



Nairobi (Kenya)

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

Effective 1 November 2013

Level	I	II	III	IV	V	S	VI	VII	VIII	IX	X	XI b/	
1	602753 (Gross) 636240 (Gross Pents.) 669726 (Total Net) 515354 (Net Pents.) 488230 (NPC)	636240 669726 542478 596602 596726 0	669726 703212 703212 569602 596726 0	703212 736699 736699 596726 596726 0	736699 770185 770185 623850 650974 0	770185 803672 803672 650974 650974 0	803672 837158 837158 678098 678098 0	837158 870644 870644 705222 705222 0	870644 904131 904131 732346 732346 0	904131 937617 937617 759470 759470 0	937617 971103 971103 790014 790014 0	971103 1004589 1004589 818080 818080 0	1004589 1032145 1032145 846130 846130 0
2	813716 (Gross) 858922 (Gross Pents.) 904128 (Total Net) 659110 (Net Pents.) 659110 (NPC)	858922 904128 732344 788961 805578 0	904128 949335 949335 788961 805578 0	949335 994541 994541 788961 805578 0	994541 1039747 1039747 842195 878812 0	1039747 1084953 1084953 842195 878812 0	1084953 1130159 1130159 915429 915429 0	1130159 1175365 1175365 952046 952046 0	1175365 1220572 1220572 988663 988663 0	1220572 1265778 1265778 1025280 1025280 0	1265778 1311184 1311184 1052630 1052630 0	1311184 1356590 1356590 1080340 1080340 0	1356590 1402096 1402096 1115890 1115890 0
3	1098517 (Gross) 1098517 (Gross Pents.) 1220574 (Total Net) 939232 (Net Pents.) 889799 (NPC)	1159546 1159546 939232 988665 988665 0	1220574 1281602 1281602 1038098 1038098 0	1342631 1342631 1087531 1087531 1087531 0	1403659 1403659 1136864 1136864 1136864 0	1464688 1464688 1186397 1186397 1186397 0	1525716 1525716 1235830 1235830 1235830 0	1586744 1586744 1285263 1285263 1285263 0	1647773 1647773 1334696 1334696 1334696 0	1708801 1708801 1384129 1384129 1384129 0	1770819 1770819 1459218 1459218 1459218 0	1832837 1832837 1534904 1534904 1534904 0	1894855 1894855 1609312 1609312 1609312 0
4	1482999 (Gross) 1482999 (Gross Pents.) 1201229 (Total Net) 1201229 (Net Pents.) 1489524 (NPC)	1565388 1565388 1267964 1655026 1655026 0	1647777 1730694 1730694 1401434 1468169 0	1817362 1817362 1468169 1468169 1468169 0	1904031 1904031 1534904 1534904 1534904 0	1990700 1990700 1601639 1601639 1601639 0	2077369 2077369 1668374 1668374 1668374 0	2164038 2164038 1735109 1735109 1735109 0	2250706 2250706 1801844 1801844 1801844 0	2337375 2337375 1868579 1868579 1868579 0	2424044 2424044 1935220 1935220 1935220 0	2510713 2510713 2000330 2000330 2000330 0	2597382 2597382 2068781 2068781 2068781 0
5	1845096 (Gross) 1836919 (Gross Pents.) 1201229 (Total Net) 1489524 (Net Pents.) 1489524 (NPC)	1952565 1941080 1572275 1572275 1572275 0	2060034 2043242 1655026 1655026 1655026 0	2167503 2145404 1737777 1737777 1737777 0	2274971 2247565 1820528 1820528 1820528 0	2382440 2349727 1903279 1903279 1903279 0	2489909 2451889 1986030 1986030 1986030 0	2597378 2559358 2068781 2068781 2068781 0	2704847 2659328 2151532 2151532 2151532 0	2812316 2766797 2234283 2234283 2234283 0	2919784 2874266 2317034 2317034 2317034 0	3037252 3000330 2462682 2462682 2462682 0	3154719 3118799 2632130 2632130 2632130 0
6	2309364 (Gross) 2280259 (Gross Pents.) 1847010 (Total Net) 1847010 (Net Pents.) 2309364 (NPC)	2442626 2406941 1949622 1949622 1949622 0	2575888 2533622 2052234 2052234 2052234 0	2709151 2665632 2154846 2154846 2154846 0	2842413 2796895 2257458 2257458 2257458 0	2975675 2930157 2360070 2360070 2360070 0	3108938 3063419 2562682 2562682 2562682 0	3242200 3196682 2667906 2667906 2667906 0	3375462 3329944 2770518 2770518 2770518 0	3508076 3463558 2973130 2973130 2973130 0	3640690 3596172 3080196 3080196 3080196 0	3772804 3728286 3180958 3180958 3180958 0	3905418 3860900 3387190 3387190 3387190 0
7	2885055 (Gross) 2839536 (Gross Pents.) 2290292 (Total Net) 2290292 (Net Pents.) 2290292 (NPC)	3050299 3004780 2417550 2417550 2417550 0	3215543 3170025 2544768 2544768 2544768 0	3380787 3335269 2672006 2672006 2672006 0	3550330 3500513 2799244 2799244 2799244 0	3722273 3665757 2926482 2926482 2926482 0	3894216 3837700 3053720 3053720 3053720 0	4066159 4009643 3180958 3180958 3180958 0	4238103 4181587 3387190 3387190 3387190 0	4410046 4353530 3435434 3435434 3435434 0	4581989 4525473 3740948 3740948 3740948 0	4753932 4697416 4091490 4091490 4091490 0	4925875 4869359 4392044 4392044 4392044 0

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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).	

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 86 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 Pensions:

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 Pensions:

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 per cent.

LANGUAGE ALLOWANCES (to be included in pensionable remuneration):

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