

WORLD HEALTH ORGANIZATION

Information Note: 08/2025

Subject: Revised base salary scale for staff in the Professional and higher categories and its impact on post adjustment classifications

Distribution: All WHO, IARC, ICC and UNAIDS staff members worldwide

Date: 26 February 2025

Following General Assembly resolution A/RES/79/252, the Executive Board, at its 156th session, approved changes to the Staff Rules regarding salaries for staff in the **Professional and higher categories**, effective **1 January 2025**. This note provides details on the revised base salary scale and its impact on post adjustment classifications.

Revised base salary scale

The **base salary scale** has been increased by **9.5%**, reflecting salary growth of the comparator over the two-year period 2023–2024. This adjustment follows the standard practice of raising base salaries while proportionally reducing post adjustment multipliers (“no-loss/no-gain basis”), ensuring, except for minor rounding of numbers, that there is **no change in net take-home pay**.

Impact on post adjustment

As per established practice, the **International Civil Service Commission (ICSC)** has determined the **post adjustment multipliers for January 2025** using standard procedures. Upon the implementation of the revised salary scale, the **post adjustment multipliers** (and Personal Transitional Allowance (PTA), where applicable) have been recalculated by reducing the pay index by the same percentage as the salary increase.

For details, please refer to the **attached ICSC Post Adjustment Classification memo for January 2025**, which explains the methodology for the adjustment. Going forward, **any changes in post adjustment multipliers after 1 January 2025** will be based on the updated post adjustment indices.

Staff Rules amendments and payroll adjustments

- The **updated salary scale** is included in **Appendix I to the Staff Rules** (attached). The Staff Rules will be updated accordingly.
- The **revised salaries and retroactive adjustments from 1 January 2025** will be reflected in the **February 2025 payroll**.

The French version of this Information Note will be issued shortly.