



Kampala (Uganda)

General Service Category - Annual Salaries and Allowances
(in thousands of Schillings) a/

Effective 1 July 2013

Level	S T E P S											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI b/	
1	(Gross)	18026	19028	20031	21033	22036	23038	24041	25043	26046	27048	28051
	(Gross Pens.)	18030	19031	20034	21035	22037	23039	24040	25043	26044	27046	28048
	(Total Net)	14601	15413	16225	17037	17849	18661	19473	20285	21097	21909	22721
	(Net Pens.)	14601	15413	16225	17037	17849	18661	19473	20285	21097	21909	22721
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
2	(Gross)	21638	22841	24043	25246	26448	27651	28853	30056	31258	32460	33663
	(Gross Pens.)	21637	22840	24042	25245	26447	27650	28852	30055	31258	32461	33665
	(Total Net)	17527	18501	19475	20449	21423	22397	23371	24345	25319	26293	27267
	(Net Pens.)	17527	18501	19475	20449	21423	22397	23371	24345	25319	26293	27267
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
3	(Gross)	25969	27411	28853	30295	31737	33179	34621	36063	37505	38947	40389
	(Gross Pens.)	25965	27407	28850	30293	31734	33178	34621	36063	37505	38949	40391
	(Total Net)	21035	22203	23371	24539	25707	26875	28043	29211	30379	31547	32715
	(Net Pens.)	21035	22203	23371	24539	25707	26875	28043	29211	30379	31547	32715
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
4	(Gross)	31677	33437	35198	36958	38719	40479	42240	44000	45760	47521	49281
	(Gross Pens.)	31677	33437	35197	36958	38719	40480	42238	43999	45760	47521	49281
	(Total Net)	25658	27084	28510	29936	31362	32788	34214	35640	37066	38492	39918
	(Net Pens.)	25658	27084	28510	29936	31362	32788	34214	35640	37066	38492	39918
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
5	(Gross)	38643	40791	42940	45088	47236	49384	51620	53880	56139	58399	60659
	(Gross Pens.)	38645	40792	42941	45089	47238	49384	51532	53679	55828	57976	60122
	(Total Net)	31301	33041	34781	36521	38261	40001	41741	43481	45221	46961	48701
	(Net Pens.)	31301	33041	34781	36521	38261	40001	41741	43481	45221	46961	48701
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
6	(Gross)	48309	51052	53876	56699	59523	62346	65169	67993	70816	73639	76463
	(Gross Pens.)	48305	50991	53675	56360	59044	61729	64412	67096	69781	72465	75149
	(Total Net)	39130	41304	43478	45652	47826	50000	52174	54348	56522	58696	60870
	(Net Pens.)	39130	41304	43478	45652	47826	50000	52174	54348	56522	58696	60870
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
7	(Gross)	60929	64459	67989	71519	75049	78578	82108	85638	89168	92698	96228
	(Gross Pens.)	60383	63738	67094	70449	73804	77160	80515	83961	87491	91020	94550
	(Total Net)	48909	51627	54345	57063	59781	62499	65217	67935	70653	73371	76089
	(Net Pens.)	48909	51627	54345	57063	59781	62499	65217	67935	70653	73371	76089
	(NPC)	0	0	0	0	0	0	0	0	0	0	0

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DEPENDENCY ALLOWANCES:

Child	Schillings 1,133,628 net per annum per child, subject to a maximum of six children.
Spouse	Schillings 31,620 net per annum (for eligible staff on board and already in receipt of the amount prior to 1 October 1996).

FUNERAL ALLOWANCE:

Schillings 1,119,133 (upon documented death of recognized dependant, i.e. spouse or child).
Schillings 334,623 (upon documented death of parent for staff).

LANGUAGE ALLOWANCES (to be included in pensionable remuneration):

First language	Schillings 1,565,052 net per annum.
Second language	Schillings 782,526 net per annum.

Note: The scale is based on a common workweek of 40 hours.

a/ Staff assessment is calculated on the basis of the 36-month average of Schillings 2,492 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 to 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 percent.

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The posts listed below are considered representative of the jobs at each grade level.
The list includes jobs used for comparison purposes during the local salary survey.
They are based on the job classification standards approved by ICSC for use by the organizations
of the UN Common System. This list does not necessarily include all jobs at the duty station.

Level	Type of Post
1	Messenger
2	Driver
3	Senior Driver Clerk-Typist
4	Secretary Administrative Clerk Finance Clerk
5	Senior Secretary Senior Administrative Clerk Senior Finance Clerk
6	Secretary to Head of Office Administrative Assistant Finance Assistant
7	Senior Administrative Assistant Senior Finance Assistant

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