



NEW YORK

INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE10th Floor, Two United Nations Plaza, New York, NY 10017
Fax: (212) 963-0159 / 963-1717*ICSC-PADJ-0221-01*

1 February 2021

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman

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

SUBJECT: Post adjustment classification memo for February 2021

1. I am pleased to send you the post adjustment multipliers for February 2021. **Note that only duty stations with changes in post adjustment multipliers are listed.**

Group I Duty Stations

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 rule, 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 2021).

Table 1. Changes to post adjustment multipliers for group I duty stations – February 2021

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	43.6	Ireland	53.4
Austria	51.8	Italy, Brindisi	32.1
Belgium	47.2	Italy, Rome	38.4
Bulgaria	23.4	Japan, Hiroshima	66.0
Canada, Montreal	44.4	Japan, Tokyo	90.4
Canada, Ottawa	53.8	Luxembourg	53.6
Canada, Toronto	61.5	Malta	36.9
China, Hong Kong (SAR)	113.0	Monaco	55.2
Croatia, Republic of	44.9	Netherlands	49.4
Cyprus	28.4	Norway	48.9
Czech Republic	47.9	Poland	21.9
Denmark	69.8	Portugal, Guimaraes	11.5
Finland	46.0	Portugal, Lisbon	35.8
France, Lyon and Elsewhere	51.6	Romania	19.2
France, Paris	55.2	Slovak Republic	31.3
French Guiana	42.6	Slovenia, Republic of	41.5
Germany, Berlin	43.7	Spain	36.2
Germany, Bonn	37.9	Sweden	55.6
Germany, Dresden	37.9	United Kingdom	68.7
Germany, Frankfurt	43.4	USA, El Paso	43.2
Germany, Hamburg	45.3	USA, Miami	42.1
Germany, Munich	49.5	USA, New York	69.3
Gibraltar	68.7	USA, San Diego	62.0
Greece	31.9	USA, San Francisco	60.7
Hungary	31.5	USA, Seattle	42.4
Iceland	33.0	USA, Washington D.C.	49.6

3. In accordance with the provisions of *ICSC/CIRC/GEN/06/2020*, five duty stations were eligible for the special measure: Bulgaria, Croatia, Hungary, Poland and Romania. However, the measure was not applicable for any of the duty stations, as the post adjustment multipliers derived from using it turned out to be lower than those based on either the 0.5 per cent rule or the twelve-month review.

Group II Duty Stations

4. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **Lebanon** and **Sudan**. Under this rule, the post adjustment multipliers of Lebanon and Sudan are reviewed on a monthly basis during the period of substantial inflation. In accordance with the rule, the applicable post adjustment multipliers for **Lebanon** and **Sudan** effective 1 February 2021 are listed in Table 2.

Table 2. Revised post adjustment multipliers as a result of the one-month rule – February 2021

DUTY STATION	MULTIPLIER
Lebanon	50.9
Sudan	74.0

cc. Mr. Aldo Mantovani
Mr. Omar Abdi

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ICSC/CIRC/GEN/04/2021
ICSC 60-2

1 February 2021

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 2021**

1. Based on the annual review of the post adjustment classification of group I duty stations, the post adjustment multiplier (PAM) for New York was increased from 67.1 to 69.3.
2. Pursuant to General Assembly resolutions *70/244*, *71/264*, *72/255*, *73/273*, *74/255* 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 2020 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 67.1 to 69.3) stood at 113.1 as of 1 February 2021, thus remaining within the 113-117 range, and hence requiring no margin management action on the part of the ICSC.
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 2021), pursuant to General Assembly resolution *A/RES/69/251*. The review led to real salary increases in 23 (out of 53) 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 30 duty stations, the updated post adjustment indices fell below the updated pay indices based on the 0.5% rule, and so the latter prevailed. 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 2021

Duty Station	PAI^{1/}	Prevailing PAM (0.5% rule)	Implemented PAM	Change in Net Remuneration
Australia	140.0	43.6	43.6	No change
Austria	151.5	51.8	51.8	No Change
Belgium	142.4	47.2	47.2	No Change
Bulgaria	120.9	23.4	23.4	No Change
Canada, Montreal	144.4	43.2	44.4	Increase 0.8%
Canada, Ottawa	153.8	52.6	53.8	Increase 0.8%
Canada, Toronto	161.4	60.1	61.5	Increase 0.8%
China, Hong Kong (SAR)	213.0	111.8	113.0	Increase 0.6%
Croatia, Republic of	141.0	44.9	44.9	No Change
Cyprus	124.3	28.4	28.4	No Change
Czech Republic	147.9	45.1	47.9	Increase 1.9%
Denmark	168.7	69.8	69.8	No Change
Finland	144.4	46.0	46.0	No Change
France, Lyon and Elsewhere	151.6	51.5	51.6	Increase 0.1%
France, Paris	155.2	55.1	55.2	Increase 0.1%
French Guiana	140.7	42.6	42.6	No Change
Germany, Berlin	141.5	43.7	43.7	No Change
Germany, Bonn	135.8	37.9	37.9	No Change
Germany, Dresden	135.8	37.9	37.9	No Change
Germany, Frankfurt	141.2	43.4	43.4	No Change
Germany, Hamburg	143.1	45.3	45.3	No Change
Germany, Munich	147.2	49.5	49.5	No Change
Gibraltar	168.7	68.0	68.7	Increase 0.4%
Greece	128.6	31.9	31.9	No Change
Hungary	131.5	28.8	31.5	Increase 2.1%
Iceland	133.0	27.9	33.0	Increase 4.0%
Ireland	153.3	53.4	53.4	No Change
Italy, Brindisi	130.5	32.1	32.1	No Change
Italy, Rome	136.7	38.4	38.4	No Change
Japan, Hiroshima	166.1	64.5	66.0	Increase 1.0%
Japan, Tokyo	190.4	88.6	90.4	Increase 1.0%
Luxembourg	152.0	53.6	53.6	No Change
Malta	136.2	36.9	36.9	No Change
Monaco	155.2	55.1	55.2	Increase 0.1%
Netherlands	147.7	49.4	49.4	No Change
Norway	148.9	47.9	48.9	Increase 0.7%
Poland	121.9	20.5	21.9	Increase 1.2%
Portugal, Guimaraes	111.1	11.5	11.5	No Change
Portugal, Lisbon	135.3	35.8	35.8	No Change
Romania	118.6	19.2	19.2	No Change
Slovak Republic	130.8	31.3	31.3	No Change
Slovenia, Republic of	136.2	41.5	41.5	No Change

Table 1: Post Adjustment Classification Review for Group I Duty Stations, February 2021

Duty Station	PAI^{1/}	Prevailing PAM (0.5% rule)	Implemented PAM	Change in Net Remuneration
Spain	135.6	36.2	36.2	No Change
Sweden	152.9	55.6	55.6	No Change
Switzerland	179.8	81.8	81.8	No Change
United Kingdom	168.7	68.0	68.7	Increase 0.4%
USA, El Paso	143.2	41.3	43.2	Increase 1.4%
USA, Miami	142.1	40.2	42.1	Increase 1.4%
USA, New York	169.3	67.1	69.3	Increase 1.3%
USA, San Diego	162.0	59.9	62.0	Increase 1.3%
USA, San Francisco	160.7	58.6	60.7	Increase 1.3%
USA, Seattle	142.4	40.5	42.4	Increase 1.4%
USA, Washington D.C.	149.6	47.6	49.6	Increase 1.4%

1/ Post Adjustment Index updated to Feb-21

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