



# COMMUNICATIONS

## UPDATE ON THE RESULTS OF THE 2021 BASELINE SURVEYS AT HQ DUTY STATIONS

**22/22**

**Geneva  
29 June 2022**

---

To: All FICSA Members

For distribution to: All staff in the category of International Professional and above in headquarter duty stations.

From: Tanya Quinn-Maguire, FICSA President

---

Dear Colleagues,

A meeting of the ICSC **Advisory Committee on Post Adjustment Questions** (ACPAQ) was held from 6-13 June. During that meeting, the Committee considered the results of the 2021 baseline surveys conducted at all HQ duty stations and Washington DC.

Normally, the decisions of the ACPAQ meeting are not shared widely with staff as recommendations would have to be approved at the summer session of the ICSC (scheduled for July 2022). In addition, results from the surveys need to be updated to reflect the latest rates of inflation and exchange rates at the date of implementation (currently expected to be the end of August 2022) before being translated into updated post-adjustment figures.

However, this year, many of you may have already heard about the initial negative results presented in most of the duty station reports. For this reason, **we would like to provide you with the following update.**

During the meeting of the ACPAQ, we were indeed briefed on the preliminary results, some of which showed potential negative outcomes for staff take-home pay. FICSA, along with other participants, requested that the ICSC Secretariat carry out a simulation exercise to provide us with some idea of the possible impact of survey results when inflation and local exchange rates relative to the US dollar are considered.

Based on those simulations, the ICSC has informed us that the results indicate that **if the surveys were to be implemented effective June 2022**, there would be increases in net remuneration for all concerned duty stations. It appears that current global inflationary trends have lifted the updated post adjustment indicators (PAIs) of all concerned duty stations past pay indices prevailing as of 1 June 2022.

Please note, however, **while the results imply good news for all duty stations, they are, at best, only indicative**. They do not represent the final results, which are established only for the month of implementation of survey results, tentatively in August 2022, pending approval of the AQPAC report during the ICSC session in July and finalization of data. Much depends on the evolution of inflation and local currency exchange rates relative to the US dollar, between the date of the surveys, and the actual implementation date of the results.

Please rest assured that FICSA will continue to represent the interests of all our members in all duty stations. We will do so at the upcoming meeting of the ICSC in Paris in July, through to the end of the process when the final results are implemented based on the prevailing rates of inflation and currency exchange.

Should you have any questions, please do not hesitate to contact us at [ficsa@un.org](mailto:ficsa@un.org)

In solidarity,  
Tanya

**Tanya Quinn-Maguire / President / Federation of International Civil Servants' Associations (FICSA)**



FICSA secretariat, Palais des Nations  
Office VB 05, CH-1211 Geneva 10  
Tel. +41 (0) 22 917 1215 Mob : +41 (0) 79 202 1845  
Fax. +41 (0) 22 917 0660  
Email: [tanya.quinn-maguire@un.org](mailto:tanya.quinn-maguire@un.org) / [ficsapresident@un.org](mailto:ficsapresident@un.org)  
Web: <http://www.ficsa.org>

