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INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
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INTEROFFICE MEMORANDUM

MEMORANDUM INTERIEUR

REFERENCE: **ICSC-PADJ-0119-02**TO: Recipients of Post Adjustment
Classification Memo

DATE: 14 January 2019

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

1. I am pleased to send you the post adjustment multipliers for January 2019. Note that only duty stations with changes in post adjustment multipliers as compared to the previous memo ICSC-PADJ-0119-01 are listed.
2. Table 1 reflects changes in post adjustment multipliers for duty stations (A) before and (B) after 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.
3. 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.

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

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Australia	28.3	26.0	
Austria	43.1	40.5	
Belgium	43.2	40.6	
Belize	28.9	26.6	Place-to-place survey
Bulgaria	20.1	17.9	
Canada, Montreal	36.6	34.1	
Canada, Ottawa	45.5	42.9	Montreal x 1.0654
Canada, Toronto	52.7	49.9	Montreal x 1.1181
Cyprus	17.6	15.5	
Denmark	52.9	50.2	
Eritrea	56.6	53.8	Place-to-place survey
Finland	40.9	38.4	
France, Lyon and Elsewhere	43.6	41.0	Paris x 0.97669
France, Paris	47.0	44.4	
French Guiana	38.5	36.0	
Germany, Berlin	33.4	31.0	Bonn x 1.02965
Germany, Bonn	29.5	27.2	
Germany, Dresden	29.5	27.2	Assimilated to Germany, Bonn
Germany, Hamburg	31.4	29.1	Bonn x 1.01483
Germany, Munich	37.2	34.7	Bonn x 1.0591
Gibraltar	59.3	56.4	Assimilated to London
Greece	23.1	20.9	
Ireland	37.5	35.0	
Italy, Brindisi	30.9	28.5	Rome x 0.95467
Italy, Rome	37.1	34.6	
Japan, Hiroshima	59.1	56.2	Tokyo x 0.867
Japan, Tokyo	83.5	80.2	
Luxembourg	44.2	41.6	
Malta	33.7	31.3	
Monaco	47.0	44.4	Assimilated to Paris
Netherlands	35.5	33.1	
Norway	38.8	36.3	
Portugal, Guimaraes	6.3	4.3	Lisbon x 0.821
Portugal, Lisbon	29.4	27.1	
Seychelles	55.1	52.3	Place-to-place survey
Slovak Republic	23.3	21.1	
Slovenia, Republic of	19.8	17.6	
Spain	30.1	27.8	
Sweden	33.2	30.8	
Switzerland	73.1	70.0	
United Kingdom	59.3	56.4	

4. The post adjustment multipliers based on the results of the most recent cost-of-living survey for **Belize, Eritrea** and **Seychelles**, with effect from 1 January 2019 are also listed in Table 1.
5. Cost-of-living survey results did not trigger a change in multiplier for **the Republic of Korea**.
6. The gap closure measure is applicable for **Eritrea**. The personal transitional allowance (PTA) applicable to staff members who were at the duty station before 1 January 2019 is **5.1** The next PTA revision is due in July 2019.
7. The waiver of the 40 per cent of rent limit on rental subsidies **is no longer applicable** for **Seychelles** effective 1 January 2019.
8. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds effective 1 January 2019, are listed in Table 2 below.

Table 2. Duty station with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Seychelles	20	21

cc. Ms. C. Todis