



INTERNATIONAL CIVIL SERVICE
COMMISSION

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

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14 November 2023

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman

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

SUBJECT: Post adjustment classification memo for November 2023

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

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	39.7	Germany, Munich	59.0
Austria	46.3	Gibraltar	70.7
Belgium	47.2	Greece	37.5
Bulgaria	35.9	Iceland	28.6
Canada, Montreal	45.6	Ireland	55.3
Canada, Ottawa	55.6	Italy, Brindisi	25.6
Canada, Toronto	62.8	Italy, Rome	31.6
China, Hong Kong (SAR)	110.7	Luxembourg	48.3
Croatia, Republic of	40.0	Malta	34.6
Cyprus	34.7	Monaco	51.6
Denmark	78.7	Netherlands	52.5
Finland	46.7	Norway	40.4
France, Lyon and Elsewhere	48.1	Poland	36.9
France, Paris	51.6	Portugal, Guimaraes	17.2
French Guiana	32.0	Portugal, Lisbon	35.4
Germany, Berlin	44.9	Slovenia, Republic of	44.8
Germany, Bonn	37.4	Spain	29.6
Germany, Dresden	37.4	Switzerland	80.3
Germany, Frankfurt	46.6	United Kingdom	70.7
Germany, Hamburg	53.1		

The Application of the Modified 0.5% rule for group I duty stations

3. At its 96th session, the Commission approved the application of the modified 0.5 per cent rule for group I duty stations that meet two conditions: a) the currency of the duty station is neither any of the currencies of headquarters duty stations (that is, the US dollar, Swiss Franc, Euro, or British Pound), nor pegged, in a fixed or otherwise strict manner, to them; and (b) the share of in-area expenditures incurred in non-local currencies by reference to the benchmark net take-home pay (NTP) based on the results of the latest cost-of-living survey is at least 15 per cent. For such duty stations, the monthly multiplier between reviews is obtained by keeping two separate shares of benchmark NTPs, expressed in US dollar and in local currency, stable, with a maximum fluctuation of plus or minus 0.5 per cent, with the share of the NTP expressed in local currency adjusted for changes in the exchange rates only, whereas the share of NTP expressed in US dollars is insulated from local currency fluctuations. The share of the NTP expressed in US dollars is obtained as the share of in-area expenditures, incurred in non-local currencies, of the benchmark NTP at the time of survey implementation.

4. In accordance with the provision of the application of the modified 0.5 per cent rule for group I duty stations, as outlined above, the post adjustment multipliers applicable for the following group I duty stations, with effect from 1 November 2023, are given in Table 2.

Table 2. Post adjustment multiplier for group I duty stations based on an application of the modified 0.5 per cent rule – November 2023

DUTY STATION	MULTIPLIER
Hungary	47.4
Romania	30.9

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

Table 3. Revised post adjustment multiplier as a result of cost-of-living surveys – November 2023

DUTY STATION	MULTIPLIER
Czech Republic*	55.7
Japan, Tokyo	59.4
Slovak Republic	40.0

**Personal Transitional Allowance in effect starting 1 November 2023. See Table 9*

6. 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 November 2023.

Table 4. 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
Czech Republic	19	20
Japan, Tokyo	21	22

7. The revised post adjustment multiplier and applicable rental subsidy thresholds for a linked city based on new inter-city cost-of-living differential coefficient with the reference location, have been established, effective 1 November 2023, as listed in Table 5.

Table 5. Linked duty station with revised rental subsidy thresholds

DUTY STATION	REFERENCE DUTY STATION	MULTIPLIER	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
			<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Japan, Hiroshima	Japan, Tokyo	41.5	19	20

Group II duty stations

8. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in Table 6 below, are effective 1 November 2023.

Table 6. Post adjustment multipliers for group II duty stations – November 2023

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Afghanistan	44.3	Lesotho	33.6
Algeria	46.9	Liberia	62.0
Anguilla	59.6	Libya	38.1
Antigua and Barbuda	59.6	Lithuania	40.7
Armenia	39.3	Madagascar	32.0
Bahamas	78.8	Malaysia	49.8
Bangladesh	47.7	Mali	50.7
Belize	53.0	Marshall Islands	51.1
Benin*	41.1	Mauritania	39.2
Bermuda	93.5	Mauritius	33.8
Bhutan	48.2	Mexico	57.6
Bolivia	29.6	Micronesia, Fed States of	51.1
Bonaire	59.6	Moldova	50.0
Bosnia and Herzegovina	34.1	Mongolia	40.9
Botswana	24.9	Morocco	34.2
Brazil	37.4	Mozambique	39.0
British Virgin Islands	54.2	Myanmar	36.9
Burkina Faso	32.0	Namibia	34.2
Burundi*	42.9	Nepal	32.8
Cambodia	37.4	New Caledonia	41.6
Cameroon	44.3	New Zealand	42.7
Cape Verde	47.0	Niger*	32.8
Cayman Islands	58.4	The Republic of North Macedonia	32.5
Chad	59.3	Pakistan	35.4
Chile*	29.6	Palau, Republic of	52.8
China, Beijing	64.7	Papua New Guinea*	61.7
China, Macao (SAR)	60.9	Paraguay	31.0
Colombia	46.7	Peru	39.4
Comoros*	43.5	Philippines	45.8
Congo*	51.8	Puerto Rico	38.5
Congo, Dem. Rep.	60.4	Qatar*	60.5
Cook Islands	52.8	Russian Federation*	34.4
Costa Rica	42.4	Rwanda	37.7
Cote d Ivoire	59.8	Saint Helena	58.7
Cuba	70.2	St. Lucia	55.3
Dominica	59.6	Samoa*	39.7
Dominican Republic	38.5	Sao Tome and Principe	64.1
El Salvador	34.6	Saudi Arabia	50.7
Equatorial Guinea	47.6	Serbia	39.7
Estonia	47.9	Seychelles*	51.6
Eswatini	19.0	Solomon Islands	62.1
Fiji	40.7	Somalia	45.5
Gabon*	51.2	South Africa	27.2
Gambia	45.5	South Sudan, Republic of	56.7
Georgia, Republic of	30.9	Sri Lanka	40.9
Ghana	49.7	St. Kitts and Nevis	59.6
Grenada	59.6	St. Vincent and the Grenadines	59.6

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Guatemala	40.3	Tajikistan	38.5
Guinea	57.2	Tanzania, United Rep. of /W40	41.3
Guinea Bissau	56.4	Thailand*	39.4
Guyana	57.4	Timor-Leste	46.7
Haiti*	61.2	Togo	46.1
Honduras	37.7	Tonga	43.1
India	38.9	Trinidad and Tobago	45.8
Indonesia	38.1	Tunisia	32.0
Iraq	34.1	Türkiye, Ankara	30.6
Israel, Tel Aviv	68.8	Türkiye, Gebze	37.2
Jamaica	56.3	Türkiye, Istanbul	37.2
Jerusalem, Jerusalem	56.7	Tuvalu	47.5
Kazakhstan	37.7	Uruguay	51.3
Kenya	29.9	Uzbekistan	36.1
Kiribati	38.7	Vanuatu	56.5
Korea, Dem. Peo. Of	56.4	Vietnam	35.2
Korea, Republic of	67.0	West Bank & the Gaza Strip, The	56.7
Kyrgyzstan	36.0	Zambia	34.3
Lao Peo. Dem. Rep.	31.5	Zimbabwe*	30.4

*indicates that duty station has an existing PTA. See Table 9

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

Table 7. Changes to post adjustment multipliers as a result of cost-of-living surveys
November 2023

DUTY STATION	MULTIPLIER
Albania	41.2
Belarus	46.8
Egypt	35.5
Senegal	41.2

10. Cost-of-living survey results did not trigger a change in the multiplier for **Angola, Central Africa Republic, Ethiopia and Singapore.**

11. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 8 below, are effective 1 November 2023.

Table 8. 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>
Angola	14	15
Belarus	16	17
Egypt	21	22
Ethiopia	24	25

12. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Albania** and **Singapore**, effective 1 November 2023.

Duty Stations with Personal Transitional Allowance (PTA)

13. 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 9 provides a summary of all PTAs in effect as of 1 November 2023.

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. 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 9. Summary of Personal Transitional Allowances (PTAs) as of 1 November 2023

DUTY STATION	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	22.7	1 March 2023	1 April 2023	1 March 2024
Benin	4.2	1 September 2023	1 October 2023	1 March 2024
Burundi	2.4	1 September 2023	1 October 2023	1 March 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
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
Czech Republic	3.1	1 November 2023	1 December 2023	1 May 2024
Gabon	2.8	1 March 2022	1 March 2023	1 December 2023
Haiti	1.6	1 March 2023	1 April 2023	1 January 2024
Iran	5.2	1 June 2023	1 July 2023	1 December 2023
Lebanon	75.2	1 April 2023	1 May 2023	1 February 2024
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	9.3	1 March 2023	1 April 2023	1 January 2024
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

15. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) is applicable for **Argentina, Lebanon, Sierra Leone, 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 **these duty stations**, effective 1 November 2023 are listed in Table 10.

Table 10. Revised post adjustment multiplier as a result of the one-month rule
– November 2023

DUTY STATION	MULTIPLIER
Argentina	42.8
Lebanon*	35.3
Sierra Leone	52.7
Sudan*	55.0
Suriname	38.1

**indicates that duty station has an existing PTA. See Table 9*

16. Following the four-month review, the 10-point rule became applicable for **Malawi**. In accordance with this rule, the existing multipliers will be maintained for four months pending completion of a cost-of-living survey. It should be noted that, in the absence of cost-of-living survey results, the existing post adjustment multipliers would be reduced by 10 points, effective **1 March 2024**.

Cc. Mr. Boguslaw Winid
 Mr. Omar Abdi