



NEW YORK

INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

INTEROFFICE MEMORANDUM

MEMORANDUM INTERIEUR

REFERENCE: **ICSC-PADJ-0119-01**TO: Recipients of Post Adjustment
Classification Memo

DATE: 31 December 2018

THROUGH: Mr. Aldo Mantovani
Acting Chairman & Vice-Chairman, ICSCFROM: Ibrahim S. Yansaneh
Chief, Cost-of-Living Division**SUBJECT: Post adjustment classification memo for January 2019**

1. Pursuant to the General Assembly resolution A/RES/73/273, the base/floor salary scale for the professional and higher categories of staff is increased by 1.83 per cent at all grades and steps with effect from 1 January 2019. The revised scale reflects a consolidation of 1.83 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.
2. Table 1 reflects changes in post adjustment multipliers for all duty stations before (A, pre-consolidation) and after (B, post-consolidation) the implementation of the new base/floor salary scale. The post adjustment multipliers in column (B) are the final multipliers to be implemented effective 1 January 2019.

Table 1: Pre-and Post-consolidation post adjustment multipliers – effective 1 January 2019

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Afghanistan	49.9	47.2	
Albania	23.6	21.4	
Algeria	36.0	33.6	
Angola	88.7	85.3	
Anguilla	49.4	46.7	
Antigua and Barbuda	49.4	46.7	
Argentina	44.0	41.4	
Armenia	23.4	21.2	
Aruba	49.5	46.8	PAI assimilated to Washington, D.C.
Australia	25.6	23.3	
Austria	42.3	39.8	
Azerbaijan	29.1	26.8	
Bahamas	71.5	68.4	
Bahrain	43.3	40.7	
Bangladesh	34.8	32.4	
Barbados	55.6	52.8	
Belarus	34.4	32.0	
Belgium	42.5	39.9	
Belize	28.8	26.5	
Benin	34.6	32.2	
Bermuda	85.6	82.3	Bahamas PAI x 1.082
Bhutan	25.8	23.5	
Bolivia	30.7	28.4	
Bonaire	49.4	46.7	
Bosnia and Herzegovina	19.7	17.5	
Botswana	18.2	16.1	
Brazil	35.6	33.2	
British Virgin Islands	49.4	46.7	
Bulgaria	19.6	17.4	
Burkina Faso	33.7	31.3	
Burundi	37.1	34.6	
Cambodia	28.5	26.2	
Cameroon	33.7	31.3	
Canada, Montreal	33.1	30.7	
Canada, Ottawa	41.8	39.2	Montreal x 1.0654
Canada, Toronto	48.8	46.1	Montreal x 1.1181
Cape Verde	29.9	27.6	
Cayman Islands	49.2	46.5	Jamaica PAI x 1.013
Central African Rep.	66.4	63.4	

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Chad	40.0	37.5	
Chile	31.9	29.5	
China, Beijing	62.0	59.1	
China, Hong Kong (SAR)	106.8	103.1	
China, Macao (SAR)	57.7	54.9	
Colombia	27.4	25.1	
Comoros	40.2	37.7	
Congo	55.3	52.5	
Congo, Dem. Rep.	44.1	41.5	
Costa Rica	29.6	27.3	
Cote d Ivoire	43.3	40.7	
Croatia, Republic of	46.5	43.9	
Cuba	39.6	37.1	
Cyprus	17.0	14.9	
Czech Republic	32.6	30.2	
Denmark	52.2	49.5	
Djibouti	48.0	45.3	
Dominica	49.4	46.7	
Dominican Republic	35.8	33.4	
Ecuador	27.7	25.4	
Egypt	26.2	23.9	
El Salvador	31.3	28.9	
Equatorial Guinea	34.5	32.1	
Eritrea	61.8	58.9	
Estonia	32.8	30.4	
Eswatini	23.0	20.8	
Ethiopia	42.5	39.9	
Fiji	38.6	36.1	
Finland	40.2	37.7	
France, Lyon and Elsewhere	42.9	40.3	Paris x 0.97669
France, Paris	46.3	43.6	
French Guiana	37.8	35.3	
Gabon	51.2	48.5	
Gambia	27.8	25.5	
Georgia, Republic of	23.6	21.4	
Germany, Berlin	32.7	30.4	Bonn x 1.02965
Germany, Bonn	28.9	26.6	
Germany, Dresden	28.9	26.6	Assimilated to Germany, Bonn
Germany, Hamburg	30.8	28.5	Bonn x 1.01483
Germany, Munich	36.5	34.1	Bonn x 1.0591
Ghana	44.1	41.5	
Gibraltar	57.3	54.4	Assimilated to London
Greece	22.5	20.3	
Grenada	49.4	46.7	

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Guatemala	38.2	35.7	
Guinea	36.6	34.1	
Guinea Bissau	36.9	34.4	
Guyana	36.8	34.3	
Haiti	37.9	35.4	
Honduras	26.4	24.1	
Hungary	19.7	17.5	
Iceland	45.2	42.5	
India /W40	28.7	26.4	
Indonesia	33.7	31.3	
Iran	32.2	29.8	
Iraq	40.5	38.0	
Ireland	36.7	34.3	
Israel	51.9	49.2	
Italy, Brindisi	30.2	27.9	Rome x 0.95467
Italy, Rome	36.4	34.0	
Jamaica	47.2	44.6	
Japan, Hiroshima	56.1	53.3	Tokyo x 0.867
Japan, Tokyo	80.0	76.8	
Jordan	48.0	45.3	
Kazakhstan	29.7	27.4	
Kenya	36.1	33.7	
Kiribati	41.3	38.8	
Korea, Dem. Peo. Of	40.9	38.4	
Korea, Republic of	67.6	64.6	
Kuwait	41.5	39.0	
Kyrgyzstan	22.0	19.8	
Lao Peo. Dem. Rep.	36.6	34.1	
Latvia	39.1	36.6	
Lebanon	49.1	46.4	
Lesotho	21.4	19.2	
Liberia	46.2	43.6	
Libya	26.9	24.6	
Lithuania	32.0	29.6	
Luxembourg	43.4	40.8	
Madagascar	32.8	30.4	
Malawi	34.9	32.5	
Malaysia	35.1	32.7	
Maldives	60.9	58.0	
Mali	32.3	29.9	
Malta	33.0	30.6	
Mauritania	26.1	23.8	
Mauritius	29.0	26.7	
Mexico	38.2	35.7	
Micronesia, Fed States of	56.0	53.2	

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Moldova	29.3	27.0	
Monaco	46.3	43.6	Assimilated to Paris
Mongolia	30.9	28.5	
Montenegro	22.7	20.5	
Morocco	27.8	25.5	Place-to-place survey
Mozambique	46.4	43.8	
Myanmar	43.4	40.8	
Namibia	23.5	21.3	
Nepal	25.6	23.3	
Netherlands	34.8	32.4	
New Caledonia	46.9	44.3	
New Zealand	15.4	13.3	
Nicaragua	31.4	29.0	
Niger	35.5	33.1	
Nigeria	32.7	30.3	
Norway	34.9	32.5	
Oman	40.7	38.2	
Pakistan	27.2	24.9	
Palau, Republic of	53.5	50.7	
Panama	44.9	42.3	
Papua New Guinea	90.1	86.7	
Paraguay	27.7	25.4	
Peru	41.0	38.5	
Philippines	42.3	39.7	
Poland	15.9	13.8	
Portugal, Guimaraes	5.7	3.9	Lisbon x 0.821
Portugal, Lisbon	28.8	26.5	
Puerto Rico	35.8	33.4	Assimilated to Dominican Republic
Qatar	81.1	77.8	
Romania	2.1	0.3	
Russian Federation	56.9	54.1	
Rwanda	29.9	27.6	
Saint Helena	44.5	41.9	London PAI x 0.8389
Samoa	43.3	40.7	
Sao Tome and Principe	38.3	35.8	
Saudi Arabia	54.5	51.7	
Senegal	39.3	36.8	
Serbia	25.0	22.8	
Seychelles	47.1	44.5	
Sierra Leone	49.2	46.5	
Singapore	74.0	70.9	
Slovak Republic	22.7	20.5	
Slovenia, Republic of	19.1	17.0	
Solomon Islands	52.2	49.5	

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Somalia	39.3	36.8	
South Africa	32.4	30.0	
South Sudan, Republic of	55.6	52.8	
Spain	29.5	27.2	
Sri Lanka	33.8	31.4	
St. Kitts and Nevis	49.4	46.7	
St. Lucia	36.1	33.7	
St. Vincent and the Grenadines	49.4	46.7	
Sudan	32.9	30.5	
Suriname	31.7	29.3	
Sweden	32.0	29.6	
Switzerland	72.5	69.4	
Syrian Arab Republic	35.2	32.8	
Tajikistan	26.4	24.1	
Tanzania, United Rep. of	38.7	36.2	
Thailand	37.9	35.4	
The former Yugoslav Republic of Macedonia	22.0	19.8	
Timor-Leste	52.7	50.0	
Togo	35.9	33.5	
Tonga	33.8	31.4	
Trinidad and Tobago	43.1	40.5	
Tunisia	20.8	18.6	
Turkey, Ankara	12.9	10.9	
Turkey, Istanbul	21.7	19.5	
Turkmenistan	40.1	37.6	
Tuvalu	44.9	42.3	
Uganda	25.6	23.3	
Ukraine	22.0	19.8	
United Arab Emirates	68.4	65.4	
United Kingdom	57.3	54.4	
USA, Miami	39.7	37.2	Washington DC x 0.9497
USA, New York	66.9	63.9	
USA, San Francisco	58.4	55.6	New York x 0.9491
USA, Seattle	40.1	37.6	Washington DC x 0.9522
USA, Washington D.C.	47.1	44.5	
Uruguay	45.7	43.1	
Uzbekistan	29.8	27.5	
Vanuatu	49.3	46.6	
Venezuela	72.1	69.0	
Vietnam	24.9	22.7	
West Bank & the Gaza Strip, The	51.9	49.2	
Yemen, Republic of	30.4	28.1	
Zambia	28.5	26.2	
Zimbabwe	51.2	48.5	

3. The post adjustment multiplier based on the results of the most recent cost-of-living survey for **Morocco**, with effect from 1 January 2019 is also listed in Table 1 above.
4. The result of the cost-of-living survey for **Argentina** is being implemented with retroactive effect to **1 November 2018**. The revised post adjustment multipliers for Argentina are listed in Table 2.

Table 2. Revised post adjustment multipliers for Argentina from November 1, 2018

EFFECTIVE DATE	MULTIPLIER
November 2018	44.0
December 2018	44.0
January 2019	41.4

5. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds, are listed in Table 3 below.

Table 3. Duty station with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)		EFFECTIVE DATE
	<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance	
Argentina	26	28	November 2018
Morocco	19	20	January 2019

INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALEICSC/CIRC/GEN/03/2018
ICSC 60-2

31 December 2018

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 the adjustment
of the base/floor salary scale for staff in the Professional and higher categories,
effective 1 January 2019

1. Pursuant to the General Assembly resolution A/RES/73/273, the base/floor salary scale for staff in the Professional and higher categories will be increased by 1.83 per cent, with effect from 1 January 2019. 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 the established practice, the revised base/floor salary scale will be implemented on a “no loss, no gain” basis. Consequently, concomitant with the increase in the revised base/floor salary scale on 1 January 2019, post adjustment multipliers applicable at all duty stations will be commensurately reduced. Thus, while the base salary portion of net remuneration will go up by 1.83 per cent, the pay index (i.e. post adjustment multiplier + 100) will be reduced by the same percentage. The total net remuneration amount (base salary plus post adjustment plus spouse/single parent allowance) will therefore remain unchanged, except for minor differences due to rounding.

3. For all duty stations, the January 2019 Post Adjustment Classifications will be determined using the normal procedures and the multipliers thus obtained will be 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 remuneration.

4. The base/floor salary scale is also used to calculate some of separation payments. Staff leaving the service on or after 1 January 2019 and who are entitled to these payments will experience some gains as a result of the adjustment in the base/floor salary scale.

5. 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):	171.40
(ii)	Post adjustment index following the introduction of the revised salary (171.40 /1.0183) (post-consolidation):	168.32

B. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT MULTIPLIER

- **WHEN THE EXISTING MULTIPLIER IS GREATER THAN 1.83**

(i)	Post adjustment multiplier prior to the introduction of the revised base/floor salary scale:	70.0
(ii)	Hence, corresponding pay index (multiplier + 100):	170.0
(iii)	Revised pay index (170.0/1.0183):	166.94
(iv)	Hence, post adjustment multiplier following the introduction of the revised salary scale (166.9 -100):	66.9

- **WHEN THE EXISTING MULTIPLIER IS LESS THAN 1.8¹**

(i)	Post adjustment multiplier prior to the introduction of the revised base/floor salary scale:	1.5
(ii)	Hence, corresponding pay index (multiplier + 100):	101.5
(iii)	Revised pay index (101.5/1.0183):	99.68
(v)	Normally the resulting post adjustment multiplier following the introduction of the revised salary scale would have been (99.68 – 100) or –0.32. However, since no negative post adjustment multipliers are applied, a multiplier of zero will be implemented:	0.0

¹ There is currently no duty station with a multiplier less than 1.8 prior to the implementation to the new 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 2018 SALARY SCALE					BASED ON THE 1 JANUARY 2019 SALARY SCALE					DIFFERENCE YEARLY
	MULTIPLIER	BASE SALARY (D)	SPOUSE/ SINGLE PARENT ALLOWANCE	POST ADJUSTMENT	TOTAL YEARLY	MULTIPLIER	BASE SALARY	SPOUSE/ SINGLE PARENT ALLOWANCE	POST ADJUSTMENT	TOTAL YEARLY	
A.	70	\$79,091	\$4,745	\$58,685	\$142,521	66.9	\$80,538	\$4,832	\$57,113	\$142,483	-38
B.	23.5	\$79,091	\$4,745	\$19,701	\$103,537	21.3	\$80,538	\$4,832	\$18,184	\$103,554	17