



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

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**Reference: ICSC-PADJ-0823-01**

14 August 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 August 2023**

1. I am pleased to send you the post adjustment multipliers for August 2023. **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 August 2023, are given in Table 1.

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	30.1	Gibraltar	76.3
Austria	49.7	Hungary	48.1
Belgium	47.4	Iceland	38.2
Bulgaria	39.0	Ireland	58.9
Canada, Montreal	49.0	Italy, Brindisi	28.5
Canada, Ottawa	59.2	Italy, Rome	34.6
Canada, Toronto	66.6	Japan, Hiroshima	32.2
China, Hong Kong (SAR)	110.4	Japan, Tokyo	51.6
Croatia, Republic of	43.2	Luxembourg	51.8
Cyprus	37.8	Monaco	55.1
Czech Republic	65.4	Netherlands	56.1
Denmark	83.2	Norway	48.3
Finland	43.1	Poland	39.6
France, Lyon and Elsewhere	51.5	Portugal, Guimaraes	19.8
France, Paris	55.1	Portugal, Lisbon	38.5
French Guiana	35.0	Romania	34.4
Germany, Berlin	48.2	Slovak Republic	40.2
Germany, Bonn	40.5	Slovenia, Republic of	38.9
Germany, Dresden	40.5	Spain	32.6
Germany, Frankfurt	49.9	Sweden	37.7
Germany, Hamburg	56.5	Switzerland	85.1
Germany, Munich	62.6	United Kingdom	76.3

3. Based on the results of the 2021 round cost-of-living surveys, the revised post adjustment multipliers listed in Table 2 are applicable effective 1 August 2023.

**Table 2. Revised post adjustment multipliers as a result of cost-of-living surveys – August 2023**

DUTY STATION	MULTIPLIER
Greece	40.6
Malta	37.7

4. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 3 below, are effective 1 August 2023.

**Table 3. Duty stations with revised rental subsidy thresholds**

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Greece	18	19
Malta	16	17

5. Cost-of-living survey results did not trigger a change in the multiplier for **Portugal, Lisbon**.

6. The revised applicable rental subsidy thresholds for linked city based on new intercity cost-of-living differential coefficient with the reference location, have been established, effective 1 August 2023, as listed in Table 4.

**Table 4. Linked duty station with revised rental subsidy thresholds**

DUTY STATION	REFERENCE DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
		<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Portugal, Guimaraes	Portugal, Lisbon	13	14

**Group II duty stations**

7. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 5 below, are effective 1 August 2023.

**Table 5. Changes to post adjustment multipliers as a result of cost-of-living surveys**  
**August 2023**

DUTY STATION	MULTIPLIER
Barbados	73.3
Georgia, Republic of	31.2
Liberia	61.8
Sri Lanka	41.7

8. Cost-of-living survey results did not trigger a change in the multiplier for **Chile, Oman** and **South Africa**.

9. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 6 below, are effective 1 August 2023.

**Table 6. Duty stations with revised rental subsidy thresholds**

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Barbados	23	24
Georgia, Republic of	21	22
Liberia	21	22
South Africa	19	20
Sri Lanka	23	24

10. Based on the most recent cost-of-living survey results for Barbados, the revised post adjustment multipliers and applicable rental subsidy thresholds for the duty stations linked to it, listed in Table 7 below, are effective 1 August 2023.

**Table 7. Linked duty stations with revised rental subsidy thresholds**

DUTY STATION	MULTIPLIER	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
		<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Anguilla	59.3	22	23
Antigua and Barbuda	59.3	22	23
Bonaire	59.3	22	23
Dominica	59.3	22	23
Grenada	59.3	22	23
St. Kitts and Nevis	59.3	22	23
St. Vincent and the Grenadines	59.3	22	23

11. The waiver of the **40 per cent** of rent limit on rental subsidies is **no longer applicable** for **Barbados**, effective 1 August 2023.

**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 8 provides a summary of all PTAs in effect as of 1 August 2023.

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. PTA should be paid only to staff on post on or before its starting month. Except for the PTAs that began before March 2023, when the Covid-19 special measure was in place, any staff joining the duty station after the PTA starting month is not 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 the PTA start date can become eligible.

**Table 8. Summary of Personal Transitional Allowances (PTAs) as of 1 August 2023**

Duty Station	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	28.1	1 March 2023	1 April 2023	1 September 2023
Belgium	3.3	1 July 2023	1 August 2023	1 January 2024
Central African Rep.	3.1	1 September 2022	1 March 2023	1 December 2023
Chile	5.8	1 September 2022	1 March 2023	1 December 2023
China, Beijing	2.0	1 March 2023	1 April 2023	1 September 2023
Comoros	4.1	1 April 2022	1 March 2023	1 December 2023
Congo, Brazzaville	4.0	1 April 2022	1 March 2023	1 December 2023
Gabon	2.8	1 March 2022	1 March 2023	1 December 2023
Haiti	6.7	1 March 2023	1 April 2023	1 September 2023
Iran	5.2	1 June 2023	1 July 2023	1 December 2023
Lebanon	81.7	1 April 2023	1 May 2023	1 October 2023
Niger	1.8	1 December 2021	1 March 2023	1 December 2023
Papua New Guinea	6.2	1 July 2023	1 August 2023	1 January 2024
Qatar	5.5	1 October 2019	1 March 2023	1 December 2023
Russian Federation	27.8	1 July 2023	1 August 2023	1 January 2024
Samoa	1.0	1 November 2022	1 March 2023	1 December 2023
Seychelles	3.4	1 December 2022	1 March 2023	1 December 2023
Singapore	2.4	1 September 2022	1 March 2023	1 December 2023
Sudan	14.4	1 March 2023	1 April 2023	1 September 2023
Thailand	0.3	1 September 2022	1 March 2023	1 December 2023
Turkmenistan	5.6	1 July 2023	1 August 2023	1 January 2024
Zimbabwe	16.7	1 February 2020	1 March 2023	1 December 2023

14. The gap closure measure is completed for **Burkina Faso, Jerusalem, Jordan, Madagascar, Maldives and Tunisia**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 August 2023.

15. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) is applicable for **Argentina, 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 multipliers for **Sudan and Suriname**, effective 1 August 2023 are listed in Table 9.

However, the application of the rule did not trigger a change in the post adjustment multipliers for **Argentina and Lebanon**.

**Table 9. Revised post adjustment multiplier as a result of the one-month rule  
– August 2023**

<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Sudan*	57.0
Suriname	37.4

*\*indicates that duty station has existing PTA*

**Amendment to rental subsidy thresholds for the West Bank & Gaza Strip**

16. The ICSC secretariat discovered that the applicable rental subsidy thresholds for **West Bank and Gaza Strip** were not updated in November 2019, despite the changes in thresholds for Jerusalem, with which the duty station assimilated. This issue has been resolved and the applicable rental subsidy thresholds for the West Bank and Gaza Strip are listed in Table 10 below, effective 1 August 2023.

**Table 10. Revised rental subsidy thresholds for the West bank & Gaza Strip**

<b>DUTY STATION</b>	<b>RENTAL SUBSIDY THRESHOLDS (PER CENT)</b>	
	<b><u>With Spouse/Single Parent Allowance</u></b>	<b><u>Without Spouse/Single Parent Allowance</u></b>
West Bank & the Gaza Strip, The	25	27

Cc. Mr. Boguslaw Winid  
Mr. Omar Abd