

INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

10th Floor, Two United Nations Plaza, New York, NY 10017
Fax: (212) 963-0159 / 963-1717

ICSC-PADJ-0219-01

14 February 2019

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Aldo Mantovani
Vice-Chairman, ICSC

FROM: Ibrahim S. Yansaneh
Chief, Cost-of-Living Division

SUBJECT: Post adjustment classification memo for February 2019

1. I am pleased to send you the post adjustment multipliers for February 2019. Note that only duty stations with changes in post adjustment multipliers are listed.
2. Table 1 reflects changes in post adjustment multipliers for group I duty stations due to the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar and the application of the twelve-month review, pursuant to the General Assembly resolution A/RES/69/251 which states, inter alia, that the post adjustment classification of all headquarters and other group I duty stations are reviewed on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2019).

Table 1. Changes to post adjustment multipliers for group I duty stations – February 2019

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	31.5	Italy - Brindisi	27.9
Austria	44.5	Italy - Rome	34.0
Belgium	43.8	Japan - Hiroshima	56.6
Bulgaria	18.9	Japan - Tokyo	80.6
Canada - Montreal	39.5	Luxembourg	46.2
Canada - Ottawa	48.6	Malta	33.8
Canada - Toronto	56.0	Monaco	46.4
China - Hong Kong (SAR)	107.1	Netherlands	35.4
Cyprus	15.0	Norway	42.6
Czech Republic	33.8	Poland	14.6
Denmark	53.6	Portugal - Guimaraes	7.6
Finland	39.2	Portugal - Lisbon	31.1
France - Lyon, Elsewhere	43.0	Romania	3.5
France - Paris	46.4	Slovak Republic	23.3
French Guiana	35.8	Slovenia	18.1
Germany - Berlin	33.6	Spain	29.3
Germany - Bonn	29.8	Sweden	37.4
Germany - Dresden	29.8	Switzerland	67.7
Germany - Hamburg	31.7	United Kingdom	61.5
Germany - Munich	37.5	U.S.A. - Miami	40.2
Gibraltar	61.5	U.S.A. – New York	67.5
Greece	20.4	U.S.A. – San Francisco	59.0
Hungary	20.8	U.S.A. – Seattle	40.5
Iceland	38.7	U.S.A. – Washington D.C.	47.6
Ireland	39.0		

3. The post adjustment multipliers based on the results of the most recent cost-of-living survey with effect from 1 February 2019 are listed in Table 2.

Table 2. Changes to post adjustment multipliers as a result of a cost-of-living survey – February 2019

DUTY STATION	MULTIPLIER
Chad	38.5
Kenya	35.1
Trinidad and Tobago	41.2

4. Cost-of-living survey results did not trigger a change in multiplier for **Beijing, China**.
5. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds effective 1 February 2019, are listed in Table 3 below.

Table 3. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	With Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Kenya	21	22

cc. Ms. C. Todis

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ICSC/CIRC/GEN/02/2019
ICSC 60-2

14 February 2019

TO: Human Resources Directors of Participating Organizations
Representatives of Staff Federations

FROM: Ibrahim S. Yansaneh, Chief
Cost-of-Living Division

SUBJECT: **Results of the post adjustment classification review of group I duty stations,
effective 1 February 2019**

1. Based on the review of the post adjustment classification for New York, the post adjustment multiplier for New York was increased from its previous level of 63.9 to 67.5. The review was conducted in tandem with the Commission's active management of the UN/US net remuneration margin through the operation of the post adjustment system.
2. Pursuant to General Assembly resolutions 70/244, 71/264 and 72/255, the secretariat continued monitoring the margin since it was last reported to the Assembly by the ICSC Chair at the time of the introduction of the 2018 ICSC annual report, at which time it stood at 113.0. The margin updated on the basis of the increase in the post adjustment multiplier for New York (from 63.9 to 67.5) stood at 115.4 as of 1 February 2019, thus remaining within the 113-117 range.
3. Furthermore, the post adjustment classifications of all headquarters and other group I duty stations were reviewed on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2019), pursuant to General Assembly resolution A/RES/69/251. The review led to real salary increases in 43 (out of 49) group I duty stations whose updated post adjustment indices exceeded their prevailing pay indices (exchange-rate-only adjusted post adjustment multiplier plus 100). For the remaining 6 duty stations, the updated post adjustment index fell below the prevailing pay indices and so the prevailing pay indices were maintained. Table 1 provides the complete list of group I duty stations and the results of the review for each.

Table 1: Post Adjustment Classification Review for Group I Duty Stations, February 2019

Duty Station	PAI^{1/}	Prevailing PAM (0.5% rule)	Implemented PAM	Change in Net Remuneration
Australia	131.5	26.0	31.5	Increase 4.4 %
Austria	144.5	39.7	44.5	Increase 3.4 %
Belgium	143.8	39.8	43.8	Increase 2.9 %
Bulgaria	118.9	17.3	18.9	Increase 1.4 %
Canada - Montreal	139.5	34.6	39.5	Increase 3.6 %
Canada - Ottawa	148.6	43.4	48.6	Increase 3.6 %
Canada - Toronto	156.0	50.5	56.0	Increase 3.6 %
China - Hong Kong (SAR)	207.1	102.9	107.1	Increase 2.1 %
Cyprus	113.7	15.0	15.0	No Change
Czech Republic	133.8	30.4	33.8	Increase 2.6 %
Denmark	153.6	49.4	53.6	Increase 2.8 %
Finland	139.2	37.7	39.2	Increase 1.1 %
France - Lyon, Elsewhere	143.0	40.3	43.0	Increase 1.9 %
France - Paris	146.4	43.6	46.4	Increase 1.9 %
French Guiana	135.8	35.3	35.8	Increase 0.4 %
Germany - Berlin	133.6	30.3	33.6	Increase 2.6 %
Germany - Bonn	129.8	26.5	29.8	Increase 2.6 %
Germany - Dresden	129.8	26.5	29.8	Increase 2.6 %
Germany - Hamburg	131.7	28.4	31.7	Increase 2.6 %
Germany - Munich	137.5	34.0	37.5	Increase 2.6 %
Gibraltar	161.5	59.2	61.5	Increase 1.4 %
Greece	118.2	20.4	20.4	No Change
Hungary	120.8	19.0	20.8	Increase 1.5 %
Iceland	135.6	38.7	38.7	No Change
Ireland	139.0	34.2	39.0	Increase 3.6 %
Italy - Brindisi	126.3	27.9	27.9	No Change
Italy - Rome	132.3	34.0	34.0	No Change
Japan - Hiroshima	156.6	54.8	56.6	Increase 1.2 %
Japan - Tokyo	180.6	78.5	80.6	Increase 1.2 %
Luxembourg	146.2	40.8	46.2	Increase 3.8 %
Malta	133.8	30.6	33.8	Increase 2.5 %
Monaco	146.4	43.6	46.4	Increase 1.9 %
Netherlands	135.4	32.4	35.4	Increase 2.3 %
Norway	142.6	36.7	42.6	Increase 4.3 %
Poland	114.6	14.0	14.6	Increase 0.5 %
Portugal - Guimaraes	107.6	3.9	7.6	Increase 3.6 %
Portugal - Lisbon	131.1	26.5	31.1	Increase 3.6 %
Romania	103.5	0.0	3.5	Increase 3.5 %
Slovak Republic	123.3	20.6	23.3	Increase 2.2 %
Slovenia	118.1	17.0	18.1	Increase 0.9 %
Spain	129.3	27.2	29.3	Increase 1.7 %
Sweden	137.4	28.8	37.4	Increase 6.7 %

Table 1: Post Adjustment Classification Review for Group I Duty Stations, February 2019

Duty Station	PAI^{1/}	Prevailing PAM (0.5% rule)	Implemented PAM	Change in Net Remuneration
Switzerland	166.3	67.7	67.7	No Change
United Kingdom	161.5	59.2	61.5	Increase 1.4 %
U.S.A. - Miami	140.2	37.2	40.2	Increase 2.1 %
U.S.A. – New York	167.5	63.9	67.5	Increase 2.2 %
U.S.A. – San Francisco	159.0	55.6	59.0	Increase 2.2 %
U.S.A. – Seattle	140.6	37.6	40.5	Increase 2.1 %
U.S.A. – Washington D.C.	147.6	44.5	47.6	Increase 2.1 %

1/ Post Adjustment Index updated to Feb-19

c.c. - Chairman
 Vice-Chairman
 Executive Secretary
 Chief, Human Resources Policies Division
 Chief, Salaries and Allowances Division