**Staff Assessment**

1. Staff assessment is the difference between the gross and net rates of salary scales.

1. In order to avoid inequalities in the level of taxation between staff members of different nationalities, a uniform amount of tax (i.e., staff assessment) is levied by the United Nations and only the resulting net amount is paid to the staff member. Like most national income tax scales, the scale of staff assessment is progressive, i.e., the higher the salary, the higher the percentage rate of assessment. The amount of the staff assessment is credited to the Tax Equalization Fund.

1. Those Member States that do not impose income tax on UN earnings receive a portion of the Tax Equalization Fund as an offset against their assessments for the UN regular budget, peacekeeping, and tribunal budgets. When staff members have to pay national income taxes on their UN earnings, they are reimbursed from the Tax Equalization Fund irrespective of the total amount of staff assessment deducted from their salaries.

1. UN salaries are normally not taxable by governments. Certain governments, however, which have not acceded to the Convention on Privileges and Immunities of the United Nations, require the payment of income tax on UNDP earnings. Since this is in addition to the staff assessment levied by UNDP, the Organization refunds to the staff member the amount of income tax he/she has paid. Such refunds take into account any tax levied on elements of remuneration not subject to staff assessment. Detailed instructions are issued annually to staff members concerned.

1. Staff assessment is applied to gross salary and special post allowance and to pensionable amounts of separation payments.

**International Professional and Higher Categories**

1. The assessment scale also differentiates between staff with a recognized dependent spouse (or a first dependent child, if there is no dependent spouse) and those without dependants. A higher rate of assessment is applied to the gross salary of those without dependants, who thus receive a lower net salary. The ‘dependency’ or ‘with dependants’ rate of staff assessment is applied if the staff member has a dependent spouse or dependent child. The ‘single’ or ‘without dependants’ rate is applied to all other staff members. As a result, no dependency allowance is payable in respect of a dependent spouse or the first dependent child.

1. When both spouses are employed in the International Professional and higher categories, the single rate of staff assessment is applied. If, however, there is a dependent child, the dependency rate of staff assessment is applied to the spouse receiving the higher salary and the single rate to the other.