

UNITED NATIONS



NATIONS UNIES

INTERNATIONAL CIVIL SERVICE
COMMISSION

NEW YORK

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

INTEROFFICE MEMORANDUM

MEMORANDUM INTERIEUR

REFERENCE: **ICSC-PADJ-0118-01**

TO: Recipients of Post Adjustment
Classification Memo

DATE: 29 December 2017

THROUGH: Mr. Wolfgang Stöckl
Vice-Chairman, ICSC

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

SUBJECT: Post adjustment classification memo for January 2018

1. Pursuant to the General Assembly resolution A/RES/72/255, the base/floor salary scale for the professional and higher categories of staff is increased by 0.97 per cent at all grades and steps with effect 1 January 2018. The revised scale reflects a consolidation of 0.97 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.

2. The reduced (post-consolidation) post adjustment multipliers, which are applicable effective 1 January 2018 for all duty stations, as well as their pre-consolidation levels, are provided in Table 1 below.

Table 1: Pre-and Post-consolidation post adjustment multipliers for all duty stations – effective 1 January 2018

DUTY STATION	PRE-CONSOLIDATION 1 January 2018	POST-CONSOLIDATION 1 January 2018	REMARKS
Afghanistan	51.4	49.9	
Albania	21.4	20.2	
Algeria	33.4	32.1	
Angola	111.8	109.8	
Anguilla	48.8	47.4	
Antigua and Barbuda	48.8	47.4	
Argentina	41.4	40.0	
Armenia	24.7	23.5	
Aruba	47.2	45.8	
Australia	37.8	36.5	Group I Country
Austria	49.7	48.3	Group I Country
Azerbaijan	20.6	19.4	
Bahamas	71.8	70.2	
Bahrain	41.6	40.2	
Bangladesh	32.8	31.5	
Barbados	56.4	54.9	
Belarus	29.2	28.0	
Belgium	49.8	48.4	Group I Country
Belize	27.7	26.5	
Benin	38.2	36.9	Place-to-place survey
Bermuda	85.9	84.1	
Bhutan	28.7	27.5	
Bolivia	30.0	28.8	
Bonaire	48.8	47.4	
Bosnia and Herzegovina	22.8	21.6	
Botswana	18.2	17.1	
Brazil	44.2	42.8	
Bulgaria	25.5	24.3	Group I Country
Burkina Faso	33.6	32.3	
Burundi	40.3	39.0	
Cambodia	26.0	24.8	
Cameroon	33.4	32.1	
Canada, Montreal	44.1	42.7	Group I Country
Canada, Ottawa	53.5	52.0	Montreal x 1.0654
Canada, Toronto	61.1	59.6	Montreal x 1.1181
Cape Verde	33.5	32.2	
Cayman Islands	46.2	44.8	
Central African Rep.	66.4	64.8	
Chad	40.4	39.1	
Chile	33.6	32.3	
China, Beijing	63.6	63.3	Place-to-place survey
China, Hong Kong (SAR)	106.0	104.0	Group I Country
China, Macao (SAR)	45.2	43.8	

DUTY STATION	PRE-CONSOLIDATION 1 January 2018	POST-CONSOLIDATION 1 January 2018	REMARKS
Colombia	28.0	26.8	
Comoros	39.6	38.3	
Congo	55.3	53.8	
Congo, Dem. Rep.	39.9	42.2	Place-to-place survey
Costa Rica	31.8	30.5	
Cote d Ivoire	42.9	41.5	
Croatia, Republic of	48.4	47.0	
Cuba	40.6	39.2	
Cyprus	22.9	21.7	Group I Country
Czech Republic	40.7	39.3	Group I Country
Denmark	60.5	58.9	Group I Country
Djibouti	47.1	45.7	
Dominica	48.8	47.4	
Dominican Republic	35.0	34.4	Place-to-place survey
Ecuador	28.6	27.4	
Egypt	24.1	22.9	
El Salvador	29.4	28.2	
Equatorial Guinea	36.9	35.6	
Eritrea	60.3	58.8	
Estonia	31.5	30.2	
Ethiopia	37.7	36.4	
Fiji	37.4	36.1	
Finland	47.5	46.1	Group I Country
France, Lyon and Elsewhere	50.3	48.8	Paris x 0.97669
France, Paris	53.9	52.4	Group I Country
French Guiana	44.9	43.5	Group I Country
Gabon	49.0	47.6	
Gambia	26.9	25.7	
Georgia, Republic of	24.9	23.7	
Germany, Berlin	39.5	38.2	Bonn x 1.02965
Germany, Bonn	35.5	34.2	Group I Country
Germany, Dresden	35.5	34.2	Assimilated to Bonn
Germany, Hamburg	37.5	36.2	Bonn x 1.01483
Germany, Munich	43.5	42.1	Bonn x 1.0591
Ghana	47.5	46.1	
Gibraltar	72.3	66.4	Assimilated to London
Greece	28.7	27.5	Group I Country
Grenada	48.8	47.4	
Guatemala	40.3	39.0	
Guinea	31.3	30.0	
Guinea Bissau	41.8	40.4	
Guyana	35.9	34.6	
Haiti	39.9	38.6	
Honduras	26.5	25.3	
Hungary	26.4	25.1	Group I Country
Iceland	61.6	60.0	Group I Country

DUTY STATION	PRE-CONSOLIDATION 1 January 2018	POST-CONSOLIDATION 1 January 2018	REMARKS
India	30.0	28.8	
Indonesia	36.1	34.8	
Iran	41.0	39.6	
Iraq	41.9	40.5	
Ireland	43.8	42.4	Group I Country
Israel	56.7	55.2	
Italy, Brindisi	36.9	35.6	Rome x 0.95467
Italy, Rome	43.4	42.0	Group I Country
Jamaica	44.3	42.9	
Japan, Hiroshima	52.2	50.7	Group I Country
Japan, Tokyo	75.5	73.8	Group I Country
Jordan	45.4	44.0	
Kazakhstan	32.5	31.2	
Kenya	31.5	30.2	
Kiribati	42.5	41.1	
Korea, Dem. Peo. Of	42.3	40.9	
Korea, Republic of	70.3	68.7	
Kuwait	40.0	38.7	
Kyrgyzstan	20.9	19.7	
Lao Peo. Dem. Rep.	38.2	36.9	
Latvia	41.4	40.0	
Lebanon	50.5	49.1	
Lesotho	20.1	18.9	
Liberia	45.0	43.6	
Libya	28.5	27.3	
Lithuania	34.0	32.7	
Luxembourg	50.8	49.4	Group I Country
Madagascar	33.1	31.8	
Malawi	32.5	31.2	
Malaysia	33.3	32.0	
Maldives	51.9	50.4	
Mali	34.4	33.1	
Malta	39.9	38.5	Group I Country
Mauritania	23.4	22.2	
Mauritius	28.9	27.7	
Mexico	33.2	31.9	
Micronesia, Fed. States of	56.6	55.1	
Moldova	25.7	24.5	
Monaco	53.9	52.4	Assimilated to Paris
Mongolia	30.5	29.2	
Montenegro	18.2	17.1	
Morocco	28.0	26.8	
Mozambique	44.3	42.9	
Myanmar	44.9	43.5	
Namibia	20.9	19.7	
Nepal	25.5	24.3	

DUTY STATION	PRE- CONSOLIDATION 1 January 2018	POST- CONSOLIDATION 1 January 2018	REMARKS
Netherlands	41.8	40.4	Group I Country
New Caledonia	49.9	48.5	
New Zealand	16.4	15.3	
Nicaragua	27.1	25.9	
Niger	39.5	38.2	
Nigeria	25.3	24.1	
Norway	43.1	41.8	Group I Country
Oman	42.1	40.7	
Pakistan	32.5	31.2	
Palau, Republic of	54.1	52.6	
Panama	42.4	41.0	
Papua New Guinea	87.0	85.2	
Paraguay	31.1	29.8	
Peru	41.3	39.9	
Philippines	37.5	36.2	
Poland	24.6	23.4	Group I Country
Portugal, Lisbon	34.7	33.4	Group I Country
Portugal, Guimaraes	10.6	9.5	Lisbon x 0.821
Puerto Rico	35.0	33.7	
Qatar	76.3	74.6	
Romania	7.1	6.1	Group I Country
Russian Federation	61.8	60.2	
Rwanda	31.5	30.2	
Saint Helena	54.5	53.0	
St. Lucia	37.4	36.1	
Samoa	43.7	42.3	
Sao Tome and Principe	33.2	31.9	
Saudi Arabia	51.1	49.6	
Senegal	40.2	38.9	
Serbia	27.5	26.3	
Seychelles	45.7	44.3	
Sierra Leone	43.4	42.0	
Singapore	78.9	77.2	
Slovak Republic	28.9	27.7	Group I Country
Slovenia, Republic of	25.2	24.0	Group I Country
Solomon Islands	49.5	48.1	
Somalia	36.3	35.0	
South Africa	22.5	21.3	
South Sudan, Republic of	49.2	47.8	
Spain	36.1	34.8	Group I Country
Sri Lanka	36.3	35.0	
St. Kitts and Nevis	48.8	47.4	
St. Vincent and the Grenadines	48.8	47.4	
Sudan	41.9	40.5	
Suriname	27.8	26.6	
Swaziland	23.2	22.0	

DUTY STATION	PRE-CONSOLIDATION 1 January 2018	POST-CONSOLIDATION 1 January 2018	REMARKS
Sweden	43.4	42.0	Group I Country
Switzerland	75.6	74.0	Group I Country
Syrian Arab Republic	36.5	35.2	
Tajikistan	17.8	16.7	
Tanzania, United Rep. of	40.7	39.3	
Thailand	37.5	36.2	
The former Yugoslav Republic of Macedonia	24.5	23.3	
Timor-Leste	57.2	55.7	
Togo	38.3	37.0	
Tonga	36.2	34.9	
Trinidad and Tobago	43.0	41.6	
Tunisia	23.5	22.3	
Turkey, Ankara	19.6	18.5	
Turkey, Istanbul	28.9	27.7	
Turkmenistan	34.1	32.8	
Tuvalu	52.5	51.0	
Uganda	26.9	25.7	
Ukraine	25.1	23.9	
United Arab Emirates	66.7	65.1	
United Kingdom	72.3	66.4	Group I Country
USA, Miami	38.4	37.1	Washington, DC x 0.9497
USA, New York	66.1	64.5	Group I Country
USA, San Francisco	57.6	56.1	New York x 0.9491
USA, Washington D.C.	45.7	44.3	Group I Country
Uruguay	41.2	46.4	Place-to-place survey
Uzbekistan	29.5	28.3	
Vanuatu	54.9	53.4	
Venezuela	83.9	82.1	
Vietnam	27.0	25.8	
West Bank & the Gaza Strip, The	56.7	55.2	
Yemen, Republic of	31.7	30.4	
Zambia	34.8	33.5	
Zimbabwe	47.8	46.4	

3. The post adjustment multipliers based on the results of the most recent cost-of-living survey for **Benin, China (Beijing), the Democratic Republic of Congo, Dominican Republic, and Uruguay**, with effect from 1 January 2018 are also listed in Table 1 above.

4. Cost-of-living survey results did not trigger a change in multiplier for **Bhutan, Democratic People's Republic of Korea, Kyrgyzstan, and Niger**.

5. The gap closure measure is applicable for **Benin**. The personal transitional allowance (**PTA**) applicable to staff members who were at the duty station before 1 January 2018 is **2.5**. The next PTA revision is due in April 2018.

6. The gap closure measure is completed for **Rwanda**. Therefore, the personal transitional allowance (PTA) is no longer applicable effective 1 January 2018.

7. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Benin** effective 1 January 2018.

8. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds effective 1 January 2018, are listed in Table 2 below.

Table 2. Duty station with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	With Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
China, Beijing	23	24
Congo, Democratic Republic of	22	23
Uruguay	24	25

9. New rental subsidy thresholds have been established for **Luxembourg** as **17** and **18**, for staff with and without spouse/single parent allowance, respectively, effective 1 December 2017.

cc. Ms. Cleopatra Todis

UNITED NATIONS



NATIONS UNIES

INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

ICSC/CIRC/GEN/07/2017
ICSC 60-2

29 December 2017

**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 2018**

1. Pursuant to the General Assembly resolution A/RES/72/255, the base/floor salary scale for staff in the Professional and higher categories will be increased by 0.97 per cent, with effect from 1 January 2018. 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 2018, 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 0.97 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 2018 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 the end-of-service benefits (repatriation grant, termination indemnity and death grant, as applicable). Staff leaving the service on or after 1 January 2018 and who are entitled to these benefits 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 will not have any impact on the levels of pensionable remuneration for the Professional and higher categories.

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 /1.0097) (post-consolidation):	169.75

B. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT MULTIPLIER

- **WHEN THE EXISTING MULTIPLIER IS GREATER THAN 0.97**

(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 (170.0/1.0097):	168.4
(iv) Hence, post adjustment multiplier following the introduction of the revised salary scale (168.4 -100):	68.4

- **WHEN THE EXISTING MULTIPLIER IS LESS THAN 0.97¹**

(i) Post adjustment multiplier prior to the introduction of the revised base/floor salary scale:	0.5
(ii) Hence, corresponding pay index (multiplier + 100):	100.5
(iii) Revised pay index (100.5/1.0097):	99.5
(v) Normally the resulting post adjustment multiplier following the introduction of the revised salary scale would have been (99.5 – 100) or –0.5. 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 0.97, 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 2017 SALARY SCALE					BASED ON THE 1 JANUARY 2018 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	\$78,331	\$4,700	\$58,122	\$141,153	68.4	\$79,091	\$4,745	\$57,344	\$141,180	27
B.	23.5	\$78,331	\$4,700	\$19,512	\$102,543	22.3	\$79,091	\$4,745	\$18,695	\$102,531	-12