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Finance and Administration Committee  
16<sup>th</sup> Meeting  
2 March 2015  
London, United Kingdom

**Salary scale for staff in the  
Professional and higher categories**

RESTRICTED

## **Background**

This document contains a proposal for the revision of the salary scale for staff in the Professional and higher categories, as applied by the International Maritime Organization (IMO) and based on recommendations made by the International Civil Service Commission (ICSC). It represents no additional cost to the Organization.

## **Action**

This document will be reviewed by the Finance and Administration Committee before being passed, with its recommendation, to the International Coffee Council.

## **SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES**

The International Maritime Organization (IMO) has informed the Organization that, at its sixty-ninth session in 2014, the United Nations General Assembly considered various matters submitted by the International Civil Service Commission (ICSC) in its annual report and, consequently, a revised salary scale for staff in the Professional and higher categories came into effect on 1 January 2015. The revised scale, which is attached, represents a 1.01% increase on the 2014 scale through the consolidation of a number of post adjustments. This consolidation is, once again, on the basis of the “no loss – no gain” formula. The overall effect will give no increase in take-home pay and no additional cost to the Organization.

**Annex**  
**SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES SHOWING ANNUAL GROSS SALARIES**  
**AND NET EQUIVALENTS AFTER APPLICATION OF STAFF ASSESSMENT**  
(in United States dollars)  
**Effective 1 January 2015**

Grade	Steps														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
P-1	Gross	46,956	48,453	49,941	51,548	53,152	54,759	56,367	57,977	59,580	61,186				
	Net(D)	39,913	41,185	42,450	43,723	44,990	46,260	47,530	48,802	50,068	51,337				
	Net(S)	37,649	38,820	39,991	41,160	42,329	43,499	44,669	45,824	46,974	48,124				
P-2	Gross	60,025	61,697	63,370	65,043	66,715	68,385	70,059	71,729	73,401	75,076	76,746	78,419		
	Net(D)	50,420	51,741	53,062	54,384	55,705	57,024	58,347	59,666	60,987	62,310	63,629	64,951		
	Net(S)	47,292	48,491	49,686	50,884	52,080	53,278	54,494	55,708	56,927	58,142	59,354	60,574		
P-3	Gross	73,181	75,051	76,922	78,787	80,659	82,528	84,396	86,268	88,137	90,006	91,878	93,746	95,616	97,485
	Net(D)	60,813	62,290	63,768	65,242	66,721	68,197	69,673	71,152	72,628	74,105	75,584	77,059	78,537	80,013
	Net(S)	56,766	58,123	59,484	60,840	62,201	63,558	64,914	66,275	67,631	68,990	70,343	71,699	73,049	74,405
P-4	Gross	89,035	91,056	93,075	95,094	97,115	99,133	101,249	103,434	105,621	107,804	109,993	112,175	114,362	116,549
	Net(D)	73,338	74,934	76,529	78,124	79,721	81,315	82,912	84,507	86,103	87,697	89,295	90,888	92,484	94,081
	Net(S)	68,294	69,746	71,200	72,646	74,095	75,542	76,989	78,431	79,873	81,315	82,752	84,191	85,629	87,064
P-5	Gross	108,148	110,412	112,678	114,941	117,210	119,471	121,740	124,003	126,268	128,533	130,799	133,062	135,329	
	Net(D)	87,948	89,601	91,255	92,907	94,563	96,214	97,870	99,522	101,176	102,829	104,483	106,135	107,790	
	Net(S)	81,704	83,174	84,638	86,102	87,564	89,020	90,477	91,930	93,381	94,829	96,276	97,716	99,158	
D-1	Gross	130,745	133,410	136,066	138,730	141,395	144,053	146,719	149,379	152,129					
	Net(D)	104,444	106,389	108,328	110,273	112,218	114,159	116,105	118,047	119,990					
	Net(S)	96,540	98,228	99,915	101,595	103,274	104,948	106,615	108,282	109,943					
D-2	Gross	143,073	146,104	149,138	152,264	155,427	158,589								
	Net(D)	113,443	115,656	117,871	120,085	122,299	124,512								
	Net(S)	104,219	106,087	107,948	109,804	111,655	113,495								
ASG	Gross	174,371													
	Net(D)	135,560													
	Net(S)	122,754													
USG	Gross	191,856													
	Net(D)	147,799													
	Net(S)	133,012													

D=Rates applicable to staff members with a dependent spouse or child  
S=Rates applicable to staff members with no dependent spouse or child