



NEW YORK

INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE10th Floor, Two United Nations Plaza, New York, NY 10017
Fax: (212) 963-0159 / 963-1717*ICSC-PADJ-0222-01*

14 February 2022

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 February 2022

1. I am pleased to send you the post adjustment multipliers for February 2022. **Note that only duty stations with changes in post adjustment multipliers are listed.**

Group I Duty Stations

2. Table 1 reflects changes in post adjustment multipliers for group I duty stations due to the application of the twelve-month review rule, 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 2022).

Table 1. Changes to post adjustment multipliers for group I duty stations – February 2022

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	37.6	Italy, Brindisi	27.0
Austria	47.0	Italy, Rome	33.0
Belgium	41.5	Japan, Hiroshima	55.3
Bulgaria	21.2	Japan, Tokyo	78.1
Canada, Montreal	48.9	Luxembourg	50.1
Canada, Ottawa	58.6	Malta	33.9
Canada, Toronto	66.5	Monaco	50.9
China, Hong Kong (SAR)	113.6	Netherlands	43.6
Croatia, Republic of	42.1	Norway	49.4
Cyprus	25.1	Poland	21.7
Czech Republic	51.4	Portugal, Guimaraes	8.7
Denmark	65.8	Portugal, Lisbon	32.4
Finland	41.0	Romania	17.9
France, Lyon and Elsewhere	47.3	Slovak Republic	30.0
France, Paris	50.9	Slovenia, Republic of	37.5
French Guiana	38.8	Spain	33.8
Germany, Berlin	39.9	Sweden	45.7
Germany, Bonn	34.2	Switzerland	75.6
Germany, Dresden	34.2	United Kingdom	69.9
Germany, Frankfurt	39.5	USA, El Paso	47.6
Germany, Hamburg	41.5	USA, Miami	46.4
Germany, Munich	45.5	USA, New York	73.8
Gibraltar	69.9	USA, San Diego	66.3
Greece	27.4	USA, San Francisco	65.0
Hungary	32.9	USA, Seattle	46.8
Iceland	38.4	USA, Washington D.C.	54.1
Ireland	52.9		

3. In accordance with the provisions of *ICSC/CIRC/GEN/06/2020*, five duty stations were eligible for the special measure: Bulgaria, Croatia, Hungary, Poland, and Romania. All five duty stations came due for the 12-month review. The special measure resulted in multipliers that were equal to those obtained from the 12-month review.

Group II Duty Stations

4. The post adjustment multipliers based on the results of the most recent cost-of-living surveys with effect from 1 February 2022 are listed in Table 2.

Table 2. Changes to post adjustment multipliers as a result of cost-of-living surveys – February 2022

DUTY STATION	MULTIPLIER
Azerbaijan	42.0
China-Beijing	75.9
Ethiopia	54.5
Somalia ^{1/}	47.8
Tajikistan	33.6

1/ Average PAMs of Ethiopia and Kenya.

5. Cost-of-living survey results did not trigger a change in multiplier for **Togo**.

6. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 3 below, are effective 1 February 2022.

Table 3. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Azerbaijan	14	15
China-Beijing	25	27
Ethiopia	25	27
Somalia ^{1/}	19	20
Tajikistan	13	14

1/ Average rental subsidy thresholds of Ethiopia and Kenya

7. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **China-Beijing**, effective 1 February 2022.

8. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **Lebanon, Sudan** and **Suriname**. Under this rule, the post adjustment multipliers of **these duty stations** are reviewed on a monthly basis during the period of substantial inflation. Based on the application of the one-month rule, the applicable post adjustment multiplier for **Lebanon** effective 1 February 2022 is listed in Table 4. However, the applicable post adjustment multipliers for **Sudan** and **Suriname** remain the same.

Table 4. Revised post adjustment multipliers as a result of the one-month rule – February 2022

DUTY STATION	MULTIPLIER
Lebanon	88.9

cc. Mr. Boguslaw Winid
Mr. Omar Abdi

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ICSC/CIRC/GEN/03/2022
ICSC 60-2

14 February 2021

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

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

SUBJECT: **Results of the post adjustment classification review of group I duty stations,
effective 1 February 2022**

1. Based on the annual review of the post adjustment classification of group I duty stations, the post adjustment multiplier (PAM) for New York was increased from 67.8 to 73.8, effective 1 February 2022.
2. Pursuant to General Assembly resolutions *70/244, 71/264, 72/255, 73/273, 74/255, 75/245, 76/240* 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 2021 ICSC annual report, at which time it stood at 113.3. The margin updated on the basis of the increase in the post adjustment multiplier for New York (from 67.8 to 73.8) stood at 113.9 as of 1 February 2022, thus remaining within the 113-117 range, and hence requiring no margin management action on the part of the ICSC.
3. Furthermore, the post adjustment classifications of all group I duty stations were reviewed on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2022), pursuant to General Assembly resolution *A/RES/69/251*. The review led to real salary increases in all 53 group I duty stations whose updated post adjustment indices exceeded their prevailing pay indices (exchange-rate-only adjusted post adjustment multiplier plus 100). Table 1 provides the complete list of group I duty stations and the results of the review for each.

Table 1: Post Adjustment Classification Review for Group I Duty Stations, February 2022

Duty Station	PAI^{1/}	Prevailing PAM (0.5% rule)	Implemented PAM	Change in Net Remuneration
Australia	137.6	34.4	37.6	Increase 2.4%
Austria	147.0	42.2	47.0	Increase 3.4%
Belgium	141.5	37.9	41.5	Increase 2.6%
Bulgaria	121.2	15.8	21.2	Increase 4.7%
Canada, Montreal	148.9	44.1	48.9	Increase 3.3%
Canada, Ottawa	158.6	53.5	58.6	Increase 3.3%
Canada, Toronto	166.5	61.1	66.5	Increase 3.4%
China, Hong Kong (SAR)	213.6	109.9	113.6	Increase 1.8%
Croatia, Republic of	142.1	36.4	42.1	Increase 4.2%
Cyprus	125.1	20.4	25.1	Increase 3.9%
Czech Republic	151.4	46.4	51.4	Increase 3.4%
Denmark	165.8	58.9	65.8	Increase 4.3%
Finland	141.0	36.8	41.0	Increase 3.1%
France, Lyon and Elsewhere	147.3	42.0	47.3	Increase 3.8%
France, Paris	150.9	45.4	50.9	Increase 3.8%
French Guiana	138.8	33.6	38.8	Increase 3.9%
Germany, Berlin	139.9	34.6	39.9	Increase 3.9%
Germany, Bonn	134.2	29.2	34.2	Increase 3.9%
Germany, Dresden	134.2	29.2	34.2	Increase 3.9%
Germany, Frankfurt	139.5	34.3	39.5	Increase 3.9%
Germany, Hamburg	141.5	36.2	41.5	Increase 3.9%
Germany, Munich	145.5	40.0	45.5	Increase 3.9%
Gibraltar	169.9	65.6	69.9	Increase 2.6%
Greece	127.4	23.7	27.4	Increase 3.0%
Hungary	132.9	24.8	32.9	Increase 6.5%
Iceland	138.4	35.7	38.4	Increase 2.0%
Ireland	152.9	47.8	52.9	Increase 3.5%
Italy, Brindisi	127.0	23.8	27.0	Increase 2.6%
Italy, Rome	133.0	29.7	33.0	Increase 2.5%
Japan, Hiroshima	155.3	49.7	55.3	Increase 3.7%
Japan, Tokyo	178.1	71.7	78.1	Increase 3.7%
Luxembourg	150.1	43.8	50.1	Increase 4.4%
Malta	133.9	28.3	33.9	Increase 4.4%
Monaco	150.9	45.4	50.9	Increase 3.8%
Netherlands	143.6	40.0	43.6	Increase 2.6%
Norway	149.4	43.8	49.4	Increase 3.9%
Poland	121.7	14.9	21.7	Increase 5.9%
Portugal, Guimaraes	108.7	4.5	8.7	Increase 4.0%
Portugal, Lisbon	132.4	27.3	32.4	Increase 4.0%
Romania	117.9	10.5	17.9	Increase 6.7%
Slovak Republic	130.0	28.1	30.0	Increase 1.5%
Slovenia, Republic of	137.5	32.5	37.5	Increase 3.8%

Table 1: Post Adjustment Classification Review for Group I Duty Stations, February 2022

Duty Station	PAI^{1/}	Prevailing PAM (0.5% rule)	Implemented PAM	Change in Net Remuneration
Spain	133.8	27.6	33.8	Increase 4.9%
Sweden	145.7	40.3	45.7	Increase 3.8%
Switzerland	175.6	73.4	75.6	Increase 1.3%
United Kingdom	169.9	65.6	69.9	Increase 2.6%
USA, El Paso	147.6	41.9	47.6	Increase 4.0%
USA, Miami	146.4	40.8	46.4	Increase 4.0%
USA, New York	173.8	67.8	73.8	Increase 3.6%
USA, San Diego	166.3	60.5	66.3	Increase 3.6%
USA, San Francisco	165.0	59.2	65.0	Increase 3.6%
USA, Seattle	146.8	41.1	46.8	Increase 4.0%
USA, Washington D.C.	154.1	48.2	54.1	Increase 4.0%

1/ Post Adjustment Index updated to February-2022

c.c. - Chairman
 Vice-Chairman
 Executive Secretary
 Chief, Human Resources Policies Division
 Chief, Salaries and Allowances Division