

The Professional and higher categories consist of five Professional grades (P-1 to P-5) and two Director levels (D-1 and D-2). In UNOPS, you will also find the levels of Assistant Secretary-General (ASG) and Under-Secretary-General (USG).

## **SALARY SYSTEM**

Staff members in the Professional and higher categories are recruited internationally and are paid on the basis of salary scales applied worldwide. These salary scales are established by the General Assembly of the United Nations on the recommendation of International Civil Service Commission (ICSC). A common job classification system developed by ICSC provides the structure for this salary scale.

The salary of staff in the Professional and higher categories is made up of two main elements: a base or floor (minimum) salary and post adjustment, both expressed in United States dollars.

## **SALARY SCALES AND INCREMENTS**

The scales are expressed as gross and net base salaries and applied uniformly, worldwide, by all organizations in the United Nations Common System (UNCS). There is one unified net base salary scale, applied uniformly to all staff, regardless of family status. Net base salary is obtained by deducting staff assessment from gross base salary.

Current and historical salary scales are found on the [ICSC website](#).

## **POST ADJUSTMENT**

Post adjustment is a cost-of-living adjustment paid in addition to the base salary which is designed to preserve equivalent purchasing power for all duty stations. As the cost-of-living varies significantly between duty stations, post adjustment rates vary by duty station and fluctuate monthly to compensate for changes in currency exchange rates and living costs.

## **STAFF ASSESSMENT**

Staff assessment is a form of internal tax administered by the UNCS organizations. Staff assessment rates are derived from income tax rates applicable at the eight headquarters cities of the organizations in the common system (Geneva, London, Madrid, Montreal, New York, Paris, Rome, and Vienna).

## **INCOME TAXES**

Most member states have granted United Nations staff exemption from national income taxation on their United Nations emoluments. However, a few member States, including the United States, do tax the emoluments of their nationals. In such cases, UNOPS will reimburse the income tax to the staff member, granted all eligibility requirements are met and requisite administrative actions executed.

Please refer to the [PQMS](#) for more information.

## **WITHIN-GRADE SALARY INCREMENTS**

Within-grade increments are awarded on the basis of satisfactory performance. Most increments are granted annually, but there is a two-year qualifying period for some higher level steps. There are a certain number of steps within each grade for this purpose. The number of steps for grades P-1 to D-1 are the same i.e. 13 steps. For grade D-2, the number of steps is 10.

## STEP PERIODICITY

There is a uniform periodicity for step increments within grades. These are:

P-1 to P-5 = six annual step increments, six biennial

D-1 = three annual step increments, nine biennial

D-2 = 9 biennial step increments

Please refer to the [ICSC Compensation Package](#) website regarding remuneration package changes for Professional staff members in terms of salary scale and related elements