**Salary Surveys**

1. This section describes the different features in the setting of the salary scales between staff members in the Professional and higher categories and staff members in the General Service category under Permanent, Continuing or Fixed-Term appointments governed by the UN Staff Regulations and Staff Rules.

# Professional and Higher Levels

2. The level of salaries for Professional staff is determined on the basis of the Noblemaire Principle, which states that the international civil service should be able to recruit staff from its member states, including the highest-paid ones. Therefore, the salaries of Professional staff are set by reference to the highest-paying national civil service.

# The General Service and Related Categories

1. Staff in these categories are paid on a local basis. The level of salaries is established in accordance with the Flemming Principle, which provides that the conditions of service for locally recruited staff should reflect the best prevailing conditions found locally for similar work, with the aim of ensuring that the United Nations remains a competitive employer able to attract and retain high-calibre staff. In practice, this means that the salaries and conditions of service of locally recruited staff are established by reference to those of the presumed best employers in the locality, identified by means of a survey.

1. Consequently, the local salaries are established on the basis of salary surveys that facilitate the identification of the best prevailing conditions. The local salary surveys (non-headquarters duty stations) are conducted in accordance with a salary survey methodology approved by the International Civil Service Commission ([ICSC)](http://icsc.un.org/).

# Professional and Higher Levels

5. The [ICSC](http://icsc.un.org/) makes a periodic check to identify the national civil service of the Member State that has the highest pay levels and that, by its size and structure, lends itself to a significant comparison. The federal civil service of the United States of America has to date been taken as the highest paid national civil service.

# The General Service and Related Categories

1. At non-headquarters duty stations, salary surveys are conducted by the responsible agencies and coordinated by the United Nations. In the large majority of locations, UNDP acts as the designated agency. However, the promulgation of all authorized local salary scales is the responsibility of the United Nations Steering Committee on Local Salary Surveys.

1. At headquarters duty stations, the ICSC is responsible for conducting salary surveys and for recommending salary scales for final approval by the organizations concerned.

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