



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 March 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 March 2024

1. I am pleased to send you the post adjustment multipliers for March 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, with effect from March 2024, are given in Table 1.

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	46.3	Gibraltar	85.5
Austria	59.8	Greece	43.1
Belgium	53.4	Iceland	45.4
Bulgaria	42.7	Ireland	63.2
Canada, Montreal	54.4	Italy, Brindisi	29.8
Canada, Ottawa	65.0	Italy, Rome	36.0
Canada, Toronto	72.6	Japan, Hiroshima	47.7
China, Hong Kong (SAR)	117.3	Japan, Tokyo	66.4
Croatia, Republic of	46.1	Luxembourg	59.0
Cyprus	40.0	Malta	41.9
Czech Republic*	55.4	Monaco	63.1
Denmark	83.1	Netherlands	55.9
Finland	53.6	Norway	52.6
France, Lyon and Elsewhere	59.3	Poland	46.7
France, Paris	63.1	Portugal, Guimaraes	22.2
French Guiana	45.2	Portugal, Lisbon	41.2
Germany, Berlin	51.4	Slovak Republic	44.8
Germany, Bonn	43.6	Slovenia, Republic of	51.3
Germany, Dresden	43.6	Spain	36.7
Germany, Frankfurt	53.2	Sweden	49.9
Germany, Hamburg	60.0	Switzerland	91.3
Germany, Munich	66.2	United Kingdom	85.5

*Indicates that duty station has an existing PTA. See Table 8

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 March 2024, are given in Table 2.

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

DUTY STATION	MULTIPLIER
Hungary	53.7
Romania	38.0

Group II duty stations

5. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in Table 3 below, are effective 1 March 2024.

Table 3. Post adjustment multipliers for group II duty stations – March 2024

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Afghanistan	48.0	Kuwait	47.6
Albania	45.9	Kyrgyzstan	39.1
Angola *	55.5	Lao Peo. Dem. Rep.	35.6
Anguilla	62.6	Lesotho	35.5
Antigua and Barbuda	62.6	Liberia	65.2
Armenia	41.7	Lithuania	44.9
Aruba	72.2	Malaysia	53.2
Azerbaijan	54.9	Maldives	48.3
Bahamas	82.2	Mali	55.1
Bahrain	57.9	Mauritania	41.8
Bangladesh	50.8	Mauritius	35.7
Barbados	76.1	Mexico	65.3
Belarus	50.4	Micronesia, Fed States of	67.0
Belize	56.6	Moldova	54.0
Benin	42.4	Mongolia	44.8
Bermuda	97.2	Morocco	38.5
Bhutan	52.0	Mozambique	42.0
Bolivia	32.6	Myanmar	36.6
Bonaire	62.6	Namibia	37.8
Bosnia and Herzegovina	38.2	Nepal	35.8

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Botswana	28.2	New Caledonia	46.2
Brazil	44.8	New Zealand	47.2
British Virgin Islands	57.4	Nicaragua	30.7
Burundi	43.0	Niger	36.7
Cambodia	40.5	North Macedonia	34.5
Cameroon	49.1	Oman	39.7
Cayman Islands	59.4	Panama	45.0
Central African Rep.	59.2	Papua New Guinea*	60.8
Chad	64.3	Paraguay	34.6
Chile *	31.3	Peru	43.8
China, Beijing	66.0	Philippines	51.6
China, Macao (SAR)	63.7	Puerto Rico	40.7
Colombia	50.8	Russian Federation *	35.0
Comoros	47.0	Rwanda	40.0
Congo	55.6	Saint Helena	60.6
Congo, Dem. Rep.	61.4	St. Lucia	58.0
Cote d Ivoire	65.2	Samoa	44.2
Cuba	74.5	Sao Tome and Principe	75.5
Djibouti	54.0	Saudi Arabia	57.8
Dominica	62.6	Senegal	44.3
Dominican Republic	40.7	Serbia	44.3
Ecuador	35.4	Seychelles	54.6
Egypt	30.1	Singapore	77.3
Equatorial Guinea	51.9	Somalia	55.0
Estonia	52.6	South Africa	28.8
Eswatini	22.4	Sri Lanka	47.9
Ethiopia	61.0	St. Kitts and Nevis	62.6
Gabon	56.5	St. Vincent and the Grenadines	62.6
Gambia	46.0	Suriname	41.8
Georgia, Republic of	34.2	Tajikistan	41.8
Ghana	46.6	Tanzania, United Rep. of	44.1
Grenada	62.6	Thailand	41.5
Guinea Bissau	59.5	Timor-Leste	49.9
Guyana	61.0	Togo	50.8
Haiti	62.8	Tonga	48.6
India	42.1	Trinidad and Tobago	49.0
Iran *	35.9	Uganda	39.2
Iraq	37.8	Ukraine	37.2
Israel, Tel Aviv	71.9	Uruguay	55.8
Jamaica	57.3	Uzbekistan	38.7
Jerusalem, Jerusalem	62.0	Vanuatu	61.5
Jordan	39.8	Vietnam	39.1
Kazakhstan	43.5	West Bank & the Gaza Strip, The	62.0
Kenya	48.9	Yemen, Republic of	33.1
Kiribati	43.1	Zambia	36.4
Korea, Dem. Peo. Of	59.6	Zimbabwe *	33.0
Korea, Republic of	67.8		

*Indicates that duty station has an existing PTA. See Table 8

6. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 4 below, are effective 1 March 2024.

Table 4. Post adjustment multipliers based on the results of cost-of-living surveys
March 2024

DUTY STATION	MULTIPLIER
Algeria	51.7
Burkina Faso	35.6
Cape Verde	48.8
Costa Rica	44.5
El Salvador	40.5
Fiji	46.4
Guatemala	42.6
Guinea	63.7
Honduras	43.0
Madagascar	35.8
Montenegro	40.3
Pakistan	44.7
Solomon Islands	64.5
Tunisia	38.1

7. Cost-of-living survey results did not trigger a change in the multiplier for **Malawi, Qatar** and **South Sudan, Republic of**.

8. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 5 below, are effective 1 March 2024.

Table 5. 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>
Algeria	19	20
Burkina Faso	16	17
Cape Verde	19	20
Costa Rica	22	23
El Salvador	25	27
Fiji	24	25
Guatemala	17	18
Guinea	20	21
Honduras	21	22
Madagascar	21	22
Montenegro	20	21
Pakistan	18	19
Solomon Islands	19	20
Tunisia	17	18

9. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Madagascar** and **Qatar**, effective 1 March 2024.

10. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Guinea, Honduras** and **Malawi**, effective 1 March 2024.

11. The revised post adjustment multipliers for the following duty stations have been established, effective 1 March 2024 as listed in Table 6, based on a new cost-of-living survey and four-month review in reference duty stations, to which this duty station is linked for purposes of post adjustment.

Table 6. Revised post adjustment multipliers for linked duty stations – March 2024

DUTY STATION	REFERENCE DUTY STATIONS	MULTIPLIER
Cook Islands	Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu	55.3
Libya	Algeria, Egypt, Tunisia	40.0
Marshall Islands	Fiji, Papua New Guinea, Samoa, Solomon Islands	54.0
Nauru	Indonesia, Papua New Guinea, Philippines, Solomon Islands, Vanuatu	55.3
Palau, Republic	Indonesia, Papua New Guinea, Philippines, Solomon Islands, Vanuatu	55.3
Tuvalu	Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu	51.9

12. The revised applicable rental subsidy thresholds for the following duty stations have been established, effective 1 March 2024 as listed in Table 7, based on a new cost-of-living survey in reference duty stations, to which this duty station is linked for purposes of post adjustment.

Table 7. Revised rental subsidy thresholds for linked duty stations – March 2024

DUTY STATION	REFERENCE DUTY STATIONS	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
		<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Cook Islands	Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu	22	23
Marshall Islands	Fiji, Papua New Guinea, Samoa, Solomon Islands	22	23
Nauru	Indonesia, Papua New Guinea, Philippines, Solomon Islands , Vanuatu	22	23
Palau, Republic	Indonesia, Papua New Guinea, Philippines, Solomon Islands , Vanuatu	22	23
Tuvalu	Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu	17	18

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 8 provides a summary of all PTAs in effect as of 1 March 2024.

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 8. Summary of Personal Transitional Allowances (PTAs) as of 1 March 2024

DUTY STATION	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	17.3	1 March 2023	1 April 2023	1 July 2024
Chile	1.7	1 September 2022	1 March 2023	1 April 2024
Czech Republic*	3.1	1 November 2023	1 December 2023	1 May 2024
Iran	1.0	1 June 2023	1 July 2023	1 April 2024
Lebanon	68.9	1 April 2023	1 May 2023	1 June 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)*

15. The gap closure measure is completed for **Benin** and **Burundi**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 March 2024.

16. 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 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 **these duty**, effective 1 March 2024 are listed in Table

Table 9. Revised post adjustment multiplier as a result of the one-month rule
– March 2024

DUTY STATION	MULTIPLIER
Argentina	36.9
Lebanon*	38.1
Sierra Leone	56.5
Sudan*	55.3
Türkiye, Ankara	36.4
Türkiye, Gebze	43.4
Türkiye, Istanbul	43.4

**indicates that a duty station has an existing PTA. See Table 8*

17. Following the four-month review, the 10-point rule became applicable for **Nigeria**. 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 July 2024**.

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi