



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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14 November 2022

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 November 2022

1. I am pleased to send you the post adjustment multipliers for November 2022. **Note that only duty stations with changes in post adjustment multipliers are listed.**

2. The special measures to mitigate the negative impact of the COVID-19 global pandemic on the post adjustment classifications of both the group I and group II duty stations, as outlined in **ICSC/CIRC/GEN/06/2020** and **ICSC/CIRC/GEN/05/2020** respectively, will be discontinued as of **1 February 2023**. Details of the discontinuation scheme are outlined in document **ICSC/CIRC/GEN/05/2022** issued on 30 September 2022.

Group I duty stations

3. 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 2022, are given in Table 1.

Table 1. Post adjustment multipliers for group I duty stations – November 2022

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	29.3	Greece	16.7
Austria	39.9	Iceland	21.4
Belgium	29.5	Ireland	39.8
Canada, Montreal	50.2	Italy, Brindisi	18.9
Canada, Ottawa	60.5	Italy, Rome	24.5
Canada, Toronto	67.9	Japan, Hiroshima	31.7
China, Hong Kong (SAR)	112.7	Japan, Tokyo	51.0
Cyprus	14.7	Luxembourg	37.2
Czech Republic	39.0	Malta	22.6
Denmark	51.4	Monaco	47.1
Finland	29.0	Netherlands	42.1
France, Lyon	43.7	Norway	34.4
France, Paris	47.1	Portugal, Guimaraes	7.6
French Guiana	27.0	Portugal, Lisbon	31.1
Germany, Berlin	28.1	Slovak Republic	19.1
Germany, Bonn	22.9	Slovenia	25.9
Germany, Dresden	22.9	Spain	28.4
Germany, Frankfurt	27.8	Sweden	31.8
Germany, Hamburg	29.5	Switzerland	75.6
Germany, Munich	33.2	United Kingdom	59.1
Gibraltar	59.1		

4. In accordance with the provisions of the special measure, as outlined in **ICSC/CIRC/GEN/06/2020**, the post adjustment multipliers applicable for the following group I duty stations, with effect from 1 November 2022, are given in Table 2.

Table 2. Post adjustment multipliers for group I duty stations based on the application of the special measure – November 2022

DUTY STATION	MULTIPLIER
Bulgaria	13.1
Croatia, Republic of	32.3
Hungary	18.0
Poland	10.9
Romania	11.7

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 November 2022.

Table 3. Post adjustment multipliers for group II duty stations – November 2022

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Anguilla	51.8	Jamaica	54.0
Antigua and Barbuda	51.8	Korea, Republic of	68.0
Armenia	39.7	Kuwait	46.9
Aruba	67.1	Latvia	57.6
Azerbaijan	43.4	Lesotho	36.1
Bahamas	76.1	Libya	37.6
Barbados	60.9	Lithuania	33.7
Belarus	48.8	Mali	49.0
Benin	44.2	Mexico *	46.9
Bermuda	90.6	Moldova	42.3
Bonaire	51.8	Morocco	34.8
British Virgin Islands	51.7	Nepal	30.8
Burundi	47.5	New Zealand	50.2
Cameroon	40.1	Nigeria	50.8
Cayman Islands	56.0	The Republic of North Macedonia	32.6
Central African Rep. *	56.4	Peru	36.6
Chile *	28.3	Puerto Rico	37.5
China, Macao (SAR)	55.6	Saint Helena	53.8
Costa Rica	36.7	Seychelles	63.2
Dominica	51.8	Singapore*	69.4
Estonia	39.8	Somali	48.9
Ethiopia	55.6	South Africa	31.9
Georgia, Republic of	24.8	St. Kitts and Nevis	51.8
Grenada	51.8	St. Vincent and the Grenadines	51.8
Guatemala	37.6	Tajikistan	36.5
Guinea	53.7	Thailand *	41.1
Guinea Bissau	50.1	Turkmenistan	97.9
Guyana	51.8	United Arab Emirates	72.6
Honduras	39.9	Uruguay	50.0

*indicates that duty station has existing PTA

6. In accordance with the special measures outlined in **ICSC/CIRC/GEN/05/2020**, the post adjustment multipliers for the following group II duty stations, which would have been reduced under the normal four-month review, were frozen at their prevailing levels to protect the net take-home pay (NTP) of staff at the duty stations, effective 1 November 2022.

Table 4. List of group II duty stations subject to the application of the special measures

Argentina	Mongolia
Bangladesh	Montenegro
Bhutan	Myanmar
Bolivia	Namibia
Bosnia and Herzegovina	New Caledonia
Botswana	Nicaragua
Chad	Niger 1/
Colombia	Pakistan
Comoros 1/	Palau, Republic of
Congo 1/	Paraguay
Cook Islands	Philippines
Cote d'Ivoire	Qatar 1/
Egypt	Russian Federation
Equatorial Guinea	Rwanda
Eswatini	Saudi Arabia
Fiji	Serbia
Gabon 1/	Sierra Leone
Gambia	South Sudan, Republic of
India	Tanzania, United Rep. of
Iran	Togo
Iraq	Tonga
Israel, Tel Aviv	Trinidad and Tobago
Jerusalem, Jerusalem	Tunisia
Kazakhstan	Türkiye, Ankara
Kenya	Türkiye, Gebze
Kiribati	Türkiye, Istanbul
Kyrgyzstan	Tuvalu
Lao Peo. Dem. Rep.	Uganda
Madagascar	Ukraine
Malawi	Uzbekistan
Malaysia	Vanuatu
Marshall Islands	Vietnam
Mauritius	West Bank & the Gaza Strip, The
Micronesia, Fed States of	Zimbabwe 1/

1/ Duty station has existing PTA

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 November 2022.

Table 5. Post adjustment multipliers as a result of cost-of-living surveys – November 2022

DUTY STATION	MULTIPLIER
Albania	31.0
Algeria	40.7
Belize	48.6
Brazil	29.9
Burkina Faso*	33.4
Caper Verde	42.4
Dominican Republic	37.5
Indonesia	36.7
Samoa*	41.9
Sao Tome and Principe	52.8

*Personal Transitional Allowance in effect starting 1 November 2022. See Table 6

8. Due to significantly low survey results, the **Gap Closure Measure** became applicable for the group II duty stations listed in Table 6, along with its corresponding Personal Transitional Allowance (PTA). In accordance with the special measures outlined in *ICSC/CIRC/GEN/05/2020*, the PTA is applicable to both newly assigned and existing staff (staff already in the duty stations before 1 November 2022) and will **not be revised** until the **special measures are discontinued in February 2023**

Table 6. Group II duty stations subject to the application of the gap closure measure

DUTY STATION	PTA
Burkina Faso	3.1
Samoa	5.5

9. A revised post adjustment multiplier for **Puerto Rico** has been established, effective 1 November 2022, as listed in Table 7, based on a new cost-of-living survey in Dominican Republic, to which Puerto Rico is linked.

Table 7. Revised post adjustment multiplier for a linked city – November 2022

DUTY STATION	REFERENCE DUTY STATION	MULTIPLIER
Puerto Rico	Dominican Republic	37.5

10. Cost-of-living survey results did not trigger a change in the multipliers for **El Salvador, Ghana and Senegal**.

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 2022.

Table 8. Duty stations with revised rental subsidy thresholds

<i>DUTY STATION</i>	<i>RENTAL SUBSIDY THRESHOLDS (PER CENT)</i>	
	<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Albania	19	20
Belieze	16	17
Cape Verde	23	24
Dominican Republic	22	23
Ghana	24	25
Puerto Rico*	22	23
Sao Tome and Principe	22	23

*Same post adjustment classification as for Dominican Republic

12. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **Brazil, Ghana and Indonesia**, effective 1 November 2022.

13. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Sao Tome and Principe**, effective 1 November 2022.

14. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) is applicable for **Argentina, Lebanon, Sri Lanka, 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. However, the application of the rule did not trigger a change in the post adjustment multipliers for any of the three duty stations.

15. The application of the OMR triggered the 10-point rule for **Lebanon** effective **1 November 2022**. In accordance with this rule, the existing multiplier will be maintained for four months pending completion of a place-to-place cost-of-living survey. It should be noted that, in the absence of cost-of-living survey results, the existing post adjustment multiplier would be reduced by 10 points, effective **1 March 2023**. The trigger of the 10-point rule effectively ceases any further application of the OMR until it is triggered again after the implementation of the results of the above-referenced place-to-place survey.

16. Following the four-month review, the 10-point rule became applicable for the duty stations listed in Table 9 below. 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 2023**.

Table 9. Duty stations with 10-point rule

DUTY STATION
Angola
China, Beijing
Haiti
Suriname

17. Due to an increase in their post adjustment multipliers, the existing personal transitional allowance for the following duty stations were revised as shown in Table 10 below, effective 1 November 2022. The revision to the PTA ensures that the new PAM, as a result of the four-month review, plus the PTA, does not exceed the prevailing pay index.

Table 10. Duty stations with revised PTAs

Duty station	Existing PTA	New PTA
Central African Republic	9.1	8.2
Chile	11.8	10.3
Mexico	5.7	1.9
Singapore	10.1	7.9
Thailand	5.3	4.8

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi