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

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

A handwritten signature in black ink, appearing to read 'Ibrahim S. Yansaneh', written over the printed name in the 'FROM' field.

**SUBJECT: Results of the post adjustment classification review of group I duty stations,
effective 1 February 2018**

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 64.5 to 66.9. 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 2017 ICSC annual report, at which time it stood at 113.7. The following developments relevant to the margin calculation have occurred since then: a salary increase in the comparator service (2.29 per cent in gross terms), the new tax provisions in the United States effective 1 January 2018, and an increase in the post adjustment multiplier for New York as of 1 February 2018 (from 64.5 to 66.9). The margin calculated on the basis of these updated parameters stood at 113.1 as of 1 February 2018, 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 2018), pursuant to General Assembly resolution A/RES/69/251. The review led to real salary increases in 13 (out of 48) 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 35 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.
4. In accordance with the provisions of the gap closure measure approved by the Commission at its eighty-fifth session, to mitigate the impact on net take-home pay, of significantly negative survey results, the personal transitional allowances (PTAs) applicable to Switzerland, Italy and Spain, were also reviewed on 1 February 2018. The PTA was reduced from 8.7 (effective 1 August 2017) to 3.0, and was phased out for Italy and Spain, effective 1 February 2018. The calculation of the revised PTAs is shown in Table 2. The PTA for Switzerland will be revised again on 1 June 2018.

Table 1: Post Adjustment Classification Review for Group I Duty Stations, February 2018

DUTY STATION	PAI ^U	Prevailing PAM	Implemented PAM	Change in salary
Australia	142.3	41.1	42.3	Increase (0.85%)
Austria	153.4	53.6	53.6	No change
Belgium	151.8	53.7	53.7	No change
Bulgaria	124.1	28.7	28.7	No change
Canada - Montreal	145.6	45.4	45.6	Increase (0.14%)
Canada - Ottawa	155.1	54.9	55.1	Increase (0.13%)
Canada - Toronto	162.8	62.6	62.8	Increase (0.12%)
China - Hong Kong (SAR)	207.2	103.9	107.2	Increase (1.62%)
Cyprus	117.8	26.0	26.0	No change
Czech Republic	141.4	45.7	45.7	No change
Denmark	164.4	64.7	64.7	No change
Finland	148.3	51.3	51.3	No change
France - Lyon, Elsewhere	151.7	54.1	54.1	No change
France - Paris	155.3	57.8	57.8	No change
French Guiana	142.5	48.6	48.6	No change
Germany - Berlin	141.1	43.0	43.0	No change
Germany - Bonn	137.0	38.9	38.9	No change
Germany - Dresden	137.0	38.9	38.9	No change
Germany - Hamburg	139.0	41.0	41.0	No change
Germany - Munich	145.1	47.1	47.1	No change
Gibraltar	172.2	73.9	73.9	No change
Greece	124.4	31.9	31.9	No change
Hungary	125.8	29.3	29.3	No change
Iceland	152.4	65.9	65.9	No change
Ireland	145.6	47.5	47.5	No change
Italy - Brindisi	134.3	40.4	40.4	No change
Italy - Rome	140.7	47.1	47.1	No change
Japan - Hiroshima	158.9	56.2	58.9	Increase (1.73%)
Japan - Tokyo	183.3	80.2	83.3	Increase (1.72%)
Luxembourg	153.6	54.7	54.7	No change
Malta	141.1	43.4	43.4	No change
Monaco	155.3	57.8	57.8	No change
Netherlands	143.7	45.4	45.4	No change
Norway	151.5	50.6	51.5	Increase (0.60%)
Poland	122.5	28.4	28.4	No change
Portugal - Lisbon	112.6	13.4	13.4	No change
Portugal - Guimaraes	137.1	38.1	38.1	No change
Romania	107.6	9.8	9.8	No change
Slovak Republic	129.2	32.2	32.2	No change
Slovenia	123.1	28.3	28.3	No change
Spain	135.8	39.6	39.6	No change
Sweden	148.8	47.8	48.8	Increase (0.68%)

DUTY STATION	PAI ^{1/}	Prevailing PAM	Implemented PAM	Change in salary
Switzerland	176.2	81.6	81.6	No change
United Kingdom	172.2	73.9	73.9	No change
U.S.A. - Miami	139.7	37.1	39.7	Increase (1.9%)
U.S.A. – New York	166.9	64.5	66.9	Increase (1.46%)
U.S.A. – San Francisco	158.4	56.1	58.4	Increase (1.47%)
U.S.A. – Washington D.C.	147.1	44.3	47.1	Increase (1.94%)

^{1/} Post Adjustment Index updated to Feb-18

Table 2: Summary of personal transition allowance (PTA) revised in February 2018

	Existing PTA	Current PAM ^{a/}	PAM (existing staff) ^{b/}	NEW PTA ^{c/}
Duty Station	(1)	(2)	(3)	(4)
Switzerland	8.7	81.6	84.6	3.0
Italy, Rome	3.6	47.1	46.2	0.0
Italy, Brindisi	3.4	40.0	39.1	0.0
Spain	3.0	39.6	38.3	0.0

^{a/} Current PAM is PAM as of February 2018

^{b/} PAM for existing staff (as of 1 August 2018) = ((1)+(2)+100)*0.97)-100

^{c/} New PTA = (3)-(2) if this positive; otherwise it is zero