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INTERNATIONAL CIVIL SERVICE  
COMMISSIONCOMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

INTEROFFICE MEMORANDUM

MEMORANDUM INTERIEUR

Two United Nations Plaza, 10<sup>th</sup> Floor, New York, NY 10017  
Fax: (212) 963-0159 / 963-1717*ICSC-PADJ-0121-01*

4 January 2021

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 2021**

1. I am pleased to report to you the post adjustment multipliers for January 2021.
2. Pursuant to General Assembly draft resolution A/C.5/75/L.12 (final resolution number to be communicated later), the base/floor salary scale for the professional and higher categories of staff is increased by 1.90 per cent at all grades and steps with effect from 1 January 2021. The revised scale reflects a consolidation of 1.90 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. The methodology for implementing the consolidation is outlined in the document *ICSC/CIRC/GEN/01/2021*.
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. However, the measure was not applicable for any of the duty stations, as the post adjustment multipliers derived from using it turned out to be lower than those based on the 0.5 per cent rule.
4. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **Lebanon** and **Sudan**. Under this rule, the post adjustment multipliers of Lebanon and Sudan are reviewed on a monthly basis during the period of substantial inflation. In accordance with the rule, the applicable post adjustment multipliers effective 1 January 2021 are listed in Table 1.
5. Table 1 below reflects changes in post adjustment multipliers for all duty stations before (A, pre-consolidation) and after (B, post-consolidation) due to the implementation of the revised base/floor salary scale. The post adjustment multipliers in column (B) are the final multipliers to be implemented effective 1 January 2021.

**Table 1: Pre-and Post-consolidation post adjustment multipliers – effective 1 January 2021**

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Afghanistan	45.4	42.7	
Albania	23.3	21.0	
Algeria	35.9	33.4	
Angola	50.5	47.7	
Anguilla	51.0	48.2	
Antigua and Barbuda	51.0	48.2	
Argentina	38.5	35.9	
Armenia	30.9	28.5	
Aruba	51.4	48.6	Assimilated to Washington, D.C.
Australia	45.8	43.1	Group I Country
Austria	56.3	53.3	Group I Country
Azerbaijan	30.5	28.1	
Bahamas	71.8	68.6	
Bahrain	42.3	39.6	
Bangladesh	42.1	39.4	
Barbados	58.7	55.7	
Belarus	36.0	33.5	
Belgium	51.5	48.6	Group I Country
Belize	30.7	28.3	
Benin	44.3	41.6	
Bermuda	85.9	82.4	Bahamas PAI x 1.082
Bhutan	32.5	30.0	
Bolivia	28.1	25.7	
Bonaire	51.0	48.2	
Bosnia and Herzegovina	24.9	22.6	
Botswana	25.3	23.0	
Brazil	29.9	27.5	
British Virgin Islands	51.0	48.2	
Bulgaria	27.0	24.6	Group I Country
Burkina Faso	35.5	33.0	
Burundi	42.7	40.0	
Cambodia	29.9	27.5	
Cameroon	33.6	31.1	
Canada, Montreal	46.2	43.5	Group I Country
Canada, Ottawa	55.8	52.9	Montreal x 1.0654
Canada, Toronto	63.5	60.4	Montreal x 1.1181
Cape Verde	28.6	26.2	
Cayman Islands	47.9	45.1	Jamaica PAI x 1.013
Central African Rep.	63.1	60.1	
Chad	57.5	54.6	
Chile	34.9	32.4	

<b>DUTY STATION</b>	<b>(A) PRE- CONSOLIDATION</b>	<b>(B) POST- CONSOLIDATION</b>	<b>REMARKS</b>
China, Beijing	65.1	62.0	
China, Hong Kong (SAR)	115.9	111.8	Group I Country
China, Macao (SAR)	59.9	56.9	
Colombia	25.4	23.1	
Comoros	47.8	45.0	
Congo	64.0	60.9	
Congo, Dem. Rep.	54.1	51.2	
Cook Islands	51.3	48.5	
Costa Rica	35.0	32.5	
Cote d Ivoire	43.0	40.3	
Croatia, Republic of	49.5	46.7	Group I Country
Cuba	59.8	56.8	
Cyprus	32.1	29.6	Group I Country
Czech Republic	48.2	45.5	Group I Country
Denmark	74.9	71.6	Group I Country
Djibouti	50.1	47.3	
Dominica	51.0	48.2	
Dominican Republic	31.2	28.8	
Ecuador	33.4	30.9	
Egypt	30.4	28.0	
El Salvador	27.4	25.0	
Equatorial Guinea	39.0	36.4	
Eritrea	52.1	49.3	
Estonia	34.7	32.2	
Eswatini	18.6	16.4	
Ethiopia	43.3	40.6	
Fiji	36.5	34.0	
Finland	50.2	47.4	Group I Country
France, Lyon and Elsewhere	55.9	52.9	Paris x 0.97669
France, Paris	59.6	56.6	Group I Country
French Guiana	46.8	44.1	Group I Country
Gabon	61.8	58.8	
Gambia	36.2	33.7	
Georgia, Republic of	21.3	19.0	
Germany, Berlin	47.9	45.2	Bonn x 1.042047
Germany, Bonn	41.9	39.3	Group I Country
Germany, Dresden	41.9	39.3	Assimilated to Bonn
Germany, Frankfurt	47.5	44.8	Bonn x 1.0397
Germany, Hamburg	49.5	46.8	Bonn x 1.053833
Germany, Munich	53.8	51.0	Bonn x 1.083799
Ghana	45.8	43.1	
Gibraltar	68.9	65.7	Assimilated to London
Greece	35.8	33.2	Group I Country
Grenada	51.0	48.2	
Guatemala	34.5	32.0	

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Guinea	44.1	41.4	
Guinea Bissau	34.6	32.1	
Guyana	45.7	43.0	
Haiti	76.3	73.0	
Honduras	34.8	32.3	
Hungary	30.8	28.4	Group I Country
Iceland	31.5	29.1	Group I Country
India	33.2	30.7	
Indonesia	34.0	31.5	
Iran	43.6	40.9	
Iraq	36.2	33.7	
Ireland	57.9	55.0	Group I Country
Israel, Tel Aviv	74.0	70.8	Jerusalem x 1.0565
Italy, Brindisi	36.0	33.5	Rome x 0.95467
Italy, Rome	42.5	39.8	Group I Country
Jamaica	46.0	43.3	
Japan, Hiroshima	68.7	65.6	Tokyo x 0.872
Japan, Tokyo	93.5	89.9	Group I Country
Jerusalem	64.7	61.6	
Jordan	45.1	42.4	
Kazakhstan	27.1	24.7	
Kenya	43.4	40.7	
Kiribati	49.5	46.7	
Korea, Dem. Peo. Of	54.6	51.7	
Korea, Republic of	64.2	61.1	
Kuwait	41.0	38.4	
Kyrgyzstan	30.8	28.4	
Lao Peo. Dem. Rep.	34.7	32.2	
Latvia	40.9	38.3	
Lebanon	53.4	50.5	One-month Rule
Lesotho	29.4	27.0	
Liberia	52.7	49.9	
Libya	26.1	23.7	
Lithuania	33.1	30.6	
Luxembourg	58.0	55.1	Group I Country
Madagascar	31.6	29.1	
Malawi	41.2	38.6	
Malaysia	45.1	42.4	
Maldives	53.4	50.5	
Mali	46.6	43.9	
Malta	40.8	38.2	Group I Country
Marshall Islands	52.0	49.2	
Mauritania	33.4	30.9	
Mauritius	38.7	36.1	
Mexico	40.0	37.4	

<b>DUTY STATION</b>	<b>(A) PRE- CONSOLIDATION</b>	<b>(B) POST- CONSOLIDATION</b>	<b>REMARKS</b>
Micronesia, Fed States of	52.0	49.2	
Moldova	33.2	30.7	
Monaco	59.6	56.6	Assimilated to Paris
Mongolia	35.7	33.2	
Montenegro	24.9	22.6	
Morocco	30.9	28.5	
Mozambique	40.5	37.9	
Myanmar	42.3	39.6	
Namibia	27.6	25.2	
Nepal	28.3	25.9	
Netherlands	53.8	50.9	Group I Country
New Caledonia	46.2	43.5	
New Zealand	43.8	41.1	Canberra x 1.0127
Nicaragua	34.9	32.4	
Niger	41.4	38.8	
Nigeria	44.3	41.6	
The Republic of North Macedonia	27.3	24.9	
Norway	51.2	48.4	Group I Country
Oman	36.7	34.2	
Pakistan	33.5	31.0	
Palau, Republic of	51.3	48.5	
Panama	41.3	38.7	
Papua New Guinea	74.1	70.9	
Paraguay	28.4	26.0	
Peru	37.2	34.6	
Philippines	49.2	46.4	
Poland	23.9	21.6	Group I Country
Portugal, Guimaraes	14.8	12.6	Lisbon x 0.821
Portugal, Lisbon	39.8	37.2	Group I Country
Puerto Rico	31.2	28.8	Assimilated to Dominican Republic
Qatar	59.5	56.5	
Romania	22.7	20.4	Group I Country
Russian Federation	45.7	43.0	
Rwanda	28.3	25.9	
Saint Helena	49.6	46.8	London PAI x 0.8389
St. Lucia	49.3	46.5	
Samoa	43.4	40.7	
Sao Tome and Principe	41.0	38.4	
Saudi Arabia	51.5	48.7	
Senegal	37.4	34.8	
Serbia	31.7	29.2	
Seychelles	55.9	53.0	
Sierra Leone	50.7	47.9	
Singapore	76.9	73.6	

<b>DUTY STATION</b>	<b>(A) PRE- CONSOLIDATION</b>	<b>(B) POST- CONSOLIDATION</b>	<b>REMARKS</b>
Slovak Republic	35.1	32.6	Group I Country
Slovenia, Republic of	45.6	42.9	Group I Country
Solomon Islands	54.1	51.2	
Somalia	43.4	40.7	
South Africa	28.0	25.6	
South Sudan, Republic of	61.5	58.5	
Spain	40.1	37.5	Group I Country
Sri Lanka	34.0	31.5	
St. Kitts and Nevis	51.0	48.2	
St. Vincent and the Grenadines	51.0	48.2	
Sudan	73.3	70.1	One-month Rule
Suriname	42.0	39.4	
Sweden	61.3	58.3	Group I Country
Switzerland	86.2	82.7	Group I Country
Syrian Arab Republic	31.2	28.8	
Tajikistan	29.4	27.0	
Tanzania, United Rep. of	43.6	40.9	
Thailand	45.9	43.2	
Timor-Leste	48.2	45.4	
Togo	46.7	44.0	
Tonga	33.1	30.6	
Trinidad and Tobago	43.4	40.7	
Tunisia	33.5	31.0	
Turkey, Ankara	19.2	17.0	
Turkey, Gebze	25.3	23.0	Ankara x 1.051
Turkey, Istanbul	25.3	23.0	Ankara x 1.051
Turkmenistan	60.8	57.8	
Tuvalu	45.7	43.0	
Uganda	25.2	22.9	
Ukraine	34.7	32.2	
United Arab Emirates	65.5	62.4	
United Kingdom	68.9	65.7	Group I Country
USA, El Paso	44.0	41.3	Washington DC x 0.9574
USA, Miami	42.8	40.2	Washington DC x 0.9497
USA, New York	70.3	67.1	Group I Country
USA, San Diego	62.9	59.9	New York x 0.9567
USA, San Francisco	61.6	58.6	New York x 0.9491
USA, Seattle	43.2	40.5	Washington DC x 0.9522
USA, Washington D.C.	50.4	47.6	Group I Country
Uruguay	42.0	39.4	
Uzbekistan	30.6	28.2	
Vanuatu	45.0	42.3	
Venezuela	67.0	63.9	
Vietnam	25.2	22.9	
West Bank & the Gaza Strip, The	64.7	61.6	Assimilated to Jerusalem

<b>DUTY STATION</b>	<b>(A) PRE- CONSOLIDATION</b>	<b>(B) POST- CONSOLIDATION</b>	<b>REMARKS</b>
Yemen, Republic of	26.6	24.2	
Zambia	26.0	23.7	
Zimbabwe	31.3	28.9	

cc. Mr. Aldo Mantovani  
Mr. Omar Abdi



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*ICSC/CIRC/GEN/01/2021*  
*ICSC/60-2*

4 January 2021

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 duty stations of the adjustment  
of the base/floor salary scale for staff in the Professional and higher categories,  
effective *1 January 2021*

1. Pursuant to General Assembly draft resolution A/C.5/75/L.12 (final resolution number to be communicated later), the base/floor salary scale for staff in the Professional and higher categories is increased by 1.90 per cent, with effect from *1 January 2021*. 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 established practice, the revised base/floor salary scale is implemented on a “no loss, no gain” basis. Consequently, in tandem with the increase in the base/floor salary scale on *1 January 2021*, the applicable post adjustment multipliers for all duty stations are commensurately reduced. Thus, while the base salary portion of net remuneration goes up by 1.90 per cent, the pay index (i.e. post adjustment multiplier + 100) is reduced by the same percentage. The total net remuneration amount (the sum of the net base salary, post adjustment, and, where applicable, the spouse/single parent allowance) therefore remains unchanged, except for minor differences due to rounding.

3. For all duty stations, the post adjustment multipliers for January 2021 are determined using the normal procedures, and then multipliers 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 the net remuneration.



4. It should be noted that the base/floor salary scale is also used to calculate some of the separation payments. Thus, staff leaving the service on or after *1 January 2021* and who are entitled to these payments will experience some gains as a result of the adjustment of the base/floor salary scale.

5. It should also be noted that 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):	171.70
(ii)	Post adjustment index following the introduction of the revised salary (171.7 /1.0190) (post-consolidation):	168.50

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

- **WHEN THE EXISTING MULTIPLIER IS GREATER THAN 1.90**

(i)	Post adjustment multiplier prior to the introduction of the revised base/floor salary scale:	70.0
(ii)	Therefore, the corresponding pay index (multiplier + 100):	170.0
(iii)	Revised pay index (170.0/1.0190):	166.8
(iv)	Hence, the post adjustment multiplier following the introduction of the revised salary scale (166.8 -100):	66.8

- **WHEN THE EXISTING MULTIPLIER IS LESS THAN 1.90<sup>1</sup>**

(i)	Post adjustment multiplier prior to the introduction of the revised base/floor salary scale:	1.0
(ii)	Hence, corresponding pay index (multiplier + 100):	101.0
(iii)	Revised pay index (101.0/1.0190):	99.11
(v)	Normally the resulting post adjustment multiplier following the introduction of the revised salary scale would have been (99.11 – 100) or –0.89. However, since no negative post adjustment multipliers can be 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 1.90 prior to the implementation to the new base/floor 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 2020 SALARY SCALE					BASED ON THE 1 JANUARY 2021 SALARY SCALE					DIFFERENCE YEARLY
	MULTIPLIER	BASE SALARY	SPOUSE/ SINGLE PARENT ALLOWANCE	POST ADJUSTMENT	TOTAL YEARLY	MULTIPLIER	BASE SALARY	SPOUSE/ SINGLE PARENT ALLOWANCE	POST ADJUSTMENT	TOTAL YEARLY	
A.	70	\$81,513	\$4,891	\$60,483	\$146,887	66.8	\$83,062	\$4,984	\$58,815	\$146,861	-\$26
B.	23.5	\$81,513	\$4,891	\$20,305	\$106,709	21.2	\$83,062	\$4,984	\$18,666	\$106,712	\$3