



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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14 March 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 March 2023

1. I am pleased to send you the post adjustment multipliers for March 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 March 2023, are given in Table 1.

Table 1. Changes to post adjustment multipliers for group I duty stations – March 2023

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	32.9	Hungary	30.0
Austria	46.8	Iceland	30.5
Belgium	47.7	Ireland	55.8
Bulgaria	22.6	Italy, Brindisi	26.0
Canada, Montreal	46.4	Italy, Rome	32.0

Canada, Ottawa	56.4	Japan, Hiroshima	42.6
Canada, Toronto	63.7	Japan, Tokyo	63.5
China, Hong Kong (SAR)	109.9	Luxembourg	48.8
Croatia, Republic of	40.4	Malta	31.7
Cyprus	26.6	Monaco	52.1
Czech Republic	57.2	Netherlands	53.0
Finland	38.6	Norway	35.6
France, Paris	52.1	Poland	23.5
French Guiana	32.4	Portugal, Lisbon	35.8
Germany, Berlin	41.1	Romania	19.4
Germany, Bonn	35.4	Slovak Republic	31.6
Germany, Dresden	35.4	Slovenia, Republic of	36.2
Germany, Frankfurt	40.8	Spain	30.0
Germany, Hamburg	42.7	Sweden	37.5
Germany, Munich	46.7	Switzerland	79.4
Gibraltar	69.0	United Kingdom	69.0
Greece	27.8		

Group II duty stations

3. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in Table 2 below, are effective 1 March 2023.

Table 2. Post adjustment multipliers for group II duty stations – March 2023

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Afghanistan	38.7	Lesotho	31.8
Albania	33.7	Liberia	51.5
Algeria	41.7	Libya	31.8
Anguilla	52.6	Lithuania	36.3
Antigua and Barbuda	52.6	Madagascar*	31.9
Argentina	38.3	Malawi	41.6
Armenia	38.6	Mali	47.4
Aruba	65.9	Marshall Islands	51.9
Bahamas	74.9	Mauritania	41.8
Bahrain	54.6	Mauritius	30.8
Bangladesh	44.5	Micronesia, Fed States of	51.9
Barbados	62.2	Moldova	44.4
Belarus	43.6	Mongolia	38.3
Belize	48.9	Montenegro	33.0
Benin	43.4	Morocco	33.4
Bermuda	89.3	Mozambique	37.8
Bhutan	33.0	Namibia	26.8
Bonaire	52.6	Nepal	29.8
Bosnia and Herzegovina	31.6	New Caledonia	39.4
Botswana	23.8	New Zealand	43.5
Brazil	31.5	Nicaragua	30.8

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
British Virgin Islands	51.3	Niger *	29.5
Burkina Faso *	32.2	Nigeria	60.1
Burundi	48.9	The Republic of North Macedonia	33.7
Cambodia	37.0	Oman	37.8
Cameroon	39.4	Pakistan	29.6
Cape Verde	46.4	Palau, Republic of	52.2
Cayman Islands	55.4	Panama	39.3
Central African Rep. *	54.4	Papua New Guinea	70.3
Chad	53.6	Paraguay	29.6
Chile *	32.6	Peru	36.5
Colombia	24.9	Philippines	45.9
Comoros*	41.3	Puerto Rico	37.3
Congo *	50.7	Qatar*	58.4
Congo, Dem. Rep.	56.5	Rwanda	35.8
Cook Islands	52.2	Saint Helena	50.1
Costa Rica	40.1	St. Lucia	50.0
Cote d Ivoire /W40	55.7	Samoa*	39.4
Cuba	55.6	Sao Tome and Principe	58.3
Djibouti	47.9	Saudi Arabia	48.6
Dominica	52.6	Senegal	38.6
Dominican Republic	37.3	Serbia	32.6
Egypt	23.2	Seychelles *	52.0
El Salvador	32.4	Sierra Leone	46.3
Equatorial Guinea	43.6	Singapore*	67.7
Eritrea	50.9	Solomon Islands	59.5
Estonia	42.9	Somalia	45.8
Eswatini	17.5	South Africa	27.0
Fiji	38.5	South Sudan, Republic of	54.2
Gabon *	49.4	St. Kitts and Nevis	52.6
Gambia	36.9	St. Vincent and the Grenadines	52.6
Georgia, Republic of	25.8	Tajikistan	35.7
Ghana	49.5	Tanzania, United Rep. of	40.8
Grenada	52.6	Thailand *	40.3
Guatemala	37.7	Tonga	37.0
Guinea	52.6	Trinidad and Tobago	43.0
Guinea Bissau	51.7	Tunisia*	30.4
Guyana	51.0	Turkmenistan	98.8
India	32.5	Tuvalu	45.4
Indonesia	36.7	Uganda	34.8
Iran	40.2	Ukraine	33.1
Iraq	29.4	United Arab Emirates	72.7
Israel, Tel Aviv	72.2	Uruguay	50.0
Jamaica	53.4	Uzbekistan	29.5
Jerusalem, Jerusalem *	59.9	Vanuatu	48.8
Kenya	34.2	Vietnam	33.0
Kiribati	40.6	West Bank & the Gaza Strip, The	63.0
Korea, Dem. Peo. Of	53.5	Yemen, Republic of	31.3
Korea, Republic of	65.6	Zambia	28.1

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Kyrgyzstan	33.1	Zimbabwe *	29.5
Lao Peo. Dem. Rep.	31.2		

*indicates that duty station has existing PTA

4. 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 March 2023.

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

March 2023

DUTY STATION	MULTIPLIER
Angola*	52.9
Azerbaijan	47.8
Bolivia	27.3
China, Beijing*	70.7
Ethiopia	57.4
Haiti*	60.9
Kazakhstan	34.8
Malaysia	50.3
Mexico	49.9
Sudan*	54.2
Suriname	35.1

*Personal Transitional Allowance in effect starting 1 March 2023. See Table 5

5. 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 March 2023.

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>
Angola	15	16
Azerbaijan	16	17
Haiti	19	20
Kazakhstan	21	22
Malaysia	15	16
Mexico	25	27
Sudan	15	16

6. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **China-Beijing** and **Suriname**, effective 1 March 2023.
7. The waiver of the **40 per cent** of rent limit on rental subsidies is **no longer applicable** for **Mexico**, effective 1 March 2023.

Duty Stations with Personal Transitional Allowance (PTA)

8. 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 **Angola, China-Beijing, Haiti** and **Sudan** due to **low survey results** implemented in March 2023. Table 5 provides a summary of all PTAs in effect as of 1 March 2023.
9. 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 at its starting date. Any staff joining the duty station after the PTA starting date 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 5: Summary of Personal Transitional Allowances (PTAs) as of 1 March 2023

Duty Station	Existing PTA	PTA starting date	All staff eligible from	Date of next revision
Angola	28.1	1 March 2023	1 March 2023	1 September 2023
Burkina Faso	3.1	1 November 2022	1 November 2022	1 August 2023
Central African Rep.	8.0	1 September 2022	1 September 2022	1 August 2023
Chile	10.1	1 September 2022	1 September 2022	1 August 2023
China, Beijing	2.0	1 March 2023	1 March 2023	1 September 2023
Comoros	8.7	1 April 2022	1 April 2022	1 August 2023
Congo, Brazzaville	8.8	1 April 2022	1 April 2022	1 August 2023
Gabon	7.6	1 March 2022	1 March 2022	1 August 2023
Haiti	6.7	1 March 2023	1 March 2023	1 September 2023
Jerusalem, Jerusalem	3.1	1 January 2023	1 January 2023	1 August 2023
Jordan	4.1	1 September 2022	1 September 2022	1 August 2023
Madagascar	3.3	1 January 2023	1 January 2023	1 August 2023
Maldives	3.1	1 June 2020	1 June 2020	1 August 2023
Niger	6.0	1 December 2021	1 December 2021	1 August 2023
Qatar	10.6	1 October 2019	1 April 2020	1 August 2023
Russian Federation	15.5	1 December 2022	1 December 2022	1 August 2023
Samoa	5.4	1 November 2022	1 November 2022	1 August 2023
Seychelles	8.2	1 December 2022	1 December 2022	1 August 2023
Singapore	7.7	1 September 2022	1 September 2022	1 August 2023
Sudan	14.4	1 March 2023	1 March 2023	1 September 2023
Thailand	4.6	1 September 2022	1 September 2022	1 August 2023
Tunisia	3.3	1 December 2022	1 December 2022	1 August 2023
Zimbabwe	21.3	1 February 2020	1 April 2020	1 August 2023

10. Owing to the implementation of the cost-of-living survey results the gap closure measure is completed for Mexico. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 March 2023.

11. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) 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. Based on the application of the one-month rule, the applicable post adjustment multipliers for these duty stations effective 1 March 2023 are listed in Table 6.

Table 6. Revised post adjustment multiplier as a result of the one-month rule
– March 2023

DUTY STATION	MULTIPLIER
Sri Lanka	38.7
Türkiye, Ankara	16.6
Türkiye, Gebze	22.5
Türkiye, Istanbul	22.5

12. Following the four-month review, the 10-point rule became applicable for Russian Federation. In accordance with this rule, the existing multiplier 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 multiplier would be reduced by 10 points, effective 1 July 2023.

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi