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INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

INTEROFFICE MEMORANDUM

MEMORANDUM INTERIEUR

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Fax: (212) 963-0159 / 963-1717*ICSC-PADJ-0123-01*

12 January 2023

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 January 2023

1. I am pleased to report to you the post adjustment multipliers for January 2023.
2. Pursuant to General Assembly resolution **A/RES/77/256**, the base/floor salary scale for the professional and higher categories of staff is increased by 2.28 per cent at all grades and steps with effect from 1 January 2023. The revised scale reflects a consolidation of 2.28 per cent of post adjustment into net base salary, on a “no gain, no loss” basis, meaning that the post adjustment is reduced by the same rate as the net base salary is increased. Thus, there is no change in net remuneration, apart from some minor rounding effects. The methodology for implementing the consolidation is outlined in the document **ICSC/CIRC/GEN/02/2023**.
3. 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.
4. In accordance with the provisions of **ICSC/CIRC/GEN/06/2020**, five duty stations were eligible for the special measure: Bulgaria, Croatia, Hungary, Poland and Romania. In accordance with the provisions of the special measure, as outlined in **ICSC/CIRC/GEN/06/2020**, the post adjustment multipliers applicable for Bulgaria, Croatia, Hungary, Poland and Romania, with effect from 1 January 2023, are given in Table 1.
5. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is applicable for **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. In accordance with the rule, the applicable post adjustment multipliers effective 1 January

2023 are listed in Table 1. The application of the one-month review resulted in higher multiplier for **Sri Lanka** but did not change for **Türkiye** due to the offsetting impact of the significant devaluation of its currency relative to the US dollar.

6. Table 1 below reflects changes in post adjustment multipliers for all duty stations before (A, pre-consolidation) and after (B, post-consolidation) due to the implementation of the revised base/floor salary scale. The post adjustment multipliers in column (B) are the final multipliers to be implemented effective 1 January 2023.

Table 1: Pre-and Post-consolidation post adjustment multipliers – effective 1 January 2023

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Afghanistan	41.7	38.5	
Albania	31.0	28.1	
Algeria	40.7	37.6	
Angola	85.1	81.0	
Anguilla	51.8	48.4	
Antigua and Barbuda	51.8	48.4	
Argentina	41.7	38.5	
Armenia	39.7	36.6	
Aruba	67.1	63.4	
Australia	33.1	30.1	Group I Country
Austria	45.6	42.4	Group I Country
Azerbaijan	43.4	40.2	
Bahamas	76.1	72.2	
Bahrain	55.6	52.1	
Bangladesh	46.0	42.7	
Barbados	60.9	57.3	
Belarus	48.8	45.5	
Belgium	34.7	31.7	Group I Country
Belize	48.6	45.3	
Benin	44.2	41.0	
Bermuda	90.6	86.4	
Bhutan	34.1	31.1	
Bolivia	29.8	26.9	
Bonaire	51.8	48.4	
Bosnia and Herzegovina	25.7	22.9	
Botswana	28.7	25.8	
Brazil	29.9	27.0	
British Virgin Islands	51.7	48.3	
Bulgaria	16.6	14.0	Group I Country
Burkina Faso*	33.4	30.4	
Burundi	47.5	44.2	
Cambodia	38.5	35.4	
Cameroon	40.1	37.0	
Canada, Montreal	48.8	45.5	Group I Country

DUTY STATION	(A)	(B)	REMARKS
	PRE-CONSOLIDATION	POST-CONSOLIDATION	
Canada, Ottawa	59.0	55.5	Montreal x 1.0684
Canada, Toronto	66.4	62.7	Montreal x 1.1181
Cape Verde	42.4	39.2	
Cayman Islands	56.0	52.5	
Central African Rep.*	56.4	52.9	
Chad	57.3	53.8	
Chile*	28.3	25.4	
China, Beijing	76.6	72.7	
China, Hong Kong (SAR)	113.4	108.6	Group I Country
China, Macao (SAR)	55.6	52.1	
Colombia	29.3	26.4	
Comoros*	39.5	36.4	
Congo*	54.6	51.2	
Congo, Dem. Rep.	58.7	55.2	
Cook Islands	53.2	49.8	
Costa Rica	39.3	36.2	Place to place survey
Cote d Ivoire	56.1	52.6	
Croatia, Republic of	36.5	33.5	Group I Country
Cuba	57.8	54.3	
Cyprus	19.2	16.5	Group I Country
Czech Republic	46.0	42.7	Group I Country
Denmark	57.6	54.1	Group I Country
Djibouti	50.4	47.0	
Dominica	51.8	48.4	
Dominican Republic	37.5	34.4	
Ecuador	35.8	32.8	
Egypt	36.0	33.0	
El Salvador	32.9	29.9	
Equatorial Guinea	46.2	42.9	
Eritrea	53.6	50.2	
Estonia	39.8	36.7	
Eswatini	22.6	19.9	
Ethiopia	55.6	52.1	
Fiji	39.9	36.8	
Finland	34.2	31.2	Group I Country
France, Lyon and Elsewhere	49.5	46.2	Paris x 0.9767
France, Paris	53.1	49.7	Group I Country
French Guiana	32.1	29.2	Group I Country
Gabon*	54.4	51.0	
Gambia	40.6	37.5	
Georgia, Republic of	24.8	22.0	
Germany, Berlin	33.2	30.2	Bonn x 1.042047
Germany, Bonn	27.7	24.9	Group I Country
Germany, Dresden	27.7	24.9	Assimilated To Bonn
Germany, Frankfurt	32.9	29.9	Bonn x 1.0397

DUTY STATION	(A)	(B)	REMARKS
	PRE-CONSOLIDATION	POST-CONSOLIDATION	
Germany, Hamburg	34.6	31.6	Bonn x 1.053883
Germany, Munich	38.5	35.4	Bonn x 1.083799
Ghana	48.1	44.8	
Gibraltar	64.0	60.3	Assimilated To London
Greece	21.3	18.6	Group I Country
Grenada	51.8	48.4	
Guatemala	37.9	34.8	
Guinea	53.8	50.4	Housing survey
Guinea Bissau	50.1	46.8	
Guyana	51.8	48.4	
Haiti	71.4	67.6	
Honduras	39.9	36.8	
Hungary	21.3	18.6	Group I Country
Iceland	22.4	19.7	Group I Country
India	35.7	32.7	
Indonesia	36.7	33.7	
Iran	45.2	42.0	
Iraq	32.5	29.5	
Ireland	45.4	42.2	Group I Country
Israel, Tel Aviv	79.3	75.3	Jerusalem x 1.0565
Italy, Brindisi	23.7	20.9	Rome x 0.9547
Italy, Rome	29.5	26.6	Group I Country
Jamaica	54.0	50.6	
Japan, Hiroshima	37.6	34.5	Tokyo x 0.872
Japan, Tokyo	57.8	54.3	Group I Country
Jerusalem*	66.5	62.8	Place to place survey
Jordan*	41.8	38.6	
Kazakhstan	27.8	25.0	
Kenya	42.1	38.9	
Kiribati	51.3	47.9	
Korea, Dem. Peo. Of	55.6	52.1	
Korea, Republic of	68.0	64.3	
Kuwait	46.9	43.6	
Kyrgyzstan	34.2	31.2	
Lao Peo. Dem. Rep.	33.5	30.5	
Latvia	57.6	54.1	
Lebanon	121.5	116.6	
Lesotho	36.1	33.1	
Liberia	54.1	50.7	
Libya	37.6	34.5	
Lithuania	33.7	30.7	
Luxembourg	42.8	39.6	Group I Country
Madagascar*	33.4	30.4	Place to place survey
Malawi	43.0	39.8	
Malaysia	46.1	42.8	

DUTY STATION	(A)	(B)	REMARKS
	PRE-CONSOLIDATION	POST-CONSOLIDATION	
Maldives*	50.5	47.1	
Mali	49.0	45.7	
Malta	27.4	24.6	Group I Country
Marshall Islands	54.4	51.0	
Mauritania	38.6	35.5	
Mauritius	34.9	31.9	
Mexico*	46.9	43.6	
Micronesia, Fed States of	54.4	51.0	
Moldova	42.3	39.1	
Monaco	53.1	49.7	Assimilated to Paris
Mongolia	42.7	39.5	
Montenegro	34.1	31.1	Place to place survey
Morocco	34.8	31.8	
Mozambique	38.4	35.3	
Myanmar	38.7	35.6	
Namibia	31.5	28.6	
Nepal	30.8	27.9	
Netherlands	47.9	44.6	Group I Country
New Caledonia	46.2	42.9	
New Zealand	50.2	46.9	
Nicaragua	34.1	31.1	
Niger*	35.1	32.1	
Nigeria	50.8	47.4	
The Republic of North Macedonia	32.6	29.6	
Norway	34.2	31.2	Group I Country
Oman	37.6	34.5	
Pakistan	34.9	31.9	
Palau, Republic of	53.2	49.8	
Panama	41.9	38.7	
Papua New Guinea	71.5	67.7	
Paraguay	30.8	27.9	
Peru	36.6	33.6	
Philippines	48.2	44.9	
Poland	14.3	11.8	Group I Country
Portugal, Guimaraes	11.9	9.4	Lisbon x 0.821
Portugal, Lisbon	36.3	33.3	Group I Country
Puerto Rico	37.5	34.4	
Qatar*	59.6	56.0	
Romania	14.1	11.6	Group I Country
Russian Federation*	50.6	47.2	
Rwanda	36.2	33.2	
Saint Helena	53.8	50.4	
St. Lucia	50.7	47.3	
Samoa*	41.9	38.7	

DUTY STATION	(A)	(B)	REMARKS
	PRE-CONSOLIDATION	POST-CONSOLIDATION	
Sao Tome and Principe	52.8	49.4	
Saudi Arabia	50.4	47.0	
Senegal	39.6	36.5	
Serbia	33.0	30.0	
Seychelles*	54.8	51.4	
Sierra Leone	52.4	49.0	
Singapore*	69.4	65.6	
Slovak Republic	23.8	21.0	Group I Country
Slovenia, Republic of	30.9	28.0	Group I Country
Solomon Islands	59.7	56.1	
Somalia	48.9	45.6	
South Africa	31.9	29.0	
South Sudan, Republic of	58.7	55.2	
Spain	33.6	30.6	Group I Country
Sri Lanka	36.1	33.1	One-month Rule
St. Kitts and Nevis	51.8	48.4	
St. Vincent and the Grenadines	51.8	48.4	
Sudan	72.4	68.6	
Suriname	38.1	35.0	
Sweden	31.1	28.2	Group I Country
Switzerland	79.2	75.2	Group I Country
Syrian Arab Republic	27.6	24.8	
Tajikistan	36.5	33.5	
Tanzania, United Rep. of	43.9	40.7	
Thailand*	41.1	38.0	
Timor-Leste	48.7	45.4	
Togo	49.0	45.7	
Tonga	37.2	34.1	
Trinidad and Tobago	42.7	39.5	
Tunisia*	32.8	29.8	
Turkey, Ankara	17.6	15.0	
Turkey, Gebze	23.7	20.9	
Turkey, Istanbul	23.7	20.9	
Turkmenistan	97.9	93.5	
Tuvalu	49.4	46.1	
Uganda	35.1	32.1	
Ukraine	37.7	34.6	
United Arab Emirates	72.6	68.8	
United Kingdom	64.0	60.3	Group I Country
USA, El Paso	56.9	53.4	Washington DC x 0.9574
USA, Miami	58.2	54.7	Washington DC x 0.9656
USA, New York	73.8	69.9	Group I Country
USA, San Diego	75.1	71.2	New York x 0.9790
USA, San Francisco	83.1	79.0	New York x 1.0977
USA, Seattle	60.0	56.4	Washington DC x 0.9522

DUTY STATION	(A)	(B)	REMARKS
	PRE-CONSOLIDATION	POST-CONSOLIDATION	
USA, Washington D.C.	63.9	60.2	Group I Country
Uruguay	50.0	46.7	
Uzbekistan	30.6	27.7	
Vanuatu	50.1	46.8	
Venezuela	62.4	58.8	
Vietnam	34.4	31.4	
West Bank & the Gaza Strip, The	69.7	65.9	
Yemen, Republic of	31.1	28.2	
Zambia	34.9	31.9	
Zimbabwe*	33.0	30.0	

*Indicates duty station has PTA. Please see Table 3

7. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for **Cost Rica, Guinea-Conakry, Jerusalem-Jerusalem, Madagascar** and **Montenegro**, with effect from 1 January 2023 are also listed in Table 1 above.

8. Cost-of-living survey results did not trigger a change in multiplier for **Argentina, Armenia, Chad, China-Beijing, and Eswatini.**

9. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Madagascar**, effective 1 January 2023.

10. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds effective 1 January 2023, are listed in Table 2 below.

Table 2. Duty station 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>
Argentina	23	24
Costa Rica	23	24
Madagascar	20	21
Montenegro	21	22

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 effective** for the **Jerusalem-Jerusalem** and **Madagascar** due to **low survey results** implemented in **January 2023**. Table 3 provides a summary of all PTAs in effect as of 1 January 2023.

12. In line with ICSC/CIRC/GEN/05/2022 to discontinue the special measures provided in ICSC/CIRC/GEN/05/2020, to mitigate the negative impact of COVID-19 pandemic on post adjustment classifications of group II duty stations, the PTA revision cycle will resume as of 1 February 2023, meaning that the revision cycle of all existing PTAs would resume from when and at what level they were originally frozen (except when revised downward due to an increase in the underlying multiplier). Furthermore, as of 1 February 2023, new promulgations of the PTAs will be granted only to existing staff; not to new staff after 1 February 2023. That is, all existing PTAs that have been frozen by special measures, as well as their applicable revised levels, will continue to be paid to all staff on post at the concerned duty stations before 1 February 2023, until they are phased out. Table 3 also provides the applicable start date of the PTA to all staff.

13. Owing to the consolidation of the base/floor salary scale for staff in the Professional and higher categories in January 2023 as described above, the existing Personal Transitional Allowances (PTAs) are adjusted as shown in Table 3 effective 1 January 2023, in accordance with the provisions of the special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group II duty stations (ICSC/CIRC/GEN/05/2020).

13. 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.

Table 3: Summary of Personal Transitional Allowances (PTAs), as of 1 January 2023

Duty Station	Existing PTA	New PTA	Difference	PTA starting date	All staff eligible from
Burkina Faso	3.1	3.1	0.0	1 November 2022	1 November 2022
Central African Rep.	8.2	8.0	-0.2	1 September 2022	1 September 2022
Chile	10.3	10.1	-0.2	1 September 2022	1 September 2022
Comoros	8.9	8.7	-0.2	1 April 2022	1 April 2022
Congo, Brazzaville	9.0	8.8	-0.2	1 April 2022	1 April 2022
Gabon	7.8	7.6	-0.2	1 March 2022	1 March 2022
Jerusalem, Jerusalem	NA	3.1	NA	1 January 2023	1 January 2023
Jordan	4.2	4.1	-0.1	1 September 2022	1 September 2022
Madagascar	NA	3.3	NA	1 January 2023	1 January 2023
Maldives	3.1	3.1	0.0	1 June 2020	1 June 2020

Mexico	1.9	1.9	0.0	1 December 2021	1 December 2021
Niger	6.1	6.0	-0.1	1 December 2021	1 December 2021
Qatar	10.8	10.6	-0.2	1 October 2019	1 April 2020
Russian Federation	15.8	15.5	-0.3	1 December 2022	1 December 2022
Samoa	5.5	5.4	-0.1	1 November 2022	1 November 2022
Seychelles	8.4	8.2	-0.2	1 December 2022	1 December 2022
Singapore	7.9	7.7	-0.2	1 September 2022	1 September 2022
Thailand	4.8	4.6	-0.2	1 September 2022	1 September 2022
Tunisia	3.3	3.3	0.0	1 December 2022	1 December 2022
Zimbabwe	21.8	21.3	-0.5	1 February 2020	1 April 2020

cc. Mr. Boguslaw Winid
Mr. Omar Abdi



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ICSC/CIRC/GEN/02/2023
ICSC/60-2

12 January 2023

TO: Human Resources Directors of Participating Organizations
Representatives of Staff Federations

FROM: Ibrahim Yansaneh, Chief
Cost-of-Living Division

SUBJECT: Impact on the post adjustment classification of duty stations of the adjustment
of the base/floor salary scale for staff in the Professional and higher categories,
effective *1 January 2023*

1. Pursuant to General Assembly resolution **A/RES/77/256**, the base/floor salary scale for staff in the Professional and higher categories is increased by 2.28 per cent, with effect from *1 January 2023*. The purpose of this memorandum is to explain the procedure used to implement this decision and its impact on post adjustment classifications of all duty stations. It would be appreciated if the information provided in this memorandum could be brought to the attention of all staff in the Professional and higher categories in your organization.

2. In accordance with established practice, the revised base/floor salary scale is implemented on a “no loss, no gain” basis. Consequently, in tandem with the increase in the base/floor salary scale on *1 January 2023*, the applicable post adjustment multipliers for all duty stations, and Personal Transitional Allowance (PTA) where applicable, are commensurately reduced. Thus, while the base salary portion of net remuneration goes up by 2.28 per cent, the pay index (i.e. post adjustment multiplier + 100) is reduced by the same percentage. The total net remuneration amount (the sum of the net base salary, post adjustment, and, where applicable, the spouse/single parent allowance) therefore remains unchanged, except for minor differences due to rounding.

3. For all duty stations, the post adjustment multipliers for January 2023 are determined using the normal procedures, and then multipliers reduced using the procedure outlined in the attached annex. This annex also gives some examples of the impact of the introduction of the revised base/floor salary scale on the level of the net remuneration.

4. It should be noted that the base/floor salary scale is also used to calculate some of the separation payments. Thus, staff leaving the service on or after *1 January 2023* and who are entitled to these payments will experience some gains as a result of the adjustment of the base/floor salary scale.

5. It should also be noted that the adjustment of the base/floor salary scale is not linked to that of the pensionable remuneration scale for the Professional and higher categories of staff.

Annex

A. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT INDICES

(i)	Post adjustment index prior to the introduction of the revised base/floor salary scale (pre-consolidation):	173.8
(ii)	Post adjustment index following the introduction of the revised salary (173.8 /1.0228) (post-consolidation):	169.9

B. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT MULTIPLIERS

- **WHEN THE EXISTING MULTIPLIER IS GREATER THAN 2.28**

(i)	Post adjustment multiplier prior to the introduction of the revised base/floor salary scale:	80.0
(ii)	Therefore, the corresponding pay index (multiplier + 100):	180.0
(iii)	Revised pay index (180.0/1.0228):	176.0
(iv)	Hence, the post adjustment multiplier following the introduction of the revised salary scale (176.0 -100):	76.0

- **WHEN THE EXISTING MULTIPLIER IS LESS THAN 2.28¹**

(i)	Post adjustment multiplier prior to the introduction of the revised base/floor salary scale:	2.0
(ii)	Hence, corresponding pay index (multiplier + 100):	102.0
(iii)	Revised pay index (102.0/1.0228):	99.7
(v)	Normally the resulting post adjustment multiplier following the introduction of the revised salary scale would have been (99.7 - 100) or - 0.3. However, since no negative post adjustment multipliers can be applied, a multiplier of zero will be implemented:	0.0

¹ There is currently no duty station with a multiplier less than 2.28 prior to the implementation to the new base/floor salary scale, so this example is for illustrative purposes only.

**C. COMPARISON OF REMUNERATION AMOUNT FOR P-4, STEP VI
with SPOUSE OR SINGLE PARENT ALLOWANCE**

DUTY STATION	BASED ON THE 1 JANUARY 2022 SALARY SCALE					BASED ON THE 1 JANUARY 2023 SALARY SCALE					YEARLY DIFFERENCE
	MULTIPLIER	NET BASE SALARY	POST ADJUSTMENT	SPOUSE/ SINGLE PARENT ALLOWANCE	TOTAL YEARLY	MULTIPLIER	NET BASE SALARY	POST ADJUSTMENT	SPOUSE/ SINGLE PARENT ALLOWANCE	TOTAL YEARLY	
	(a)	(b)	(c)=(b)*(a)/100	(d)=((b)+(c))*0.06	e=(b)+(c)+(d)	(f)	(g)	(h)=(g)*(f)/100	(i)=(g)+(h)*0.06	J=(g)+(h)+(i)	K=j-e
A.	73.8	\$83,826	\$61,864	\$8,741	\$154,431	69.9	\$85,737	\$59,930	\$8,740	\$154,407	(\$24)
B.	19.3	\$83,826	\$16,178	\$6,000	\$106,005	16.6	\$85,737	\$14,232	\$5,998	\$105,968	(\$37)