



INTERNATIONAL CIVIL SERVICE  
COMMISSION

NEW YORK

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

INTEROFFICE MEMORANDUM

MEMORANDUM INTERIEUR

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ICSC-PADJ-0120-01

14 January 2020

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 2020**

1. Pursuant to the General Assembly resolution A/RES/74/255B, the base/floor salary scale for the professional and higher categories of staff is increased by 1.21 per cent at all grades and steps with effect from 1 January 2020. The revised scale reflects a consolidation of 1.21 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 2020.

Table 1: Pre-and Post-consolidation post adjustment multipliers – effective 1 January 2020

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Afghanistan	47.2	45.4	
Albania	21.4	19.9	
Algeria	35.0	33.4	
Angola	61.5	59.6	
Anguilla	47.4	45.6	
Antigua and Barbuda	47.4	45.6	
Argentina	35.4	33.8	
Armenia	28.7	27.2	
Aruba	49.8	48.0	Assimilated to Washington, D.C.
Australia	34.0	32.4	Group I Country
Austria	41.6	39.9	Group I Country
Azerbaijan	28.2	26.7	
Bahamas	70.2	68.2	
Bahrain	40.7	39.0	
Bangladesh	34.8	33.2	
Barbados	52.8	51.0	
Belarus	37.4	35.8	
Belgium	41.0	39.3	Group I Country
Belize	29.8	28.2	Housing survey
Benin	32.9	31.3	
Bermuda	84.2	82.0	Bahamas PAI x 1.082
Bhutan	26.2	24.7	
Bolivia	29.3	27.8	
Bonaire	47.4	45.6	
Bosnia and Herzegovina	21.2	19.7	
Botswana	25.2	23.7	
Brazil	36.3	34.7	
British Virgin Islands	47.4	45.6	
Bulgaria	16.6	15.2	Group I Country
Burkina Faso	32.1	30.5	
Burundi	33.3	31.7	
Cambodia	28.5	27.0	
Cameroon	30.1	28.5	
Canada, Montreal	40.6	38.9	Group I Country
Canada, Ottawa	49.8	48.0	Montreal x 1.0654
Canada, Toronto	57.2	55.3	Montreal x 1.1181
Cape Verde	26.4	24.9	
Cayman Islands	45.6	43.9	Jamaica PAI x 1.013
Central African Rep.	62.3	60.4	
Chad	51.0	49.2	
Chile	30.7	29.1	
China, Beijing	57.0	55.1	

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
China, Hong Kong (SAR)	108.5	106.0	Group I Country
China, Macao (SAR)	57.8	55.9	
Colombia	25.9	24.4	
Comoros	39.2	37.5	
Congo	56.2	54.3	
Congo, Dem. Rep.	52.8	51.0	
Cook Islands	49.8	48.0	
Costa Rica	33.2	31.6	
Cote d Ivoire	40.7	39.0	
Croatia, Republic of	40.8	39.1	Group I Country
Cuba	55.4	53.5	
Cyprus	18.9	17.5	Group I Country
Czech Republic	32.5	30.9	Group I Country
Denmark	57.7	55.9	Group I Country
Djibouti	46.3	44.5	
Dominica	47.4	45.6	
Dominican Republic	32.9	31.3	
Ecuador	32.4	30.8	
Egypt	27.5	26.0	
El Salvador	28.9	27.4	
Equatorial Guinea	34.7	33.1	
Eritrea	53.8	52.0	
Estonia	30.2	28.6	
Eswatini	22.2	20.7	
Ethiopia	41.0	39.3	
Fiji	34.2	32.6	
Finland	36.5	34.8	Group I Country
France, Lyon and Elsewhere	40.2	38.5	Paris x 0.97669
France, Paris	43.5	41.8	Group I Country
French Guiana	33.1	31.5	Group I Country
Gabon	54.3	52.5	
Gambia	27.1	25.6	
Georgia, Republic of	19.3	17.9	
Germany, Berlin	34.3	32.8	Bonn x 1.02965
Germany, Bonn	28.9	27.4	Group I Country
Germany, Dresden	28.9	27.4	Assimilated to Bonn
Germany, Hamburg	35.8	34.3	Bonn x 1.053833
Germany, Munich	39.7	38.1	Bonn x 1.083799
Ghana	41.5	39.8	
Gibraltar	61.9	59.9	Assimilated to London
Greece	22.3	20.9	Group I Country
Grenada	47.4	45.6	
Guatemala	35.8	34.2	
Guinea	40.4	38.7	
Guinea Bissau	33.4	31.8	
Guyana	35.7	34.1	

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Haiti	45.4	43.7	
Honduras	31.7	30.1	
Hungary	25.3	23.8	Group I Country
Iceland	37.5	35.9	Group I Country
India	33.3	31.7	
Indonesia	32.5	30.9	
Iran	31.6	30.0	
Iraq	37.9	36.2	
Ireland	36.3	34.6	Group I Country
Israel, Jerusalem	58.4	56.5	
Israel, Tel Aviv	67.4	65.4	Jerusalem x 1.0565
Italy, Brindisi	25.4	23.9	Rome x 0.95467
Italy, Rome	31.4	29.8	Group I Country
Jamaica	43.8	42.1	
Japan, Hiroshima	57.9	56.0	Tokyo x 0.867
Japan, Tokyo	82.1	79.9	Group I Country
Jordan	45.6	43.9	
Kazakhstan	25.6	24.1	
Kenya	36.6	35.0	
Kiribati	45.3	43.6	Place-to-place survey
Korea, Dem. Peo. Of	52.3	50.5	
Korea, Republic of	62.4	60.5	
Kuwait	40.1	38.4	
Kyrgyzstan	20.0	18.6	
Lao Peo. Dem. Rep.	33.6	32.0	
Latvia	43.5	41.8	
Lebanon	46.4	44.6	
Lesotho	27.5	26.0	
Liberia	49.9	48.1	
Libya	23.8	22.3	
Lithuania	28.8	27.3	
Luxembourg	43.3	41.6	Group I Country
Madagascar	30.5	28.9	
Malawi	38.5	36.8	
Malaysia	41.9	40.2	
Maldives	58.4	56.5	
Mali	30.0	28.4	
Malta	31.2	29.6	Group I Country
Marshall Islands	50.5	48.7	
Mauritania	31.0	29.4	
Mauritius	38.6	36.9	Place-to-place survey
Mexico	41.8	40.1	
Micronesia, Fed States of	50.5	48.7	
Moldova	28.3	26.8	
Monaco	43.5	41.8	Assimilated to Paris
Mongolia	35.6	34.0	

<b>DUTY STATION</b>	<b>(A) PRE- CONSOLIDATION</b>	<b>(B) POST- CONSOLIDATION</b>	<b>REMARKS</b>
Montenegro	20.8	19.4	
Morocco	26.6	25.1	
Mozambique	43.3	41.6	
Myanmar	40.8	39.1	
Namibia	21.0	19.6	
Nepal	26.5	25.0	
Netherlands	40.4	38.8	Group I Country
New Caledonia	42.6	40.9	
New Zealand	12.4	11.1	
Nicaragua	29.6	28.0	
Niger	34.3	32.7	
Nigeria	37.1	35.5	
The Republic of North Macedonia	24.5	23.0	
Norway	43.5	41.8	Group I Country
Oman	38.2	36.5	
Pakistan	31.2	29.6	
Palau, Republic of	49.8	48.0	
Panama	42.8	41.1	
Papua New Guinea	76.4	74.3	
Paraguay	23.8	22.3	
Peru	39.7	38.0	
Philippines	45.8	44.1	
Poland	18.8	17.3	Group I Country
Portugal, Guimaraes	5.9	4.7	Lisbon x 0.821
Portugal, Lisbon	29.0	27.5	Group I Country
Puerto Rico	32.9	31.3	Assimilated to Dominican Republic
Qatar	61.5	59.6	
Romania	12.5	11.1	Group I Country
Russian Federation	49.5	47.7	
Rwanda	26.9	25.4	
Saint Helena	49.7	47.9	London PAI x 0.8389
St. Lucia	47.9	46.1	
Samoa	41.4	39.7	
Sao Tome and Principe	36.8	35.2	
Saudi Arabia	51.7	49.9	
Senegal	35.3	33.7	
Serbia	27.8	26.3	
Seychelles	54.5	52.7	
Sierra Leone	47.1	45.3	
Singapore	75.3	73.2	
Slovak Republic	20.9	19.5	Group I Country
Slovenia, Republic of	33.1	31.5	Group I Country
Solomon Islands	49.9	48.1	
Somalia	38.8	37.1	

<b>DUTY STATION</b>	<b>(A) PRE- CONSOLIDATION</b>	<b>(B) POST- CONSOLIDATION</b>	<b>REMARKS</b>
South Africa	30.7	29.1	
South Sudan, Republic of	63.5	61.5	
Spain	26.8	25.3	Group I Country
Sri Lanka	32.1	30.5	
St. Kitts and Nevis	47.4	45.6	
St. Vincent and the Grenadines	47.4	45.6	
Sudan	46.4	44.6	
Suriname	32.1	30.5	
Sweden	42.5	40.8	Group I Country
Switzerland	71.3	69.3	Group I Country
Syrian Arab Republic	32.8	31.2	
Tajikistan	27.6	26.1	
Tanzania, United Rep. of	36.0	34.4	
Thailand	46.1	44.4	
Timor-Leste	50.0	48.2	
Togo	39.5	37.8	
Tonga	32.1	30.5	
Trinidad and Tobago	42.1	40.4	
Tunisia	29.6	28.0	
Turkey, Ankara	14.7	13.3	
Turkey, Gebze	23.7	22.2	Ankara x 1.078
Turkey, Istanbul	23.7	22.2	Ankara x 1.078
Turkmenistan	55.7	53.8	
Tuvalu	41.8	40.1	
Uganda	25.0	23.5	
Ukraine	33.0	31.4	
United Arab Emirates	65.5	63.5	
United Kingdom	61.9	59.9	Group I Country
USA, El Paso	41.3	39.6	Washington DC x 0.9574
USA, Miami	40.2	38.5	Washington DC x 0.9497
USA, New York	67.5	65.5	Group I Country
USA, San Diego	60.2	58.3	New York x 0.9567
USA, San Francisco	59.0	57.1	New York x 0.9491
USA, Seattle	40.5	38.8	Washington DC x 0.9522
USA, Washington D.C.	47.6	45.8	Group I Country
Uruguay	40.9	39.2	
Uzbekistan	30.5	28.9	
Vanuatu	44.4	42.7	
Venezuela	69.0	67.0	
Vietnam	23.4	21.9	
West Bank & the Gaza Strip, the	58.4	56.5	Assimilated to Israel
Yemen, Republic of	28.1	26.6	
Zambia	22.3	20.8	
Zimbabwe	55.9	54.0	

3. An interim post adjustment multiplier has been established for **the Republic of Slovenia**. The result of the post adjustment multiplier with effect from 1 January 2020 is listed in Table 1 above.
4. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for **Belize, Kiribati** and **Mauritius** with effect from 1 January 2020 are also listed in Table 1 above.
5. Cost-of-living survey results did not trigger a change in multiplier for **Fiji, Myanmar** and **South Sudan**.
6. Based on the results of the most recent cost-of-living surveys for group II duty stations and the establishment of an interim post adjustment classification for **the Republic of Slovenia**, the revised applicable rental subsidy thresholds listed in Table 2 below, are effective 1 January 2020.

Table 2. Group II duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	With Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Kiribati	11	12
Mauritius	20	21
Slovenia, Republic of	14	15

cc. Ms. Genet Amdeberhan

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PUBLIQUE INTERNATIONALE

ICSC/CIRC/GEN/02/2020

14 January 2020

**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 2020**

1. Pursuant to the General Assembly resolution A/RES/74/255B, the base/floor salary scale for staff in the Professional and higher categories will be increased by 1.21 per cent, with effect from 1 January 2020. 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 2020, 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 1.21 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 2020 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 2020 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 /1.0121) (post-consolidation):	169.35

### B. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT MULTIPLIER

- **WHEN THE EXISTING MULTIPLIER IS GREATER THAN 1.21**

(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 (170.0/1.0121):	167.96
(iv)	Hence, post adjustment multiplier following the introduction of the revised salary scale (168.0 -100):	68.0

- **WHEN THE EXISTING MULTIPLIER IS LESS THAN 1.2<sup>1</sup>**

(i)	Post adjustment multiplier prior to the introduction of the revised base/floor salary scale:	0.9
(ii)	Hence, corresponding pay index (multiplier + 100):	100.9
(iii)	Revised pay index (100.9/1.0121):	99.69
(v)	Normally the resulting post adjustment multiplier following the introduction of the revised salary scale would have been (99.69 – 100) or –0.31. However, since no negative post adjustment multipliers are applied, a multiplier of zero will be implemented:	0.0

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<sup>1</sup> There is currently no duty station with a multiplier less than 1.2 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 2019 SALARY SCALE					BASED ON THE 1 JANUARY 2020 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	\$80,538	\$4,832	\$59,759	\$145,129	68.0	\$81,513	\$4,891	\$58,755	\$145,159	30
B.	23.5	\$80,538	\$4,832	\$20,062	\$105,432	22.0	\$81,513	\$4,891	\$19,008	\$105,412	-20