



NEW YORK

INTERNATIONAL CIVIL SERVICE  
COMMISSIONCOMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

INTEROFFICE MEMORANDUM

MEMORANDUM INTERIEUR

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Fax: (212) 963-0159 / 963-1717**ICSC-PADJ-0121-02**

14 January 2021

TO: Recipients of Post Adjustment  
Classification Memo

THROUGH: Mr. Larbi Djacta  
Chairman

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

**SUBJECT: Mid-month post adjustment classification memo for January 2021**

1. I am pleased to send you the post adjustment multiplier for January 2021. **Note that only duty stations with changes in post adjustment multipliers as compared to the previous memo ICSC-PADJ-0121-01, dated 4 January 2021, are listed.**

2. Pursuant to General Assembly resolution A/RES/75/245 (the draft of which was provisionally labelled *A/C.5/75/L.12* as reported on the previous memos: *ICSC-PADJ-0121-01* and *ICSC/CIRC/GEN/01/2021*), 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 multiplier 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 for **Lebanon** effective 1 January 2021 is listed in Table 1. The post adjustment multiplier for Sudan has not changed compared to the previous memo of *ICSC-PADJ-0121-01*.

5. Table 1 below reflects changes in post adjustment multipliers for 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
Australia	47.7	45.0	Group I Country
Austria	55.1	52.2	Group I Country
Belgium	50.3	47.5	Group I Country
Bulgaria	26.0	23.7	Group I Country
Canada, Montreal	46.6	43.9	Group I Country
Canada, Ottawa	56.2	53.3	Montreal x 1.0654
Canada, Toronto	63.9	60.9	Montreal x 1.1181
Cyprus	31.1	28.7	Group I Country
Czech Republic	47.7	44.9	Group I Country
Denmark	73.4	70.1	Group I Country
Finland	49.1	46.3	Group I Country
France, Lyon and Elsewhere	54.7	51.8	Paris x 0.97669
France, Paris	58.4	55.4	Group I Country
French Guiana	45.7	43.0	Group I Country
Germany, Berlin	46.7	44.0	Bonn x 1.042047
Germany, Bonn	40.8	38.2	Group I Country
Germany, Dresden	40.8	38.2	Assimilated to Bonn
Germany, Frankfurt	46.4	43.7	Bonn x 1.0397
Germany, Hamburg	48.4	45.6	Bonn x 1.053833
Germany, Munich	52.6	49.8	Bonn x 1.083799
Gibraltar	70.3	67.2	Assimilated to London

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Greece	34.8	32.3	Group I Country
Hungary	31.3	28.8	Group I Country
Ireland	56.7	53.8	Group I Country
Italy, Brindisi	35.0	32.4	Rome x 0.95467
Italy, Rome	41.4	38.7	Group I Country
Japan, Hiroshima	68.2	65.1	Tokyo x 0.872
Japan, Tokyo	92.9	89.3	Group I Country
Lebanon	53.3	50.4	One-month Rule
Luxembourg	56.8	53.9	Group I Country
Malta	39.8	37.2	Group I Country
Monaco	58.4	55.4	Assimilated to Paris
Netherlands	52.6	49.8	Group I Country
Norway	52.5	49.7	Group I Country
Portugal, Guimaraes	13.9	11.7	Lisbon x 0.821
Portugal, Lisbon	38.7	36.1	Group I Country
Slovak Republic	34.1	31.6	Group I Country
Slovenia, Republic of	44.5	41.8	Group I Country
Spain	39.1	36.5	Group I Country
Sweden	58.5	55.5	Group I Country
Switzerland	85.2	81.8	Group I Country
United Kingdom	70.3	67.2	Group I Country

cc. Mr. Aldo Mantovani  
Mr. Omar Abdi