



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-0221-02*

12 February 2021

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman

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

SUBJECT: Mid-month post adjustment classification memo for February 2021

1. I am pleased to send you the post adjustment multiplier for February 2021. **Note that only duty stations with changes in post adjustment multiplier and rental subsidy thresholds as compared to the previous memo ICSC-PADJ-0221-01, dated 1 February 2021, 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
Australia	45.5
Bulgaria	23.5
Canada, Montreal	45.5
Canada, Ottawa	55.0
Canada, Toronto	62.7
Czech Republic	49.0
Gibraltar	69.6
Hungary	31.8
Japan, Hiroshima	65.6
Japan, Tokyo	89.9
Monaco	55.3
Norway	50.7
Sweden	55.9
Switzerland	81.4
United Kingdom	69.6

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. The post adjustment multipliers based on the results of the most recent cost-of-living surveys with effect from 1 February 2021 are listed in Table 2.

Table 2. Changes to post adjustment multipliers as a result of cost-of-living surveys – February 2021

DUTY STATION	MULTIPLIER
Burkina Faso	36.0
Costa Rica	32.8
Ecuador	33.2
Samoa	43.8

5. Cost-of-living survey results did not trigger a change in multiplier for **Brazil**.
6. Based on the most recent cost-of-living survey results the revised applicable rental subsidy thresholds for the duty stations listed in Table 3 below, are effective 1 February 2021.

Table 3. Duty station with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Brazil	19	20
Burkina Faso	14	15
Ecuador	22	23
Samoa	17	18

7. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Brazil** effective 1 February 2021 .
8. 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 multiplier for **Lebanon** effective 1 February 2021 is listed in Table 4. The post adjustment multiplier for **Sudan** remains the same as in the previous memo **ICSC-PADJ-0221-01**.

Table 4. Revised post adjustment multiplier as a result of the one-month rule – February 2021

DUTY STATION	MULTIPLIER
Lebanon	51.5

cc. Mr. Aldo Mantovani
Mr. Omar Abdi

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Fax: (212) 963-0159 / 963-1717

ICSC/CIRC/GEN/04/2021-Rev.1
ICSC 60-2

12 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	141.2	45.5	45.5	No change
Austria	151.5	51.8	51.8	No Change
Belgium	142.4	47.2	47.2	No Change
Bulgaria	121.0	23.5	23.5	No Change
Canada, Montreal	145.5	44.5	45.5	Increase 0.7%
Canada, Ottawa	155.0	54.0	55.0	Increase 0.7%
Canada, Toronto	162.7	61.6	62.7	Increase 0.7%
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	149.0	46.7	49.0	Increase 1.6%
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	169.6	69.0	69.6	Increase 0.4%
Greece	128.6	31.9	31.9	No Change
Hungary	131.8	29.4	31.8	Increase 1.9%
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	165.6	63.8	65.6	Increase 1.1%
Japan, Tokyo	189.9	87.9	89.9	Increase 1.1%
Luxembourg	152.0	53.6	53.6	No Change
Malta	136.2	36.9	36.9	No Change
Monaco	155.2	55.1	55.3	Increase 0.1%
Netherlands	147.7	49.4	49.4	No Change
Norway	150.7	50.4	50.7	Increase 0.2%
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	130.9	31.3	31.3	No Change
Slovenia, Republic of	136.4	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	153.1	55.9	55.9	No Change
Switzerland	179.5	81.4	81.4	No Change
United Kingdom	169.6	69.0	69.6	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