



NEW YORK

INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
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14 February 2023

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 February 2023

1. I am pleased to send you the post adjustment multipliers for February 2023. **Note that only duty stations with changes in post adjustment multipliers 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, are now **discontinued**, effective **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. Table 1 reflects changes in post adjustment multipliers for group I duty stations due to the application of the twelve-month review rule, pursuant to the General Assembly resolution A/RES/69/251 which states, inter alia, that the post adjustment classification of all headquarters and other group I duty stations are reviewed on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2023).

Table 1. Changes to post adjustment multipliers for group I duty stations – February 2023

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	38.0	Italy, Brindisi	26.1
Austria	46.9	Italy, Rome	32.1
Belgium	47.8	Japan, Hiroshima	43.0
Bulgaria	22.7	Japan, Tokyo	64.0
Canada, Montreal	50.3	Luxembourg	48.9
Canada, Ottawa	60.6	Malta	31.8
Canada, Toronto	68.1	Monaco	52.2
China, Hong Kong (SAR)	109.6	Netherlands	53.1
Croatia, Republic of	40.5	Norway	41.7
Cyprus	26.7	Poland	21.3
Czech Republic	57.1	Portugal, Guimaraes	11.5
Denmark	71.4	Portugal, Lisbon	35.9
Finland	38.7	Romania	19.8
France, Lyon and Elsewhere	48.6	Slovak Republic	31.7
France, Paris	52.2	Slovenia, Republic of	36.3
French Guiana	32.5	Spain	30.1
Germany, Berlin	41.2	Sweden	40.7
Germany, Bonn	35.5	Switzerland	77.3
Germany, Dresden	35.5	United Kingdom	69.4
Germany, Frankfurt	40.9	USA, El Paso	56.6
Germany, Hamburg	42.8	USA, Miami	57.9
Germany, Munich	46.9	USA, New York	80.5
Gibraltar	69.4	USA, San Diego	76.7
Greece	27.9	USA, San Francisco	84.7
Hungary	32.0	USA, Seattle	59.7
Iceland	29.1	USA, Washington D.C.	63.5
Ireland	55.9		

4. Based on the revised post adjustment multiplier and the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for New York, USA listed in Table 2 below, are effective 1 February 2023.

Table 2. 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>
New York, USA	32	34

Group II Duty Stations

5. The post adjustment multipliers based on the results of the most recent cost-of-living surveys with effect from 1 February 2023 are listed in Table 3.

Table 3. Changes to post adjustment multipliers as a result of cost-of-living surveys – February 2023

DUTY STATION	MULTIPLIER
Bangladesh	43.1
Bosnia and Herzegovina	29.7
Cote d'Ivoire	54.1
Kyrgyzstan	31.5
Nigeria	57.6
Tajikistan	35.4
Trinidad and Tobago	41.3

6. Cost-of-living survey results did not trigger a change in multiplier for **Mauritius, Myanmar, Tanzania, United Rep. of and Togo.**

7. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Myanmar**, effective 1 February 2023.

8. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **Cote**

d'Ivoire and Trinidad and Tobago, effective 1 February 2023.

9. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 4 below, are effective 1 February 2023.

Table 4. 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>
Bosnia and Herzegovina	14	15
Myanmar	20	21
Nigeria	25	27
Tajikistan	14	15
Togo	15	16
Trinidad and Tobago	21	22

10. The revised post adjustment multipliers and applicable rental subsidy thresholds for the following duty stations have been established, effective 1 February 2023, as listed in Table 5, based on a new cost-of-living survey in **Trinidad and Tobago**, to which these duty stations are linked for purposes of post adjustment.

Table 5. Revised post adjustment multipliers and rental subsidy thresholds for linked cities
– February 2023

Duty Station	Multiplier	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
		<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Anguilla	50.7	21	22
Antigua and Barbuda	50.7	21	22
Bonaire	50.7	21	22
Dominica	50.7	21	22

Grenada	50.7	21	22
St. Kitts and Nevis	50.7	21	22
St. Vincent and the Grenadines	50.7	21	22

11. 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. However, the application of the rule did not trigger a change in the post adjustment multipliers **for these duty stations** due to the offsetting impact of the significant devaluation of their currencies relative to the US dollar.

Duty Stations with Personal Transitional Allowance (PTA)

12. 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. Table 6 provides a summary of all PTAs in effect as of 1 February 2023.

13. 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 is resumed as of 1 February 2023. The resumption of the normal revision cycle of the PTAs means that all existing PTAs as of February 2023 will continue to be paid in full for six months (beginning February 2023 until July 2023). The first downward revision will be done in August 2023 and will thereafter be reduced gradually every four months until it is phased out. It should be noted that existing PTAs should be paid only to staff on post as of February 2023. Any staff joining the duty station after February 2023 will not be eligible for the currently existing PTA unless the PTA is revised as a result of the implementation of another survey in which case staff on post after February 2023 can become eligible.

14. 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 6: Summary of Personal Transitional Allowances (PTAs), as of 1 February 2023

Duty Station	Existing PTA	PTA starting date	All staff eligible from	Date of next revision
Burkina Faso	3.1	1 November 2022	1 November 2022	1 August 2023
Central African Rep.	8.0	1 September 2022	1 September 2022	1 August 2023
Chile	10.1	1 September 2022	1 September 2022	1 August 2023
Comoros	8.7	1 April 2022	1 April 2022	1 August 2023
Congo, Brazzaville	8.8	1 April 2022	1 April 2022	1 August 2023
Gabon	7.6	1 March 2022	1 March 2022	1 August 2023
Jerusalem, Jerusalem	3.1	1 January 2023	1 January 2023	1 August 2023
Jordan	4.1	1 September 2022	1 September 2022	1 August 2023
Madagascar	3.3	1 January 2023	1 January 2023	1 August 2023
Maldives	3.1	1 June 2020	1 June 2020	1 August 2023
Mexico	1.9	1 December 2021	1 December 2021	1 August 2023
Niger	6.0	1 December 2021	1 December 2021	1 August 2023
Qatar	10.6	1 October 2019	1 April 2020	1 August 2023
Russian Federation	15.5	1 December 2022	1 December 2022	1 August 2023
Samoa	5.4	1 November 2022	1 November 2022	1 August 2023
Seychelles	8.2	1 December 2022	1 December 2022	1 August 2023
Singapore	7.7	1 September 2022	1 September 2022	1 August 2023
Thailand	4.6	1 September 2022	1 September 2022	1 August 2023
Tunisia	3.3	1 December 2022	1 December 2022	1 August 2023
Zimbabwe	21.3	1 February 2020	1 April 2020	1 August 2023

cc. Mr. Boguslaw Winid
Mr. Omar Abdi

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ICSC/CIRC/GEN/06/2023
ICSC 60-2

14 February 2023

TO: Human Resources Directors of Participating Organizations
Representatives of Staff Federations

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

SUBJECT: **Results of the post adjustment classification review of group I duty stations, effective 1 February 2023**

1. Based on the annual review of the post adjustment classification of group I duty stations, the post adjustment multiplier (PAM) for New York was increased from 69.9 to 80.5, effective 1 February 2023.
2. Pursuant to General Assembly resolutions *70/244*, *71/264*, *72/255*, *73/273*, *74/255*, *75/245*, *76/240*, *77/256* the secretariat continued monitoring the margin since it was last reported to the Assembly by the ICSC Chair at the time of the introduction of the 2022 ICSC annual report, at which time it stood at 113.9. The margin updated on the basis of the increase in the post adjustment multiplier for New York (from 69.9 to 80.5) remained within the 113-117 range, hence requiring no margin management action on the part of the ICSC.
3. Furthermore, the post adjustment classifications of all group I duty stations were reviewed on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2023), pursuant to General Assembly resolution *A/RES/69/251*. The review led to real remuneration increases in all 53 group I duty stations whose updated post adjustment indices exceeded their prevailing pay indices (exchange-rate-only adjusted post adjustment multiplier plus 100). Table 1 provides the complete list of group I duty stations and the results of the review for each.

Table 1: Post Adjustment Classification Review for Group I Duty Stations, February 2023

Duty Station	PAI^{1/}	Prevailing PAM (0.5% rule)	Implemented PAM	Change in Net Remuneration
Australia	138.0	31.0	38.0	Increase 5.3%
Austria	146.9	41.8	46.9	Increase 3.6%
Belgium	147.8	31.2	47.8	Increase 12.7%
Bulgaria	122.7	12.5	22.7	Increase 9.1%
Canada, Montreal	150.3	46.4	50.3	Increase 2.7%
Canada, Ottawa	160.6	56.4	60.6	Increase 2.7%
Canada, Toronto	168.1	63.7	68.1	Increase 2.7%
China, Hong Kong (SAR)	209.6	107.6	109.6	Increase 1.0%
Croatia, Republic of	140.5	31.6	40.5	Increase 6.8%
Cyprus	126.7	16.1	26.7	Increase 9.1%
Czech Republic	157.1	43.6	57.1	Increase 9.4%
Denmark	171.4	53.3	71.4	Increase 11.8%
Finland	138.7	30.8	38.7	Increase 6.0%
France, Lyon and Elsewhere	148.6	45.6	48.6	Increase 2.0%
France, Paris	152.2	49.1	52.2	Increase 2.1%
French Guiana	132.5	28.7	32.5	Increase 3.0%
Germany, Berlin	141.2	29.7	41.2	Increase 8.8%
Germany, Bonn	135.5	24.5	35.5	Increase 8.8%
Germany, Dresden	135.5	24.5	35.5	Increase 8.8%
Germany, Frankfurt	140.9	29.4	40.9	Increase 8.8%
Germany, Hamburg	142.8	31.2	42.8	Increase 8.8%
Germany, Munich	146.9	34.9	46.9	Increase 8.8%
Gibraltar	169.4	60.3	69.4	Increase 5.7%
Greece	127.9	18.3	27.9	Increase 8.1%
Hungary	132.0	15.1	32.0	Increase 14.7%
Iceland	129.1	20.1	29.1	Increase 7.5%
Ireland	155.9	41.7	55.9	Increase 10.0%
Italy, Brindisi	126.1	20.4	26.1	Increase 4.7%
Italy, Rome	132.1	26.1	32.1	Increase 4.8%
Japan, Hiroshima	143.0	34.6	43.0	Increase 6.2%
Japan, Tokyo	164.0	54.4	64.0	Increase 6.2%
Luxembourg	148.9	39.1	48.9	Increase 7.0%
Malta	131.8	24.2	31.8	Increase 6.1%
Monaco	152.2	49.1	52.2	Increase 2.1%
Netherlands	153.1	44.0	53.1	Increase 6.3%
Norway	141.7	29.7	41.7	Increase 9.3%
Poland	121.3	7.9	21.3	Increase 12.4%
Portugal, Guimaraes	111.5	8.9	11.5	Increase 2.3%
Portugal, Lisbon	135.9	32.7	35.9	Increase 2.4%
Romania	119.8	10.3	19.8	Increase 8.6%
Slovak Republic	131.7	20.7	31.7	Increase 9.1%
Slovenia, Republic of	136.3	27.6	36.3	Increase 6.8%
Spain	130.1	30.0	30.1	Increase 0.1%
Sweden	140.7	28.9	40.7	Increase 9.2%
Switzerland	177.3	76.5	77.3	Increase 0.5%

Duty Station	PAI^{1/}	Prevailing PAM (0.5% rule)	Implemented PAM	Change in Net Remuneration
United Kingdom	169.4	60.3	69.4	Increase 5.7%
USA, El Paso	156.6	56.5	56.6	Increase 2.1%
USA, Miami	157.9	57.9	57.9	Increase 2.1%
USA, New York	180.5	74.9	80.5	Increase 6.2%
USA, San Diego	176.7	76.7	76.7	Increase 3.2%
USA, San Francisco	184.7	84.7	84.7	Increase 3.2%
USA, Seattle	159.7	59.6	59.7	Increase 2.1%
USA, Washington D.C.	163.5	60.2	63.5	Increase 2.1%

1/ Post Adjustment Index updated to February 2023

c.c. - Chairman
Vice-Chairman
Executive Secretary
Chief, Human Resources Policies Division
Chief, Salaries and Allowances Division