



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
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16 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: Revised 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**

| <b>DUTY STATION</b>        | <b>MULTIPLIER</b> | <b>DUTY STATION</b>   | <b>MULTIPLIER</b> |
|----------------------------|-------------------|-----------------------|-------------------|
| 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 96<sup>th</sup> 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**

| <b>DUTY STATION</b> | <b>MULTIPLIER</b> |
|---------------------|-------------------|
| 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**

| <b>DUTY STATION</b> | <b>MULTIPLIER</b> |
|---------------------|-------------------|
| 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**

| <b>DUTY STATION</b>    | <b>MULTIPLIER</b> | <b>DUTY STATION</b>             | <b>MULTIPLIER</b> |
|------------------------|-------------------|---------------------------------|-------------------|
| 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 November 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**

| <b>DUTY STATION</b>  | <b>Existing PTA</b> | <b>PTA starting date</b> | <b>Applicable to staff on post before</b> | <b>Date of next revision</b> |
|----------------------|---------------------|--------------------------|---|------------------------------|
| 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