



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

Two United Nations Plaza, 10th Floor, New York, NY 10017
Fax: (212) 963-0159 / 963-1717

Reference: ICSC-PADJ-1221-01

14 December 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 December 2021**

1. I am pleased to send you the post adjustment multipliers for December 2021. **Note that only duty stations with changes in post adjustment multipliers are listed.**

Group I duty stations

2. The post adjustment multipliers, applicable to group I duty stations, as a result of the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar, with effect from 1 December 2021, are given in Table 1.

Table 1. Post adjustment multipliers for group I duty stations – December 2021

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	35.1	Gibraltar	63.9
Austria	42.1	Greece	23.6
Belgium	37.8	Iceland	31.4
Bulgaria	15.8	Ireland	47.7
Canada, Montreal	44.7	Italy, Brindisi	23.7
Canada, Ottawa	54.2	Italy, Rome	29.6
Canada, Toronto	61.8	Japan, Hiroshima	53.5
China, Hong Kong (SAR)	111.8	Japan, Tokyo	76.0
Croatia, Republic of	36.3	Luxembourg	43.7
Cyprus	20.3	Malta	28.2
Czech Republic	40.3	Monaco	45.2
Denmark	58.8	Netherlands	39.9
Finland	36.7	Norway	41.9
France, Lyon and Elsewhere	41.8	Portugal, Guimaraes	4.4
France, Paris	45.2	Portugal, Lisbon	27.2
French Guiana	33.6	Slovak Republic	28.1
Germany, Berlin	34.5	Slovenia, Republic of	32.5
Germany, Bonn	29.1	Spain	27.5
Germany, Dresden	29.1	Sweden	44.0
Germany, Frankfurt	34.2	Switzerland	75.2
Germany, Hamburg	36.1	United Kingdom	63.9
Germany, Munich	39.9		

3. In accordance with the provisions of the special measure, as outlined in **ICSC/CIRC/GEN/06/2020**, the post adjustment multipliers applicable for the following group I duty stations, with effect from 1 December 2021, are given in Table 2.

Table 2. Post adjustment multiplier for group I duty stations based on an application of the special measure – December 2021

DUTY STATION	MULTIPLIER
Hungary	21.2
Poland	11.5
Romania	11.0

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 December 2021 are listed in Table 3.

Table 3. Changes to post adjustment multipliers as a result of cost-of-living surveys – December 2021

DUTY STATION	MULTIPLIER
El Salvador	32.9
Indonesia	37.0
Mexico	42.1
Niger	36.3
Saudi Arabia	47.8

5. The Gap Closure Measure was applied to cost-of-living survey results for the group II duty stations listed in Table 4, along with their corresponding Personal Transitional Allowances (PTAs). In accordance with the special measures outlined in *ICSC/CIRC/GEN/05/2020*, the PTA is applicable to both newly assigned and existing staff (staff already in the duty station before 1 December 2021), and will **not be revised** until the **special measures are discontinued**.

Table 4. Group II duty stations subject to the application of the gap closure measure

DUTY STATION	PTA
Mexico	5.7
Niger	6.2
Saudi Arabia	4.0

6. Cost-of-living survey results did not trigger a change in multipliers for **Eswatini, Guinea, and Kazakhstan**.

7. Based on the most recent cost-of-living survey results the revised applicable rental subsidy thresholds for the duty stations listed in Table 5 below, are effective 1 December 2021.

Table 5. 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>
El Salvador	23	24
Guinea	19	20
Indonesia	23	24

8. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **Guinea** and **Mexico**, effective 1 December 2021 .

9. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Indonesia**, effective 1 December 2021 .

10. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is 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 December 2021 is listed in Table 6. However, the applicable post adjustment multipliers for **Sudan** and **Suriname** remain the same.

Table 6. Revised post adjustment multiplier as a result of the one-month rule – December 2021

DUTY STATION	MULTIPLIER
Lebanon	78.2

Retroactive pay for staff in the Professional and higher categories based in Ireland

11. Following the application of the 5 percent rule for Ireland in August 2021, the net take-home pay was not correctly updated as of September 2021, and hence the post adjustment multipliers

(PAMs) published for Ireland for the months of September through November 2021 were incorrect. This error has now been corrected, and the PAMs revised for the three months under consideration. The revision has led to a total cumulative multiplier points of +12.7 since September 2021.

12. Accordingly, eligible staff members serving in **Ireland** are entitled to **retroactive salary payments**, which can be effected by granting a one-time payment in extra PAM points, cumulated from September to November 2021, as specified in Table 7, effective 1 December 2021. Kindly note that this retroactive payment is in addition to what was already communicated in the earlier memos.

13. Table 7 shows the monthly published and revised PAMs and the retroactive **PAM points payable to staff in Ireland based on their time at the duty station.**

Table 7: Cumulative multiplier points to be paid retroactively for staff in the Professional and higher categories assigned to Ireland

Month	Published PAM	Revised PAM	Staff assigned to Ireland	Cumulative PAM points to be retroactively paid
Sep-21	49.7	54.0	As of 1 September, 2021	12.7
Oct-21	47.7	51.9	As of 1 October, 2021	8.4
Nov-21	45.9	50.1	As of 1 November, 2021	4.2

14. As shown in the table above, staff who joined the duty station by September 2021 should get cumulative extra PAM points of 12.7 while those that joined only November 2021 should get 4.2 PAM points.

cc. Mr. Aldo Mantovani
Mr. Omar Abdi