



Nairobi (Kenya)

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

Effective 1 November 2014

Level		S E P S										
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI b/
1	(Gross)	637714	673142	708570	743999	779427	814856	850284	885712	921141	956569	991998
	(Gross Pens.)	637713	673142	708570	743998	779428	814856	850285	885713	921141	956571	991999
	(Total Net)	516548	545245	573942	602639	631336	660033	688730	717427	746124	774821	803518
	(Net Pens.)	516548	545245	573942	602639	631336	660033	688730	717427	746124	774821	803518
	(NPC)	0	0	0	0	0	0	0	0	0	0	
2	(Gross)	860910	908738	956567	1004395	1052223	1100052	1147880	1195709	1243537	1291365	1339194
	(Gross Pens.)	860912	908739	956567	1004396	1052224	1100052	1147880	1195708	1243536	1291365	1339193
	(Total Net)	697337	736078	774819	813560	852301	891042	929783	968524	1007265	1046006	1084747
	(Net Pens.)	697337	736078	774819	813560	852301	891042	929783	968524	1007265	1046006	1084747
	(NPC)	0	0	0	0	0	0	0	0	0	0	
3	(Gross)	1162232	1226800	1291368	1355936	1420504	1485072	1549640	1614207	1678775	1744556	1812478
	(Gross Pens.)	1162231	1226800	1291367	1355935	1420504	1485071	1549640	1614208	1678775	1744556	1812478
	(Total Net)	941408	993708	1046008	1098308	1150608	1202908	1255208	1307508	1359808	1412108	1464408
	(Net Pens.)	941408	993708	1046008	1098308	1150608	1202908	1255208	1307508	1359808	1412108	1464408
	(NPC)	0	0	0	0	0	0	0	0	0	0	
4	(Gross)	1569010	1656178	1744558	1836255	1927951	2019647	2111343	2203039	2294735	2386431	2478127
	(Gross Pens.)	1569013	1656181	1744558	1836255	1927951	2019647	2111343	2203039	2294735	2386431	2478127
	(Total Net)	1270898	1341504	1412110	1482716	1553322	1623928	1694534	1765140	1835746	1906352	1976958
	(Net Pens.)	1270898	1341504	1412110	1482716	1553322	1623928	1694534	1765140	1835746	1906352	1976958
	(NPC)	0	0	0	0	0	0	0	0	0	0	
5	(Gross)	1957291	2070994	2184696	2298399	2412101	2525804	2639506	2753209	2866912	2980614	3094317
	(Gross Pens.)	1945576	2053663	2161750	2269837	2377924	2486011	2594099	2702186	2813569	2927271	3040973
	(Total Net)	1575914	1663465	1751016	1838567	1926118	2013669	2101220	2188771	2276322	2363873	2451424
	(Net Pens.)	1575914	1663465	1751016	1838567	1926118	2013669	2101220	2188771	2276322	2363873	2451424
	(NPC)	0	0	0	0	0	0	0	0	0	0	
6	(Gross)	2448492	2589483	2730474	2871465	3012456	3153447	3294438	3435429	3581950	3728657	3875364
	(Gross Pens.)	2412514	2546544	2680572	2818123	2959115	3100106	3241097	3382090	3523081	3664072	3805064
	(Total Net)	1954139	2062702	2171265	2279828	2388391	2496954	2605517	2714080	2822643	2931206	3039769
	(Net Pens.)	1954139	2062702	2171265	2279828	2388391	2496954	2605517	2714080	2822643	2931206	3039769
	(NPC)	0	0	0	0	0	0	0	0	0	0	
7	(Gross)	3057569	3232397	3407226	3587814	3769730	3951646	4133562	4315478	4497395	4679311	4861227
	(Gross Pens.)	3004229	3179057	3353886	3528715	3703543	3878371	4053199	4228027	4402856	4577685	4752513
	(Total Net)	2423128	2557746	2692364	2826982	2961600	3096218	3230836	3365454	3500072	3634690	3769308
	(Net Pens.)	2423128	2557746	2692364	2826982	2961600	3096218	3230836	3365454	3500072	3634690	3769308
	(NPC)	0	0	0	0	0	0	0	0	0	0	

Nairobi (Kenya)

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).

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 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 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 per cent.