



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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Reference: ICSC-PADJ-0421-01

14 April 2021

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman, ICSC

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

SUBJECT: Post adjustment classification memo for April 2021

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

Group I duty stations

2. The post adjustment multipliers, applicable to group I duty stations, as a result of the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar, with effect from 1 April 2021, are given in Table 1.

Table 1. Post adjustment multipliers for group I duty stations – April 2021

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	43.0	Greece	28.0
Austria	47.2	Hungary	26.1
Belgium	42.7	Iceland	34.8
Bulgaria	19.7	Ireland	48.8
Canada, Montreal	45.9	Italy, Brindisi	28.2
Canada, Ottawa	55.4	Italy, Rome	34.3
Canada, Toronto	63.1	Japan, Hiroshima	57.8
China, Hong Kong (SAR)	112.4	Japan, Tokyo	81.0
Croatia, Republic of	40.4	Luxembourg	48.9
Cyprus	24.6	Malta	32.8
Czech Republic	42.6	Monaco	50.5
Denmark	64.6	Netherlands	44.9
Finland	41.6	Norway	49.0
France, Lyon and Elsewhere	47.0	Poland	15.9
France, Paris	50.5	Portugal, Guimaraes	8.2
French Guiana	38.4	Portugal, Lisbon	31.8
Germany, Berlin	39.4	Romania	14.8
Germany, Bonn	33.8	Slovak Republic	27.4
Germany, Dresden	33.8	Slovenia, Republic of	37.2
Germany, Frankfurt	39.1	Spain	32.1
Germany, Hamburg	41.0	Sweden	48.9
Germany, Munich	45.0	Switzerland	72.1
Gibraltar	68.6	United Kingdom	68.6

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 the 0.5 per cent rule.

Group II duty stations

4. Based on the results of the most recent cost-of-living surveys for group II duty stations, the revised post adjustment multipliers listed in Table 2 are applicable effective 1 April 2021.

Table 2. Revised post adjustment multiplier as a result of cost-of-living surveys – April 2021

DUTY STATION	MULTIPLIER
Algeria	38.8
Guatemala	35.0
Honduras	37.4
Jamaica	50.3
Tunisia	35.2

5. Cost-of-living survey results did not trigger a change in multipliers for **Papua New Guinea, Peru, Russian Federation and Suriname.**

6. Based on the results of the most recent cost-of-living surveys, the revised applicable rental subsidy thresholds listed in Table 3 below, are effective 1 April 2021.

Table 3. Duty stations with revised rental subsidy thresholds

<i>DUTY STATION</i>	<i>RENTAL SUBSIDY THRESHOLDS (PER CENT)</i>	
	<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Algeria	20	21
Honduras	24	25
Jamaica	25	27

7. The waiver of the 40 per cent of rent limit on rental subsidy **is now applicable** for **Peru** effective 1 April 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. Based on the application of the one-month rule, the applicable post adjustment multiplier for **Lebanon** effective 1 April 2021 is listed in Table 4. The post adjustment multiplier for **Sudan** remains the same as in the previous memo *ICSC-PADJ-0321-01*.

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

DUTY STATION	MULTIPLIER
Lebanon	53.1

Amendment: Retroactive pay for staff in the Professional and higher categories based in the Republic of Korea

9. Further modification was required to adjust the post adjustment multiplier (PAM) for **Republic of Korea** as a result of a system glitch reported in the earlier memorandum *ICSC-PADJ-0321-02*. The ICSC secretariat discovered a typographical error in the communication which did not reflect an extra **+0.4 PAM points per month since November 2020**.

10. Accordingly, eligible staff members serving in the **Republic of Korea** are entitled to **retroactive salary payments**, which can be effected by granting a one-time payment in extra PAM points, cumulated from November 2020 to February 2021, as specified in Table 5, effective 1 April 2021. Kindly note that this retroactive payment is in addition to what was already communicated in the memo *ICSC-PADJ-0321-02* of 12 March 2021.

11. The below table shows the monthly published and revised PAMs and the retroactive **PAM points payable to staff in the Republic of Korea based on their time at the duty station**.

Table 5: Cumulative multiplier points to be paid retroactively for staff in the Professional and higher categories assigned to the Republic of Korea

Month	Published PAM on March 2021	Revised PAM on April 2021	Staff assigned to Korea Rep.	Cumulative PAM points to be retroactively paid
Nov-20	64.6	65.0	As of 1 November, 2020	1.6
Dec-20	64.6	65.0	As of 1 December, 2020	1.2
Jan-21	61.5	61.9	As of 1 January, 2021	0.8
Feb-21	61.5	61.9	As of 1 February, 2021	0.4

12. As shown in the table above, staff who joined the duty station by November 2020 should get cumulative extra PAM points of 1.6 while those that joined only February 2021 should get 0.4 PAM points.

cc. Mr. Aldo Mantovani
Mr. Omar Abdi