



Nairobi (Kenya)

**General Service Category - Annual Salaries and Allowances
(In Schillings) a/**

Effective 1 November 2012

Level		S T E P S										
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI b/
1	(Gross)	601548	634968	668388	701807	735227	768647	802067	835486	868906	902326	935746
	(Gross Pens.)	598544	631796	665048	698300	731553	764804	798057	831308	864561	897813	931065
	(Total Net)	487254	514324	541394	568464	595534	622604	649674	676744	703814	730884	757954
	(Net Pens.)	484818	511752	538687	565622	592556	619491	646426	673360	700295	727230	754164
	(NPC)	2436	2572	2707	2842	2978	3113	3248	3384	3519	3654	3790
2	(Gross)	812093	857210	902327	947444	992562	1037679	1082796	1127914	1173031	1218148	1263265
	(Gross Pens.)	808033	852926	897816	942707	987598	1032491	1077381	1122273	1167164	1212054	1256945
	(Total Net)	657795	694340	730885	767430	803975	840520	877065	913610	950155	986700	1023245
	(Net Pens.)	654506	690868	727231	763593	799955	836317	872680	909042	945404	981767	1018129
	(NPC)	3289	3472	3654	3837	4020	4203	4385	4568	4751	4934	5116
3	(Gross)	1096333	1157240	1218146	1279052	1339958	1400864	1461770	1522677	1583583	1644489	1707753
	(Gross Pens.)	1090846	1151448	1212051	1272654	1333256	1393861	1454464	1515065	1575669	1636272	1696875
	(Total Net)	888030	937364	986698	1036032	1085366	1134700	1184034	1233368	1282702	1332036	1381370
	(Net Pens.)	883590	932677	981765	1030852	1079939	1129027	1178114	1227201	1276288	1325376	1374463
	(NPC)	4440	4687	4933	5180	5427	5674	5920	6167	6414	6660	6907
4	(Gross)	1480038	1562263	1644488	1730178	1816674	1903170	1989666	2076162	2162658	2249155	2335651
	(Gross Pens.)	1472640	1554465	1636267	1718079	1799892	1881708	1963520	2045332	2127145	2208960	2290772
	(Total Net)	1198831	1265433	1332035	1398637	1465239	1531841	1598443	1665045	1731647	1798249	1864851
	(Net Pens.)	1192837	1259106	1325375	1391644	1457913	1524182	1590451	1656720	1722989	1789258	1855527
	(NPC)	5994	6327	6660	6993	7326	7659	7992	8325	8658	8991	9324
5	(Gross)	1844356	1951610	2058865	2166119	2273374	2380629	2487883	2595138	2702392	2809647	2916901
	(Gross Pens.)	1826074	1927524	2028972	2130420	2231868	2333318	2434766	2536214	2637662	2741698	2848417
	(Total Net)	1486554	1569140	1651726	1734312	1816898	1899484	1982070	2064656	2147242	2229828	2312414
	(Net Pens.)	1479121	1561294	1643467	1725640	1807814	1889987	1972160	2054333	2136506	2218679	2300852
	(NPC)	7433	7846	8259	8672	9084	9497	9910	10323	10736	11149	11562
6	(Gross)	2307700	2440595	2573590	2706684	2839679	2972674	3105669	3238664	3371659	3512139	3650526
	(Gross Pens.)	2264333	2390129	2516924	2641719	2771579	2903910	3036240	3168571	3300901	3433230	3565561
	(Total Net)	1843329	1945735	2048141	2150547	2252953	2355359	2457765	2560171	2662577	2764983	2867389
	(Net Pens.)	1834112	1936005	2037900	2139794	2241688	2343582	2445476	2547370	2649264	2751158	2853052
	(NPC)	9217	9729	10241	10753	11265	11777	12289	12801	13313	13825	14337
7	(Gross)	2882242	3047156	3212070	3379295	3550895	3722495	3894095	4065695	4237295	4408895	4580495
	(Gross Pens.)	2813927	2978018	3142108	3306197	3470287	3634378	3798468	3962557	4126648	4290737	4454828
	(Total Net)	2285726	2412710	2539694	2666678	2793662	2920646	3047630	3174614	3301598	3428582	3555566
	(Net Pens.)	2274297	2400646	2526996	2653345	2779694	2906043	3032392	3158741	3285090	3411439	3537788
	(NPC)	11429	12064	12698	13333	13968	14603	15238	15873	16508	17143	17778

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DEPENDENCY ALLOWANCES:

Child	Schillings 50,532 net per annum per child, subject to a maximum of six children.
Spouse	Schillings 1,584 net per annum (for eligible staff on board and already in receipt of amount prior to 1 April 1997).
FUNERAL ALLOWANCE:	Schillings 90,140 (upon documented death of child or spouse).

LANGUAGE ALLOWANCES (to be included in pensionable remuneration):

First language	Schillings 74,328 net per annum.
Second language	Schillings 37,164 net per annum.

Note: The scale is based on a common workweek of 37 hours.

a/ Staff assessment is calculated on the basis of the 36-month average of Schillings 63 to US\$ 1.00. The official United Nations exchange rate for a given month will continue to be used for operational and Pension Fund purposes.

b/ Long-service step:

The qualifying criteria for in-grade increases to the long-service step are as follows:

- (a) The staff member should have had at least 20 years of service within the United Nations Common System and five years of service at the top regular step of the current grade.
- (b) The staff member's service should have been satisfactory.

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 UN 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 UNJSPF Regulations 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. 99.5 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 0.5 per cent.

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