



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.)	<b>18030</b>	<b>19031</b>	<b>20034</b>	<b>21035</b>	<b>22037</b>	<b>23039</b>	<b>24040</b>	<b>25043</b>	<b>26044</b>	<b>27046</b>	<b>28048</b>
	(Total Net)	<b>14601</b>	<b>15413</b>	<b>16225</b>	<b>17037</b>	<b>17849</b>	<b>18661</b>	<b>19473</b>	<b>20285</b>	<b>21097</b>	<b>21909</b>	<b>22721</b>
	(Net Pens.)	<b>14601</b>	<b>15413</b>	<b>16225</b>	<b>17037</b>	<b>17849</b>	<b>18661</b>	<b>19473</b>	<b>20285</b>	<b>21097</b>	<b>21909</b>	<b>22721</b>
	(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.)	<b>21637</b>	<b>22840</b>	<b>24042</b>	<b>25245</b>	<b>26447</b>	<b>27650</b>	<b>28852</b>	<b>30055</b>	<b>31258</b>	<b>32461</b>	<b>33665</b>
	(Total Net)	<b>17527</b>	<b>18501</b>	<b>19475</b>	<b>20449</b>	<b>21423</b>	<b>22397</b>	<b>23371</b>	<b>24345</b>	<b>25319</b>	<b>26293</b>	<b>27267</b>
	(Net Pens.)	<b>17527</b>	<b>18501</b>	<b>19475</b>	<b>20449</b>	<b>21423</b>	<b>22397</b>	<b>23371</b>	<b>24345</b>	<b>25319</b>	<b>26293</b>	<b>27267</b>
	(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.)	<b>25965</b>	<b>27407</b>	<b>28850</b>	<b>30293</b>	<b>31734</b>	<b>33178</b>	<b>34621</b>	<b>36063</b>	<b>37505</b>	<b>38949</b>	<b>40391</b>
	(Total Net)	<b>21035</b>	<b>22203</b>	<b>23371</b>	<b>24539</b>	<b>25707</b>	<b>26875</b>	<b>28043</b>	<b>29211</b>	<b>30379</b>	<b>31547</b>	<b>32715</b>
	(Net Pens.)	<b>21035</b>	<b>22203</b>	<b>23371</b>	<b>24539</b>	<b>25707</b>	<b>26875</b>	<b>28043</b>	<b>29211</b>	<b>30379</b>	<b>31547</b>	<b>32715</b>
	(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.)	<b>31677</b>	<b>33437</b>	<b>35197</b>	<b>36958</b>	<b>38719</b>	<b>40480</b>	<b>42238</b>	<b>43999</b>	<b>45760</b>	<b>47521</b>	<b>49281</b>
	(Total Net)	<b>25658</b>	<b>27084</b>	<b>28510</b>	<b>29936</b>	<b>31362</b>	<b>32788</b>	<b>34214</b>	<b>35640</b>	<b>37066</b>	<b>38492</b>	<b>39918</b>
	(Net Pens.)	<b>25658</b>	<b>27084</b>	<b>28510</b>	<b>29936</b>	<b>31362</b>	<b>32788</b>	<b>34214</b>	<b>35640</b>	<b>37066</b>	<b>38492</b>	<b>39918</b>
	(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.)	<b>38645</b>	<b>40792</b>	<b>42941</b>	<b>45089</b>	<b>47238</b>	<b>49384</b>	<b>51532</b>	<b>53679</b>	<b>55828</b>	<b>57976</b>	<b>60122</b>
	(Total Net)	<b>31301</b>	<b>33041</b>	<b>34781</b>	<b>36521</b>	<b>38261</b>	<b>40001</b>	<b>41741</b>	<b>43481</b>	<b>45221</b>	<b>46961</b>	<b>48701</b>
	(Net Pens.)	<b>31301</b>	<b>33041</b>	<b>34781</b>	<b>36521</b>	<b>38261</b>	<b>40001</b>	<b>41741</b>	<b>43481</b>	<b>45221</b>	<b>46961</b>	<b>48701</b>
	(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.)	<b>48305</b>	<b>50991</b>	<b>53675</b>	<b>56360</b>	<b>59044</b>	<b>61729</b>	<b>64412</b>	<b>67096</b>	<b>69781</b>	<b>72465</b>	<b>75149</b>
	(Total Net)	<b>39130</b>	<b>41304</b>	<b>43478</b>	<b>45652</b>	<b>47826</b>	<b>50000</b>	<b>52174</b>	<b>54348</b>	<b>56522</b>	<b>58696</b>	<b>60870</b>
	(Net Pens.)	<b>39130</b>	<b>41304</b>	<b>43478</b>	<b>45652</b>	<b>47826</b>	<b>50000</b>	<b>52174</b>	<b>54348</b>	<b>56522</b>	<b>58696</b>	<b>60870</b>
	(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.)	<b>60383</b>	<b>63738</b>	<b>67094</b>	<b>70449</b>	<b>73804</b>	<b>77160</b>	<b>80515</b>	<b>83961</b>	<b>87491</b>	<b>91020</b>	<b>94550</b>
	(Total Net)	<b>48909</b>	<b>51627</b>	<b>54345</b>	<b>57063</b>	<b>59781</b>	<b>62499</b>	<b>65217</b>	<b>67935</b>	<b>70653</b>	<b>73371</b>	<b>76089</b>
	(Net Pens.)	<b>48909</b>	<b>51627</b>	<b>54345</b>	<b>57063</b>	<b>59781</b>	<b>62499</b>	<b>65217</b>	<b>67935</b>	<b>70653</b>	<b>73371</b>	<b>76089</b>
	(NPC)	0	0	0	0	0	0	0	0	0	0	0

Kampala (Uganda)

**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.

**Kampala (Uganda)**

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.

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<b>Level</b>	<b>Type of Post</b>
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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