



Information Circular – Circulaire d’information

Ref. ICC/INF/2015/006

Date: 23 February 2015

New General Service salary scale for Kampala effective 1 August 2014

1. The result of the adjustment of the General Service salary scale for Kampala, Uganda, has yielded a 8.9 per cent increase across the board for staff members in the General Service category in Kampala.
2. 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 the salary scale of staff members in the General Service category in Kampala.
3. Dependency allowances for child and spouse remain unchanged. The language allowances and the applicable funeral allowances also remain unchanged.
4. The Payroll Unit has been able to incorporate the retroactive payment in the November 2014 payroll. All staff members in the General Service category in Kampala should have noticed the increase reflected in their November 2014 pay slips.
5. The revised salary scale attached to this Information Circular became effective from 1 August 2014.

Herman von Hebel
Registrar



Kampala (Uganda)

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

Effective 1 August 2014

Level	S T E P S											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI b/	
1	(Gross)	19648	20741	21833	22926	24019	25111	26204	27296	28389	29481	30574
	(Gross Pens.)	19653	20744	21837	22928	24020	25113	26204	27297	28388	29480	30572
	(Total Net)	15915	16800	17685	18570	19455	20340	21225	22110	22995	23880	24765
	(Net Pens.)	15915	16800	17685	18570	19455	20340	21225	22110	22995	23880	24765
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
2	(Gross)	23584	24895	26206	27517	28828	30140	31451	32762	34073	35384	36695
	(Gross Pens.)	23584	24896	26206	27517	28827	30139	31449	32760	34071	35382	36695
	(Total Net)	19103	20165	21227	22289	23351	24413	25475	26537	27599	28661	29723
	(Net Pens.)	19103	20165	21227	22289	23351	24413	25475	26537	27599	28661	29723
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
3	(Gross)	28307	29879	31451	33022	34594	36165	37737	39309	40880	42452	44023
	(Gross Pens.)	28302	29874	31447	33019	34590	36164	37737	39309	40880	42454	44026
	(Total Net)	22929	24202	25475	26748	28021	29294	30567	31840	33113	34386	35659
	(Net Pens.)	22929	24202	25475	26748	28021	29294	30567	31840	33113	34386	35659
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
4	(Gross)	34530	36448	38367	40285	42204	44122	46041	47959	49878	51818	53836
	(Gross Pens.)	34528	36446	38365	40284	42204	44123	46039	47959	49878	51798	53716
	(Total Net)	27969	29523	31077	32631	34185	35739	37293	38847	40401	41955	43509
	(Net Pens.)	27969	29523	31077	32631	34185	35739	37293	38847	40401	41955	43509
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
5	(Gross)	42119	44460	46802	49144	51492	53956	56419	58883	61346	63810	66274
	(Gross Pens.)	42123	44463	46806	49147	51489	53829	56170	58510	60853	63194	65533
	(Total Net)	34116	36013	37910	39807	41704	43601	45498	47395	49292	51189	53086
	(Net Pens.)	34116	36013	37910	39807	41704	43601	45498	47395	49292	51189	53086
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
6	(Gross)	52721	55798	58876	61954	65032	68110	71188	74266	77344	80422	83500
	(Gross Pens.)	52652	55580	58506	61432	64358	67285	70209	73135	76061	78987	81912
	(Total Net)	42650	45020	47390	49760	52130	54500	56870	59240	61610	63980	66350
	(Net Pens.)	42650	45020	47390	49760	52130	54500	56870	59240	61610	63980	66350
	(NPC)	0	0	0	0	0	0	0	0	0	0	0
7	(Gross)	66563	70411	74259	78108	81956	85804	89652	93500	97348	101196	105136
	(Gross Pens.)	65817	69474	73132	76789	80446	84104	87761	91517	95365	99212	103060
	(Total Net)	53309	56272	59235	62198	65161	68124	71087	74050	77013	79976	82939
	(Net Pens.)	53309	56272	59235	62198	65161	68124	71087	74050	77013	79976	82939
	(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 2,569 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.

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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