



NEW YORK

INTERNATIONAL CIVIL SERVICE
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13 February 2020

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Aldo Mantovani
Vice-Chairman

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

SUBJECT: Post adjustment classification memo for February 2020

1. I am pleased to send you the post adjustment multipliers for February 2020. Note that only duty stations with changes in post adjustment multipliers are listed.
2. The review of the post adjustment classification for New York 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, pursuant to the General Assembly resolution A/RES/71/264. Consequently, the post adjustment multiplier for New York is increased from its current level of 65.5 to 70.3, in order to ensure that the margin does not fall below 113. This means that the new pay index for New York (170.3) is about **1.25** per cent higher than the PAI derived exclusively from the evolution of the cost of living in New York as of 1 February 2020, which is 168.2.

3. In order to maintain purchasing power parity of salaries with New York, the base of the post adjustment system, post adjustment indices of all other duty stations have been proportionately scaled up by the same extent as that of New York, that is, by 1.25 per cent. See the attached document ICSC/CIRC/GEN/04/2020 for details.

Group I Duty Stations

4. Table 1 reflects changes in post adjustment multipliers for group I duty stations due to the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar and the application of the twelve-month review, pursuant to the General Assembly resolution A/RES/69/251 which states, inter alia, that the post adjustment classification of all headquarters and other group I duty stations are reviewed on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2020).

Table 1. Changes to post adjustment multipliers for group I duty stations – February 2020

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	30.4	Italy, Brindisi	23.8
Austria	42.1	Italy, Rome	29.7
Belgium	37.8	Japan, Hiroshima	61.2
Bulgaria	15.8	Japan, Tokyo	84.8
Canada, Montreal	41.9	Luxembourg	43.7
Canada, Ottawa	51.2	Malta	28.3
Canada, Toronto	58.7	Monaco	45.1
China, Hong Kong (SAR)	115.5	Netherlands	39.9
Croatia, Republic of	37.7	Norway	41.9
Cyprus	20.4	Poland	18.9
Czech Republic	39.8	Portugal, Guimaraes	4.5
Denmark	58.1	Portugal, Lisbon	27.3
Finland	36.7	Romania	13.9
France, Lyon and Elsewhere	41.7	Slovak Republic	23.1
France, Paris	45.1	Slovenia, Republic of	32.5
French Guiana	33.6	Spain	27.6
Germany, Berlin	34.7	Sweden	39.3
Germany, Bonn	29.2	Switzerland	71.0

Germany, Dresden	29.2	United Kingdom	64.1
Germany, Hamburg	36.2	USA, El Paso	44.0
Germany, Munich	40.1	USA, Miami	42.8
Gibraltar	64.1	USA, New York	70.3
Greece	23.7	USA, San Diego	62.9
Hungary	27.5	USA, San Francisco	61.6
Iceland	35.2	USA, Seattle	43.2
Ireland	43.6	USA, Washington D.C.	50.4

Group II duty stations

5. The post adjustment multipliers based on the results of the most recent cost-of-living survey with effect from 1 February 2020 are listed in Table 2.

Table 2. Changes to post adjustment multipliers as a result of a cost-of-living survey – February 2020

DUTY STATION	MULTIPLIER
Kenya	42.7
Zambia	25.2

6. Cost-of-living survey results did not trigger a change in multiplier for **Guinea Bissau** and **Lebanon**.

7. Based on the most recent cost-of-living survey results the revised applicable rental subsidy thresholds listed in Table 3 below, are effective 1 February 2020.

Table 3. Duty station with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	With Spouse/Single Parent Allowance	Without Spouse/Single Parent Allowance
Kenya	26	28
Zambia	23	24

Interim Post Adjustment Classification for Zimbabwe

8. Due to the continued deteriorating macro-economic conditions which made the conduct of a cost-of-living survey unfeasible, the post adjustment multiplier (PAM) for Zimbabwe is established on the basis of a regional average, effective 1 February 2020. Accordingly, the PAM for Zimbabwe has been set at 31.5 (average of the PAMs of Botswana, Mozambique and South Africa). Moreover, as an exceptional measure, transitional arrangement, akin to the gap closure measure, have been established to mitigate the negative effect of the promulgation of this measure on the net-take-home pay of existing staff (staff who were at the duty station before 1 February 2020). Accordingly, a personal transitional allowance (PTA) is established at 22.5 PAM points (difference between prevailing PAM of 54.0 and new PAM of 31.5). The summary of the results, effective 1 February 2020, is shown in Table 4 below.

Table 4. Post Adjustment Multiplier and Personal Transitional Allowance for Zimbabwe– February 2020

DUTY STATION	PAM	PTA
Zimbabwe	31.5	22.5

9. In the absence of cost-of-living survey results, the next revision of the PTA for **Zimbabwe** is scheduled for **August 2020**.

10. The gap closure measure is completed for **Croatia**. Therefore, the PTA is no longer applicable for this duty station effective 1 February 2020.

cc. Ms. Genet Amdeberhan

INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

ICSC/CIRC/GEN/04/2020

13 February 2020

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

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

**SUBJECT: Impact of the review of the Post Adjustment of New York on the post adjustment
classification of all duty stations covered by the United Nations Common System
Organizations effective 1 February 2020**

1. Based on the review of the post adjustment classification for New York, which 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, pursuant to the General Assembly resolution A/RES/71/264, the post adjustment multiplier for New York will be increased from its current level of 65.5 to 70.3, in order to ensure that the margin does not fall below 113.

2. This means that the new pay index for New York (170.3), is about 1.25 per cent higher than the PAI derived from the evolution of the cost-of-living in New York as of 1 February 2020, which is 168.2. In order to maintain purchasing power parity of salaries with New York, the base of the post adjustment system, post adjustment indices for all other duty stations have been proportionately scaled up to the same extent as that in New York, that is, 1.25 per cent. As an example, for a duty station with a PAI of 167.8, a revised PAI would be calculated as $167.8 * 1.0125 = 169.9$.

3. It is important to note that the impact of the scaling-up of the PAIs of all duty stations on the salaries of United Nations common system Professional staff in the professional and higher categories will be determined on the post adjustment classification review date for each duty station, which is 1 February 2020 for group I duty stations, and 1 March 2020 for group II duty stations. On these dates, the prevailing pay index will be compared to the updated scaled-up PAI, and the revised post adjustment multiplier will be determined in accordance with existing operational rules. A real salary increase is granted only if the updated scaled-up PAI exceeds the prevailing pay index; otherwise, the prevailing post adjustment multiplier is maintained.

4. The post adjustment classifications review of all headquarters and other group I duty stations, on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2020), pursuant to General Assembly resolution A/RES/69/251, led to real salary increases in 49 (out of 52) group I duty stations whose updated post adjustment indices exceeded their prevailing pay indices (exchange-rate-only adjusted post adjustment multiplier plus 100). For each of the remaining 3 duty stations, the updated post adjustment index fell below the prevailing pay index and so the prevailing pay index was maintained. Table 1 provides the complete list of group I duty stations and the results of the review for each.

5. Table 1 below shows the revised PAIs and applicable post adjustment multipliers for New York and all group I duty stations whose PACs have been reviewed in February 2020.

Table 1: Post Adjustment Classification Review for Group I Duty Stations, February 2020

DUTY STATION	PAI		MULTIPLIER			Change in Net Remuneration
	Feb-20	Feb-20	Feb-20 0.5% rule	Feb-20	Feb-20	
	Pre Scaling Up	Post Scaling Up		Pre Scaling Up	Post Scaling Up	
Australia	128.8	130.4	28.0	28.8	30.4	Increase 1.9 %
Austria	140.4	142.1	38.5	40.4	42.1	Increase 2.6 %
Belgium	133.7	135.3	37.8	37.8	37.8	No Change
Bulgaria	114.3	115.8	14.0	14.3	15.8	Increase 1.6 %
Canada, Montreal	140.2	141.9	37.7	40.2	41.9	Increase 3.1 %
Canada, Ottawa	149.4	151.2	46.7	49.4	51.2	Increase 3.1 %
Canada, Toronto	156.8	158.7	54.0	56.8	58.7	Increase 3.1 %
China, Hong Kong (SAR)	212.8	215.5	106.5	112.8	115.5	Increase 4.4 %
Croatia, Republic of	135.8	137.5	37.7	37.7	37.7	No Change
Cyprus	118.9	120.4	16.3	18.9	20.4	Increase 3.5 %
Czech Republic	138.1	139.8	30.7	38.1	39.8	Increase 7.0 %
Denmark	156.2	158.1	54.0	56.2	58.1	Increase 2.7 %
Finland	135.0	136.7	33.4	35.0	36.7	Increase 2.5 %
France, Lyon and Elsewhere	140.0	141.7	37.0	40.0	41.7	Increase 3.4 %
France, Paris	143.3	145.1	40.3	43.3	45.1	Increase 3.4 %
French Guiana	132.0	133.6	30.2	32.0	33.6	Increase 2.6 %
Germany, Berlin	133.0	134.7	31.3	33.0	34.7	Increase 2.5 %
Germany, Bonn	127.6	129.2	26.0	27.6	29.2	Increase 2.5 %
Germany, Dresden	127.6	129.2	26.0	27.6	29.2	Increase 2.5 %
Germany, Hamburg	134.5	136.2	32.8	34.5	36.2	Increase 2.5 %
Germany, Munich	138.3	140.1	36.6	38.3	40.1	Increase 2.5 %
Gibraltar	162.1	164.1	59.8	62.1	64.1	Increase 2.7 %
Greece	122.2	123.7	19.6	22.2	23.7	Increase 3.4 %
Hungary	125.9	127.5	20.3	25.9	27.5	Increase 6.0 %
Iceland	133.5	135.2	34.1	34.1	35.2	Increase 0.8 %
Ireland	141.9	143.6	33.2	41.9	43.6	Increase 7.8 %
Italy, Brindisi	122.3	123.8	22.6	22.6	23.8	Increase 1.0 %
Italy, Rome	128.1	129.7	28.4	28.4	29.7	Increase 1.0 %
Japan, Hiroshima	159.2	161.2	57.7	59.2	61.2	Increase 2.2 %
Japan, Tokyo	182.6	184.8	80.8	82.6	84.8	Increase 2.2 %
Luxembourg	141.9	143.7	40.1	41.9	43.7	Increase 2.6 %
Malta	126.6	128.2	28.3	28.3	28.3	No Change
Monaco	143.3	145.1	40.3	43.3	45.1	Increase 3.4 %
Netherlands	138.1	139.9	37.3	38.1	39.9	Increase 1.9 %
Norway	140.2	141.9	36.4	40.2	41.9	Increase 4.0 %
Poland	117.4	118.9	15.5	17.4	18.9	Increase 2.9 %
Portugal, Guimaraes	103.2	104.5	3.5	3.5	4.5	Increase 1.0 %
Portugal, Lisbon	125.7	127.3	26.1	26.1	27.3	Increase 1.0 %

DUTY STATION	PAI		MULTIPLIER			Change in Net Remuneration
	Feb-20	Feb-20	Feb-20 0.5% rule	Feb-20	Feb-20	
	Pre Scaling Up	Post Scaling Up		Pre Scaling Up	Post Scaling Up	
Romania	112.5	113.9	10.1	12.5	13.9	Increase 3.5 %
Slovak Republic	121.6	123.1	18.2	21.6	23.1	Increase 4.1 %
Slovenia, Republic of	130.9	132.5	30.1	30.9	32.5	Increase 1.8 %
Spain	126.0	127.6	24.0	26.0	27.6	Increase 2.9 %
Sweden	137.6	139.3	36.9	37.6	39.3	Increase 1.8 %
Switzerland	168.9	171.0	70.1	70.1	71.0	Increase 0.5 %
United Kingdom	162.1	164.1	59.8	62.1	64.1	Increase 2.7 %
USA, El Paso	142.2	144.0	39.6	42.2	44.0	Increase 3.2 %
USA, Miami	141.1	142.8	38.5	41.1	42.8	Increase 3.2 %
USA, New York	168.2	170.3	65.5	68.2	70.3	Increase 2.9 %
USA, San Diego	160.9	162.9	58.3	60.9	62.9	Increase 2.9 %
USA, San Francisco	159.6	161.6	57.1	59.6	61.6	Increase 2.9 %
USA, Seattle	141.4	143.2	38.8	41.4	43.2	Increase 3.2 %
USA, Washington D.C.	148.5	150.4	45.8	48.5	50.4	Increase 3.2 %

6. Table 2 below shows the four group II duty stations for which cost-of-living survey results are being implemented, on 1 February 2020.

Table 2: Group II Duty Stations – Survey Results effective 1 February 2020

DUTY STATION	PAI		MULTIPLIER		
	Feb-20	Feb-20	Jan-20	Feb-20	Feb-20
	Pre Scaling Up	Post Scaling Up		Pre Scaling Up	Post Scaling Up
Guinea Bissau	129.0	130.6	31.8	31.8	31.8
Kenya	141.0	142.7	35.0	41.0	42.7
Lebanon	142.0	143.8	44.6	44.6	44.6
Zambia	123.7	125.2	20.8	23.7	25.2