



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

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14 December 2022

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 2022**

1. I am pleased to send you the post adjustment multipliers for December 2022. **Note that, for post adjustment multipliers, only duty stations with changes are listed; while for personal transitional allowances (PTA), all affected duty stations are listed.**

2. The special measures to mitigate the negative impact of the COVID-19 global pandemic on the post adjustment classifications of both the group I and group II duty stations, as outlined in **ICSC/CIRC/GEN/06/2020** and **ICSC/CIRC/GEN/05/2020** respectively, will be discontinued as of **1 February 2023**. Details of the discontinuation scheme are outlined in document **ICSC/CIRC/GEN/05/2022** issued on 30 September 2022.

**Group I duty stations**

3. 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 2022, are given in Table 1.

**Table 1. Post adjustment multipliers for group I duty stations – December 2022**

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	32.9	Greece	20.3
Austria	44.4	Iceland	23.6
Belgium	33.5	Ireland	44.2
Canada, Montreal	47.7	Italy, Brindisi	22.6
Canada, Ottawa	57.8	Italy, Rome	28.4
Canada, Toronto	65.1	Japan, Hiroshima	35.5
China, Hong Kong (SAR)	114.3	Japan, Tokyo	55.4
Cyprus	18.2	Luxembourg	41.6
Czech Republic	43.3	Malta	26.4
Denmark	56.2	Monaco	51.8
Finland	33.1	Netherlands	46.6
France, Lyon and Elsewhere	48.3	Norway	36.6
France, Paris	51.8	Portugal, Guimaraes	11.0
French Guiana	31.0	Portugal, Lisbon	35.2
Germany, Berlin	32.0	Slovak Republic	22.8
Germany, Bonn	26.7	Slovenia, Republic of	29.8
Germany, Dresden	26.7	Spain	32.4
Germany, Frankfurt	31.7	Sweden	34.2
Germany, Hamburg	33.5	Switzerland	80.0
Germany, Munich	37.3	United Kingdom	67.6
Gibraltar	67.6		

4. 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 2022, are given in Table 2.

**Table 2. Post adjustment multipliers for group I duty stations based on the application of the special measure – December 2022**

DUTY STATION	MULTIPLIER
Bulgaria	15.8
Croatia, Republic of	35.5
Hungary	19.3
Poland	13.4
Romania	13.5

**Group II duty stations**

5. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 3 below, are effective 1 December 2022.

**Table 3. Post adjustment multipliers as a result of cost-of-living surveys –  
December 2022**

DUTY STATION	MULTIPLIER
Fiji	39.9
Guatemala	37.9
Russian Federation*	50.6
Seychelles*	54.8
Solomon Islands	59.7
Tunisia*	32.8
Vanuatu	50.1

\*Personal Transitional Allowance in effect starting 1 December 2022. See Table 7

6. Revised post adjustment multipliers have been established, effective 1 December 2022, for the duty stations listed in Table 4, based on a new cost-of-living survey in the reference duty stations linked to them.

**Table 4. Revised post adjustment multipliers for a linked city – December 2022**

DUTY STATION	REFERENCE DUTY STATIONS	MULTIPLIER
Cook Islands	Philippines, Solomon Islands, Vanuatu	53.2
Palau, Republic of	Philippines, Solomon Islands, Vanuatu	53.2

7. Cost-of-living survey results did not trigger a change in the multipliers for **Honduras, Malawi and Philippines.**

8. 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 2022.

**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>
Honduras	22	23
Malawi	18	19
Russian Federation	17	18
Seychelles	18	19
Tunisia	15	16

9. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **Honduras** and **Seychelles**, effective 1 December 2022.

10. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) is applicable for **Argentina**, **Sri Lanka**, and **Türkiye**. 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 **Sri Lanka** effective 1 December 2022 is listed in Table 6. However, the application of the rule did not trigger a change in the post adjustment multipliers for **Argentina** and **Türkiye**.

**Table 6. Revised post adjustment multiplier as a result of the one-month rule – December 2022**

DUTY STATION	MULTIPLIER
Sri Lanka	34.5

### **Duty Stations with Personal Transitional Allowance (PTA)**

11. Under the existing system of operational rules, the PTA is adjusted periodically until it is phased out. During an adjustment month, the new PTA is calculated by reducing the pay index for existing staff by 3 per cent, and then subtracting the prevailing pay index. The **PTA became effective** for the **Russian Federation, Seychelles and Tunisia** due to **low survey results** implemented in **December 2022**. Table 7 provides a summary of all PTAs in effect as of 1 December 2022.

12. In line with ICSC/CIRC/GEN/05/2022 to discontinue the special measures provided in ICSC/CIRC/GEN/05/2020, to mitigate the negative impact of COVID-19 pandemic on post adjustment classifications of group II duty stations, the PTA revision cycle will resume as of 1 February 2023, meaning that the revision cycle of all existing PTAs would resume from when and at what level they were originally frozen (except when revised downward due to an increase in the underlying multiplier). Furthermore, as of 1 February 2023, new promulgations of the PTAs will be granted only to existing staff; not to new staff after 1 February 2023. That is, all existing PTAs that have been frozen by special measures, as well as their applicable revised levels, will continue to be paid to all staff on post at the concerned duty stations before 1 February 2023, until they are phased out. Table 7 also provides the applicable start date of the PTA to all staff.

13. It should be noted that the PTA is supposed to be paid **in addition to** the regular post adjustment multiplier and thus should be taken into account in determining all other entitlements ordinarily affected by post adjustment, such as rental subsidy, settling-in grant, spousal allowance etc.

**Table 7: Summary of Personal Transitional Allowances (PTAs), as of 1 December 2022**

<b>Duty Station</b>	<b>Existing PTA</b>	<b>PTA starting date</b>	<b>All staff eligible from</b>
Burkina Faso	3.1	1 November 2022	1 November 2022
Central African Rep.	8.2	1 September 2022	1 September 2022
Chile	10.3	1 September 2022	1 September 2022
Comoros	8.9	1 April 2022	1 April 2022
Congo	9.0	1 April 2022	1 April 2022
Gabon	7.8	1 March 2022	1 March 2022

Jordan	4.2	1 September 2022	1 September 2022
Maldives	3.1	1 June 2020	1 June 2020
Mexico	1.9	1 December 2021	1 December 2021
Niger	6.1	1 December 2021	1 December 2021
Qatar	10.8	1 October 2019	1 April 2020
Russian Federation	15.8	1 December 2022	1 December 2022
Samoa	5.5	1 November 2022	1 November 2022
Seychelles	8.4	1 December 2022	1 December 2022
Singapore	7.9	1 September 2022	1 September 2022
Thailand	4.8	1 September 2022	1 September 2022
Tunisia	3.3	1 December 2022	1 December 2022
Zimbabwe	21.8	1 February 2020	1 April 2020

Cc. Mr. Boguslaw Winid  
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