	10	D-1	2	4	3				
P-1	8	12	11	P-3	6	6	6	P-4	11	11	11	D-1	3	5	4				
P-1	9	13	13	P-3	7	7	7	P-4	12	12	11	D-1	4	6	5				
P-1	10	– ^a	–	P-3	8	8	8	P-4	13	13	12	D-1	5	7	6				
P-2	1	3	3	P-3	9	9	9	P-4	14	– ^a	– ^a	D-1	6	8	7				
P-2	2	4	4	P-3	10	10	10	P-4	15	– ^a	– ^a	D-1	7	9	8				
P-2	3	5	5	P-3	11	11	11	P-5	1	1	1	D-1	8	10	9				
P-2	4	6	6	P-3	12	12	12	P-5	2	2	2	D-1	9	11	10				
P-2	5	7	7	P-3	13	13	13	P-5	3	3	3	D-2	1	2	1				
P-2	6	8	8	P-3	14	– ^a	– ^a	P-5	4	4	4	D-2	2	3	2				
P-2	7	9	9	P-3	15	– ^a	– ^a	P-5	5	5	4	D-2	3	4	3				
P-2	8	10	10	P-4	1	1	1	P-5	6	6	5	D-2	4	5	4				
P-2	9	11	11	P-4	2	2	2	P-5	7	7	6	D-2	5	6	5				
P-2	10	12	12	P-4	3	3	3	P-5	8	8	7	D-2	6	7	6				

Abbreviations: D, dependency status; S, single status.

^a Salaries to be maintained by the International Civil Service Commission.

(ii) Salary scale for the Professional and higher categories (effective from 1 January 2017)

(United States dollars)

<i>Level</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	Gross	192 236												
	Net	142 376												
ASG	Gross	174 373												
	Net	130 586												
D-2	Gross	139 500	142 544	145 589	148 637	151 788	155 018	158 248	161 479	164 709	167 939			
	Net	107 150	109 281	111 412	113 546	115 680	117 812	119 944	122 076	124 208	126 340			
D-1	Gross	124 807	127 483	130 160	132 837	135 506	138 183	140 857	143 529	146 207	148 880	151 648	154 483	157 320
	Net	96 865	98 738	100 612	102 486	104 354	106 228	108 100	109 970	111 845	113 716	115 588	117 459	119 331
P-5	Gross	107 459	109 734	112 011	114 284	116 561	118 834	121 113	123 387	125 663	127 937	130 214	132 486	134 764
	Net	84 721	86 314	87 908	89 499	91 093	92 684	94 279	95 871	97 464	99 056	100 650	102 240	103 835
P-4	Gross	88 351	90 374	92 396	94 418	96 441	98 462	100 529	102 724	104 919	107 114	109 314	111 504	113 701
	Net	70 647	72 184	73 721	75 258	76 795	78 331	79 870	81 407	82 943	84 480	86 020	87 553	89 091
P-3	Gross	72 478	74 349	76 221	78 091	79 964	81 836	83 707	85 582	87 451	89 324	91 199	93 068	94 942
	Net	58 583	60 005	61 428	62 849	64 273	65 695	67 117	68 542	69 963	71 386	72 811	74 232	75 656
P-2	Gross	55 955	57 629	59 303	60 976	62 651	64 328	66 003	67 674	69 350	71 022	72 696	74 374	76 045
	Net	46 026	47 298	48 570	49 842	51 115	52 389	53 662	54 932	56 206	57 477	58 749	60 024	61 294
P-1	Gross	43 371	44 672	45 973	47 275	48 575	49 877	51 287	52 708	54 129	55 551	56 971	58 391	59 812
	Net	35 998	37 078	38 158	39 238	40 317	41 398	42 478	43 558	44 638	45 719	46 798	47 877	48 957

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

- (iii) Pay protection points for staff whose salaries are higher than the maximum salaries on the base/floor salary scale recommended to the General (effective from 1 January 2017)

(United States dollars)

<i>Level</i>		<i>PP1</i>	<i>PP2</i>
P-4	Gross	115 899	118 096
	Net	90 629	92 167
P-3	Gross	96 812	98 684
	Net	77 077	78 500
P-2	Gross	77 721	–
	Net	62 568	–
P-1	Gross	61 233	–
	Net	50 037	–