



NEW YORK

INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

INTEROFFICE MEMORANDUM

MEMORANDUM INTERIEUR

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Fax: (212) 963-0159 / 963-1717*ICSC-PADJ-0122-01*

13 January 2022

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 January 2022

1. I am pleased to report to you the post adjustment multipliers for January 2022.
2. Pursuant to General Assembly resolution **A/RES/76/240**, the base/floor salary scale for the professional and higher categories of staff is increased by 0.92 per cent at all grades and steps with effect from 1 January 2022. The revised scale reflects a consolidation of 0.92 per cent of post adjustment into net base salary, on a “no gain, no loss” basis, meaning that the post adjustment is reduced by the same rate as the net base salary is increased. Thus, there is no change in net remuneration, apart from some minor rounding effects. The methodology for implementing the consolidation is outlined in the document **ICSC/CIRC/GEN/01/2022**.
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 only applicable for Romania, as the post adjustment multiplier derived from using it turned out to be higher than that based on the 0.5 per cent rule. Accordingly, the post adjustment multiplier applicable for Romania, with effect from 1 January 2022, is given in Table 1.
4. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is applicable for **Lebanon, Sudan and Suriname**. Under this rule, the post adjustment multipliers of **these duty stations** are reviewed on a monthly basis during the period of substantial inflation. In accordance with the rule, the applicable post adjustment multipliers effective 1 January 2022 are listed in Table 1.
5. Table 1 below reflects changes in post adjustment multipliers for all duty stations before (A, pre-consolidation) and after (B, post-consolidation) due to the implementation of the revised

base/floor salary scale. The post adjustment multipliers in column (B) are the final multipliers to be implemented effective 1 January 2022.

Table 1: Pre-and Post-consolidation post adjustment multipliers – effective 1 January 2022

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Afghanistan	42.9	41.6	
Albania	25.0	23.9	
Algeria	41.0	39.7	
Angola	54.5	53.1	
Anguilla	51.3	49.9	
Antigua and Barbuda	51.3	49.9	
Argentina	43.0	41.7	
Armenia	32.6	31.4	
Aruba	54.0	52.6	
Australia	37.3	36.0	Group I Country
Austria	43.8	42.5	Group I Country
Azerbaijan	33.2	32.0	
Bahamas	72.6	71.0	
Bahrain	52.6	51.2	
Bangladesh	45.9	44.6	
Barbados	58.6	57.2	
Belarus	46.0	44.7	
Belgium	39.4	38.2	Group I Country
Belize	46.1	44.8	Place to place survey
Benin	44.1	42.8	
Bermuda	86.7	85.0	
Bhutan	34.6	33.4	
Bolivia	28.5	27.3	
Bonaire	51.3	49.9	
Bosnia and Herzegovina	26.9	25.7	
Botswana	29.9	28.7	
Brazil	31.0	29.8	
British Virgin Islands	51.2	49.8	
Bulgaria	17.1	16.0	Group I Country
Burkina Faso	37.8	36.5	
Burundi	44.2	42.9	
Cambodia	39.1	37.8	
Cameroon	38.1	36.8	
Canada, Montreal	47.1	45.8	Group I Country
Canada, Ottawa	56.7	55.3	Montreal x 1.0654
Canada, Toronto	64.5	63.0	Montreal x 1.1181
Cape Verde	29.8	28.6	
Cayman Islands	53.6	52.2	
Central African Rep.	66.1	64.6	
Chad	58.7	57.3	

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Chile	39.9	38.6	
China, Beijing	72.9	71.3	
China, Hong Kong (SAR)	112.0	110.0	Group I Country
China, Macao (SAR)	56.9	55.5	
Colombia	29.0	27.8	
Comoros	49.8	48.4	
Congo	65.1	63.6	
Congo, Dem. Rep.	59.7	58.2	
Cook Islands	53.2	51.8	
Costa Rica	34.1	32.9	
Cote d Ivoire	57.5	56.1	Place to place survey
Croatia, Republic of	38.0	36.7	Group I Country
Cuba	58.8	57.4	
Cyprus	21.7	20.6	Group I Country
Czech Republic	48.3	46.9	Group I Country
Denmark	60.7	59.2	Group I Country
Djibouti	51.8	50.4	
Dominica	51.3	49.9	
Dominican Republic	35.2	34.0	Place to place survey
Ecuador	35.6	34.4	
Egypt	36.2	35.0	
El Salvador	32.9	31.7	
Equatorial Guinea	47.5	46.2	
Eritrea	54.5	53.1	
Estonia	35.5	34.3	
Eswatini	21.0	19.9	
Ethiopia	43.2	41.9	
Fiji	40.6	39.3	
Finland	38.3	37.0	Group I Country
France, Lyon and Elsewhere	43.6	42.2	Paris x 0.97669
France, Paris	47.0	45.6	Group I Country
French Guiana	35.2	33.9	Group I Country
Gabon	63.7	62.2	
Gambia	40.1	38.8	
Georgia, Republic of	23.6	22.5	
Germany, Berlin	36.2	34.9	Bonn x 1.042047
Germany, Bonn	30.7	29.5	Group I Country
Germany, Dresden	30.7	29.5	Assimilated To Bonn
Germany, Frankfurt	35.9	34.6	Bonn x 1.0397
Germany, Hamburg	37.7	36.5	Bonn x 1.053833
Germany, Munich	41.7	40.4	Bonn x 1.083799
Ghana	49.5	48.1	
Gibraltar	68.1	66.6	Assimilated To London
Greece	25.1	24.0	Group I Country
Grenada	51.3	49.9	

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Guatemala	36.6	35.4	
Guinea	51.5	50.1	
Guinea Bissau	36.1	34.9	
Guyana	52.4	51.0	
Haiti	73.0	71.4	
Honduras	39.2	37.9	
Hungary	25.6	24.4	Group I Country
Iceland	33.0	31.7	Group I Country
India	36.9	35.7	
Indonesia	37.0	35.8	
Iran	46.5	45.2	
Iraq	33.7	32.5	
Ireland	49.5	48.1	Group I Country
Israel, Tel Aviv	80.9	79.3	Jerusalem x 1.0565
Italy, Brindisi	25.3	24.1	Rome x 0.95467
Italy, Rome	31.2	30.0	Group I Country
Jamaica	51.7	50.3	
Japan, Hiroshima	51.9	50.5	Tokyo x 0.872
Japan, Tokyo	74.2	72.6	Group I Country
Jerusalem	71.3	69.7	
Jordan	46.0	44.7	
Kazakhstan	29.0	27.8	
Kenya	43.4	42.1	
Kiribati	52.7	51.3	
Korea, Dem. Peo. Of	56.7	55.3	
Korea, Republic of	65.4	63.9	
Kuwait	45.7	44.4	
Kyrgyzstan	33.9	32.7	
Lao Peo. Dem. Rep.	34.7	33.5	
Latvia	47.7	46.4	
Lebanon	83.9	82.2	One-month Rule
Lesotho	35.0	33.8	
Liberia	55.5	54.1	
Libya	38.2	36.9	
Lithuania	34.0	32.8	
Luxembourg	45.4	44.1	Group I Country
Madagascar	38.0	36.7	
Malawi	43.0	41.7	
Malaysia	47.4	46.1	
Maldives	51.1	49.7	
Mali	49.7	48.3	
Malta	29.7	28.6	Group I Country
Marshall Islands	54.5	53.1	
Mauritania	37.1	35.9	
Mauritius	36.1	34.9	

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Mexico	42.1	40.8	
Micronesia, Fed States of	54.5	53.1	
Moldova	38.3	37.0	
Monaco	47.0	45.6	Assimilated to Paris
Mongolia	41.1	39.8	
Montenegro	30.8	29.6	
Morocco	35.9	34.7	
Mozambique	38.9	37.6	
Myanmar	40.0	38.7	
Namibia	32.4	31.2	
Nepal	30.5	29.3	
Netherlands	41.6	40.3	Group I Country
New Caledonia	47.5	46.2	
New Zealand	44.8	43.5	Canberra x 1.0127
Nicaragua	35.3	34.1	
Niger	36.3	35.1	
Nigeria	50.1	48.7	
The Republic of North Macedonia	28.9	27.7	
Norway	47.1	45.7	Group I Country
Oman	34.9	33.7	
Pakistan	36.0	34.8	
Palau, Republic of	53.2	51.8	
Panama	41.5	40.2	
Papua New Guinea	72.5	70.9	
Paraguay	30.6	29.4	
Peru	34.6	33.4	
Philippines	49.6	48.2	
Poland	16.0	15.0	Group I Country
Portugal, Guimaraes	5.7	4.8	Lisbon x 0.821
Portugal, Lisbon	28.8	27.6	Group I Country
Puerto Rico	28.8	27.6	
Qatar	59.8	58.3	
Romania	12.0	11.0	Group I Country
Russian Federation	49.4	48.0	
Rwanda	35.8	34.6	
Saint Helena	48.1	46.7	
St. Lucia	50.2	48.8	
Samoa	48.2	46.8	
Sao Tome and Principe	43.7	42.4	
Saudi Arabia	51.8	50.4	
Senegal	40.9	39.6	
Serbia	34.2	33.0	
Seychelles	62.8	61.3	
Sierra Leone	52.6	51.2	
Singapore	77.8	76.2	

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Slovak Republic	29.6	28.4	Group I Country
Slovenia, Republic of	34.0	32.8	Group I Country
Solomon Islands	56.8	55.4	
Somalia	43.3	42.0	
South Africa	33.0	31.8	
South Sudan, Republic of	60.2	58.7	
Spain	29.1	27.9	Group I Country
Sri Lanka	33.8	32.6	
St. Kitts and Nevis	51.3	49.9	
St. Vincent and the Grenadines	51.3	49.9	
Sudan	74.0	72.4	One-month Rule
Suriname	39.4	38.1	
Sweden	45.9	44.5	Group I Country
Switzerland	76.4	74.8	Group I Country
Syrian Arab Republic	28.8	27.6	
Tajikistan	31.1	29.9	
Tanzania, United Rep. of	45.2	43.9	
Thailand	47.2	45.9	
Timor-Leste	48.6	47.2	
Togo	50.4	49.0	
Tonga	38.5	37.2	
Trinidad and Tobago	43.9	42.6	
Tunisia	37.4	36.1	
Turkey, Ankara	18.7	17.6	
Turkey, Gebze	24.8	23.7	
Turkey, Istanbul	24.8	23.7	
Turkmenistan	92.5	90.7	
Tuvalu	49.9	48.5	
Uganda	28.0	26.8	
Ukraine	39.0	37.7	
United Arab Emirates	65.3	63.8	
United Kingdom	68.1	66.6	Group I Country
USA, El Paso	43.2	41.9	Washington DC x 0.9574
USA, Miami	42.1	40.8	Washington DC x 0.9497
USA, New York	69.3	67.8	Group I Country
USA, San Diego	62.0	60.5	New York x 0.9567
USA, San Francisco	60.7	59.2	New York x 0.9491
USA, Seattle	42.4	41.1	Washington DC x 0.9522
USA, Washington D.C.	49.6	48.2	Group I Country
Uruguay	43.1	41.8	
Uzbekistan	31.0	29.8	
Vanuatu	51.1	49.7	
Venezuela	63.9	62.4	
Vietnam	27.5	26.3	
West Bank & the Gaza Strip, The	71.3	69.7	

DUTY STATION	(A)	(B)	REMARKS
	PRE-CONSOLIDATION	POST-CONSOLIDATION	
Yemen, Republic of	24.2	23.1	
Zambia	32.1	30.9	
Zimbabwe	33.9	32.7	

6. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for **Belize, Cote d'Ivoire** and **Dominican Republic**, with effect from 1 January 2022 are also listed in Table 1 above.

7. Cost-of-living survey results did not trigger a change in multiplier for **Argentina** and **Liberia**.

8. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Cote d'Ivoire**, effective 1 January 2022.

9. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds effective 1 January 2022, are listed in Table 2 below.

Table 2. 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>
Argentina	25	26
Belize	14	15
Cote d'Ivoire	21	22
Dominican Republic	23	24

Amendment to implementation of cost-of-living survey results for Saudi Arabia

10. The implementation in December 2021 of the latest cost-of-living survey for Saudi Arabia (conducted in July 2021), did not account for value added taxes (VAT) applicable to most of price data collected for that survey.

11. After application of VAT, based on survey results, a higher post adjustment index of **149.9** was re-implemented effective 1 December 2021. This new index **did not trigger** a change to the prevailing post adjustment multiplier of **51.8**. As a result, the previously communicated effects of the gap closure measure, including the institution of a personal transitional allowance (PTA), are now **cancelled**. No retroactive payment to existing staff is needed for the month of December 2021, as the level of remuneration due based on re-implemented survey results is equivalent to the sum of multiplier and PTA under the prior implementation. This assessment reverses the survey results report for Saudi Arabia, which was communicated with *ICSC-PADJ-1221-01* on 14 December 2021.

cc. Mr. Boguslaw Winid
Mr. Omar Abdi

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ICSC/CIRC/GEN/01/2022
ICSC/60-2

13 January 2022

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

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

SUBJECT: Impact on the post adjustment classification of duty stations of the adjustment
of the base/floor salary scale for staff in the Professional and higher categories,
effective *1 January 2022*

1. Pursuant to General Assembly resolution **A/RES/76/240**, the base/floor salary scale for staff in the Professional and higher categories is increased by 0.92 per cent, with effect from *1 January 2022*. The purpose of this memorandum is to explain the procedure used to implement this decision and its impact on post adjustment classifications of all duty stations. It would be appreciated if the information provided in this memorandum could be brought to the attention of all staff in the Professional and higher categories in your organization.
2. In accordance with established practice, the revised base/floor salary scale is implemented on a “no loss, no gain” basis. Consequently, in tandem with the increase in the base/floor salary scale on *1 January 2022*, the applicable post adjustment multipliers for all duty stations are commensurately reduced. Thus, while the base salary portion of net remuneration goes up by 0.92 per cent, the pay index (i.e. post adjustment multiplier + 100) is reduced by the same percentage. The total net remuneration amount (the sum of the net base salary, post adjustment, and, where applicable, the spouse/single parent allowance) therefore remains unchanged, except for minor differences due to rounding.
3. For all duty stations, the post adjustment multipliers for January 2022 are determined using the normal procedures, and then multipliers reduced using the procedure outlined in the attached annex. This annex also gives some examples of the impact of the introduction of the revised base/floor salary scale on the level of the net remuneration.

4. It should be noted that the base/floor salary scale is also used to calculate some of the separation payments. Thus, staff leaving the service on or after *1 January 2022* and who are entitled to these payments will experience some gains as a result of the adjustment of the base/floor salary scale.

5. It should also be noted that the adjustment of the base/floor salary scale is not linked to that of the pensionable remuneration scale for the Professional and higher categories of staff.

Annex

A. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT INDICES

(i) Post adjustment index prior to the introduction of the revised base/floor salary scale (pre-consolidation):	169.30
(ii) Post adjustment index following the introduction of the revised salary (169.3 /1.0092) (post-consolidation):	167.80

B. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT MULTIPLIERS

- **WHEN THE EXISTING MULTIPLIER IS GREATER THAN 0.92**

(i) Post adjustment multiplier prior to the introduction of the revised base/floor salary scale:	70.0
(ii) Therefore, the corresponding pay index (multiplier + 100):	170.0
(iii) Revised pay index (170.0/1.0092):	168.5
(iv) Hence, the post adjustment multiplier following the introduction of the revised salary scale (168.5 -100):	68.5

- **WHEN THE EXISTING MULTIPLIER IS LESS THAN 0.92¹**

(i) Post adjustment multiplier prior to the introduction of the revised base/floor salary scale:	0.5
(ii) Hence, corresponding pay index (multiplier + 100):	100.5
(iii) Revised pay index (100.5/1.0092):	99.6
(v) Normally the resulting post adjustment multiplier following the introduction of the revised salary scale would have been (99.6 – 100) or –0.4. However, since no negative post adjustment multipliers can be applied, a multiplier of zero will be implemented:	0.0

¹ There is currently no duty station with a multiplier less than 0.92 prior to the implementation to the new base/floor salary scale, so this example is for illustrative purposes only.

**C. COMPARISON OF REMUNERATION AMOUNT FOR P-4, STEP VI
with SPOUSE OR SINGLE PARENT ALLOWANCE**

DUTY STATION	BASED ON THE 1 JANUARY 2021 SALARY SCALE					BASED ON THE 1 JANUARY 2022 SALARY SCALE					DIFFERENCE YEARLY
	MULTIPLIER	NET BASE SALARY	POST ADJUSTMENT	SPOUSE/ SINGLE PARENT ALLOWANCE	TOTAL YEARLY	MULTIPLIER	NET BASE SALARY	POST ADJUSTMENT	SPOUSE/ SINGLE PARENT ALLOWANCE	TOTAL YEARLY	
A.	70	\$83,062	\$58,143	\$8,472	\$149,678	68.5	\$83,826	\$57,421	\$8,475	\$149,722	\$44
B.	25	\$83,062	\$20,766	\$6,230	\$110,057	23.9	\$83,826	\$20,034	\$6,232	\$110,092	\$35