



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
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12 January 2024

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 January 2024

1. I am pleased to send you the post adjustment multipliers for January 2024. **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 as well as the pensionable remuneration with effect from 1 January 2024, are given in Table 1.

Table 1. Changes to post adjustment multipliers for group I duty stations – January 2024

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	45.7	Gibraltar	76.5
Austria	49.7	Greece	40.6
Belgium	50.6	Iceland	34.0
Bulgaria	39.0	Ireland	58.9
Canada, Montreal	49.7	Italy, Brindisi	28.5
Canada, Ottawa	59.9	Italy, Rome	34.6
Canada, Toronto	67.4	Japan, Hiroshima	46.6
China, Hong Kong (SAR)	110.4	Japan, Tokyo	65.1
Croatia, Republic of	43.2	Luxembourg	51.8
Cyprus	37.8	Malta	37.7
Czech Republic	58.9	Monaco	55.1
Denmark	83.0	Netherlands	56.1
Finland	50.1	Norway	49.8
France, Lyon and Elsewhere	51.5	Poland	42.2
France, Paris	55.1	Portugal, Guimaraes	19.8
French Guiana	35.0	Portugal, Lisbon	38.5
Germany, Berlin	48.2	Slovak Republic	43.2
Germany, Bonn	40.5	Slovenia, Republic of	48.1
Germany, Dresden	40.5	Spain	32.6
Germany, Frankfurt	49.9	Sweden	44.3
Germany, Hamburg	56.5	Switzerland	90.0
Germany, Munich	62.6	United Kingdom	76.5

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 January 2024, are given in Table 2.

Table 2. Post adjustment multipliers for group I duty stations based on an application of the modified 0.5 per cent rule – January 2024

DUTY STATION	MULTIPLIER
Hungary	49.7
Romania	33.3

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 January 2024.

Table 3. Changes to post adjustment multipliers as a result of cost-of-living surveys January 2024

DUTY STATION	MULTIPLIER
Philippines	48.2
United Arab Emirates*	73.4
Vanuatu	58.4

**Personal Transitional Allowance in effect starting 1 January 2024. See Table 6*

6. Cost-of-living survey results did not trigger a change in the multipliers for **Ghana** and **Malawi**.

7. 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 January 2024.

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>
Malawi	17	18
Philippines	23	24
United Arab Emirates	28	30
Vanuatu	16	17

8. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Malawi** and the **United Arab Emirates**, effective 1 January 2024.

9. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Ghana**, effective 1 January 2024.

10. The revised post adjustment multipliers for the following duty stations have been established, effective 1 January 2024 as listed in Table 5, based on a new cost-of-living survey in the **Philippines** and **Vanuatu**, to which these duty stations are linked for purposes of post adjustment.

Table 5. Revised post adjustment multipliers for linked duty stations – January 2024

Duty Station	Reference Duty Stations	Multiplier
Cook Islands	Indonesia, Papua New Guinea, Philippines , Solomon Islands and Vanuatu	53.7
Palau Republic	Indonesia, Papua New Guinea, Philippines , Solomon Islands and Vanuatu	53.7
Tuvalu	Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu	48.1

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 applicable for the **United Arab Emirates** due to low survey results implemented in January 2024. Table 6 provides a summary of all PTAs in effect as of 1 January 2024.

12. 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 6. Summary of Personal Transitional Allowances (PTAs) as of 1 January 2024

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
Chile	1.7	1 September 2022	1 March 2023	1 April 2024
Czech Republic*	3.2	1 November 2023	1 December 2023	1 May 2024
Iran	1.0	1 June 2023	1 July 2023	1 April 2024
Lebanon	75.2	1 April 2023	1 May 2023	1 February 2024
Papua New Guinea	1.2	1 July 2023	1 August 2023	1 May 2024
Qatar	0.5	1 October 2019	1 March 2023	1 April 2024
Russian Federation	23.0	1 July 2023	1 August 2023	1 May 2024
Sudan	4.3	1 March 2023	1 April 2023	1 May 2024
United Arab Emirates	2.4	1 January 2024	1 February 2024	1 July 2024
Zimbabwe	12.3	1 February 2020	1 March 2023	1 April 2024

**Duty station under the 2021 round (PTA revised on a monthly basis to maintain the NTP until the next revision date)*

13. The gap closure measure is completed for **Haiti** and **Turkmenistan**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 January 2024.

14. 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, Suriname** 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 multipliers for **Lebanon, Sierra Leone** and **Suriname**, effective 1 January 2024 are listed in Table 7. However, the application of the rule did not trigger a change in the post adjustment multipliers for **Argentina, Sudan** and **Türkiye**.

Table 7. Revised post adjustment multipliers as a result of the one-month rule
– January 2024

DUTY STATION	MULTIPLIER
Lebanon*	35.8
Sierra Leone	53.4
Suriname	38.6

**Indicates that the duty station has an existing PTA. See Table 6*

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi