



Abu Dhabi (United Arab Emirates)

General Service Category - Annual Salaries and Allowances
 (in UAE Dirham) a/

Effective 1 January 2013

Level		S E P S										
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI b/
1	(Gross)	161562	168230	174897	181565	188232	194900	201568	208235	214903	221713	228864
	(Gross Pens.)	148493	154535	160579	166622	172665	178708	184751	190793	196836	202879	208922
	(Total Net)	126876	131810	136744	141678	146612	151546	156480	161414	166348	171282	176216
	(Net Pens.)	119644	124297	128950	133602	138255	142908	147561	152213	156866	161519	166172
	(NPC)	7232	7513	7794	8076	8357	8638	8919	9201	9482	9763	10044
2	(Gross)	187277	194946	202615	210284	217953	226058	234283	242507	250732	258957	267181
	(Gross Pens.)	171801	178750	185700	192649	199600	206549	213499	220448	227399	234348	241298
	(Total Net)	145905	151580	157255	162930	168605	174280	179955	185630	191305	196980	202655
	(Net Pens.)	137588	142940	148291	153643	158995	164346	169698	175049	180401	185752	191104
	(NPC)	8317	8640	8964	9287	9610	9934	10257	10581	10904	11228	11551
3	(Gross)	216851	226110	235568	245026	254484	263942	273400	282858	292316	301774	311232
	(Gross Pens.)	198605	206596	214588	222579	230571	238563	246553	254546	262538	270746	279061
	(Total Net)	167790	174316	180842	187368	193894	200420	206946	213472	219998	226524	233050
	(Net Pens.)	158226	164380	170534	176688	182842	188996	195150	201304	207458	213612	219766
	(NPC)	9564	9936	10308	10680	11052	11424	11796	12168	12540	12912	13284
4	(Gross)	253132	264009	274886	285762	296639	307516	318393	329270	340146	351023	361900
	(Gross Pens.)	229429	238620	247810	257002	266234	275797	285360	294924	304488	314050	323614
	(Total Net)	192961	200466	207971	215476	222981	230486	237991	245496	253001	260506	268011
	(Net Pens.)	181962	189039	196117	203194	210271	217348	224426	231503	238580	245657	252734
	(NPC)	10999	11427	11854	12282	12710	13138	13565	13993	14421	14849	15277
5	(Gross)	295084	307591	320099	332606	345113	357620	370128	382635	395142	407649	420157
	(Gross Pens.)	264877	275862	286859	297858	308855	319853	330851	341849	352847	363844	374843
	(Total Net)	221908	230538	239168	247798	256428	265058	273688	282318	290948	299578	308208
	(Net Pens.)	209259	217397	225535	233674	241812	249950	258088	266226	274364	282502	290640
	(NPC)	12649	13141	13633	14124	14616	15108	15600	16092	16584	17076	17568
6	(Gross)	343323	357706	372088	386471	400854	415236	429619	444001	458384	472767	487149
	(Gross Pens.)	307283	319929	332574	345221	357867	370513	383160	395806	409227	422789	436352
	(Total Net)	255193	265117	275041	284965	294889	304813	314737	324661	334585	344509	354433
	(Net Pens.)	240647	250005	259364	268722	278080	287439	296797	306155	315514	324872	334230
	(NPC)	14546	15112	15677	16243	16809	17374	17940	18506	19071	19637	20203
7	(Gross)	398801	415342	431883	448423	464964	481504	498045	514586	531126	547667	564207
	(Gross Pens.)	356062	370606	385150	399834	414531	431030	446627	462226	477823	493421	509019
	(Total Net)	293473	304886	316299	327712	339125	350538	361951	373364	384777	396190	407603
	(Net Pens.)	276745	287508	298270	309032	319795	330557	341320	352082	362845	373607	384370
	(NPC)	16728	17378	18029	18680	19330	19981	20631	21282	21932	22583	23233

Abu Dhabi (United Arab Emirates)

DEPENDENCY ALLOWANCES:

Child	Dirham 13,430 net per annum per child, subject to a maximum of six children (payable to staff who become eligible on or after 1 March 2015).
	Dirham 16,620 net per annum per child, subject to a maximum of six children (for staff on board to whom the allowance becomes payable prior to 1 March 2015).
Spouse	Dirhams 3,137 net per annum (payable to staff who become eligible on or after 1 March 2015).
	Dirhams 5,316 net per annum (for eligible staff on board to whom the allowance becomes payable prior to 1 March 2015)
	Dirhams 6,924 net per annum (for eligible staff on board and already in receipt of amount prior to 1 May 2011)
	Dirhams 9,288 net per annum (for eligible staff on board and already in receipt of amount prior to 1 November 2004).
	Dirhams 12,660 net per annum (for eligible staff on board and already in receipt of amount prior to 1 June 2000).

LANGUAGE ALLOWANCES (to be included in pensionable remuneration):

First language	Dirhams 11,100 net per annum.
Second language	Dirhams 5,550 net per annum.

Note: The scale is based on a common workweek of 40 hours for G-1, G-2 and G-3 Drivers and 35 hours for other levels.

a/ Staff assessment is calculated on the basis of the 36-month average exchange rate of 3.66 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. 94.3 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 5.7 percent.