



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

Two United Nations Plaza, 10th Floor, New York, NY 10017
Fax: (212) 963-0159 / 963-1717

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14 June 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 June 2023

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

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	34.7	Greece	28.6
Austria	47.7	Iceland	32.5
Belgium	48.6	Ireland	56.8
Canada, Montreal	50.3	Italy, Brindisi	26.8
Canada, Ottawa	60.6	Italy, Rome	32.8
Canada, Toronto	68.1	Japan, Hiroshima	36.3
China, Hong Kong (SAR)	110.0	Japan, Tokyo	56.3
Croatia, Republic of	41.3	Luxembourg	49.7
Czech Republic	57.8	Malta	32.5
Denmark	80.5	Monaco	53.1
Finland	41.3	Netherlands	54.0
France, Lyon and Elsewhere	49.5	Norway	45.4
France, Paris	53.1	Portugal, Guimaraes	12.2
French Guiana	33.2	Portugal, Lisbon	36.7
Germany, Berlin	42.0	Slovak Republic	32.4
Germany, Bonn	36.3	Slovenia, Republic of	37.1
Germany, Dresden	36.3	Spain	30.8
Germany, Frankfurt	41.7	Sweden	38.6
Germany, Hamburg	43.6	Switzerland	79.8
Germany, Munich	47.7	United Kingdom	74.9
Gibraltar	74.9		

3. Based on the results of the 2021-round cost-of-living surveys, the revised post adjustment multipliers listed in Table 2 are applicable effective 1 June 2023.

Table 2. Revised post adjustment multipliers as a result of cost-of-living surveys – June 2023

DUTY STATION	MULTIPLIER
Bulgaria	37.1
Cyprus	36.0
Hungary	50.5
Poland	36.6
Romania	32.0

4. Cost-of-living survey results did not trigger a change in the multiplier for **Croatia, Republic of.**

5. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 3 below, are effective 1 June 2023.

Table 3. Duty stations with revised rental subsidy thresholds

DUTY STATION	<i>RENTAL SUBSIDY THRESHOLDS (PER CENT)</i>	
	<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Bulgaria	20	21
Cyprus	16	17
Hungary	18	19
Poland	22	23
Romania	19	20

Group II duty stations

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 June 2023.

Table 4. Changes to post adjustment multipliers as a result of cost-of-living surveys

June 2023

DUTY STATION	MULTIPLIER
Cuba	67.6
Iran*	35.0

**Personal Transitional Allowance in effect starting 1 June 2023. See Table 6*

7. 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 June 2023.

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>
Cuba	23	24
Iran	17	18

8. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Iran**, effective 1 June 2023.

Duty Stations with Personal Transitional Allowance (PTA)

9. 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 **Iran**, due to **low survey results** implemented in June 2023. Table 6 provides a summary of all PTAs in effect as of 1 June 2023.

10. 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 June 2023

Duty Station	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	28.1	1 March 2023	1 April 2023	1 September 2023
Burkina Faso	3.1	1 November 2022	1 March 2023	1 August 2023
Central African Rep.	8.0	1 September 2022	1 March 2023	1 August 2023
Chile	10.1	1 September 2022	1 March 2023	1 August 2023
China, Beijing	2.0	1 March 2023	1 April 2023	1 September 2023
Comoros	8.7	1 April 2022	1 March 2023	1 August 2023
Congo, Brazzaville	8.8	1 April 2022	1 March 2023	1 August 2023
Gabon	7.6	1 March 2022	1 March 2023	1 August 2023
Haiti	6.7	1 March 2023	1 April 2023	1 September 2023
Iran	5.2	1 June 2023	1 July 2023	1 December 2023
Jerusalem, Jerusalem	3.1	1 January 2023	1 March 2023	1 August 2023
Jordan	4.1	1 September 2022	1 March 2023	1 August 2023
Lebanon	81.7	1 April 2023	1 May 2023	1 October 2023
Madagascar	3.3	1 January 2023	1 March 2023	1 August 2023
Maldives	3.1	1 June 2020	1 March 2023	1 August 2023
Niger	6.0	1 December 2021	1 March 2023	1 August 2023
Qatar	10.6	1 October 2019	1 March 2023	1 August 2023
Russian Federation	15.5	1 December 2022	1 March 2023	1 August 2023
Samoa	5.4	1 November 2022	1 March 2023	1 August 2023
Seychelles	8.2	1 December 2022	1 March 2023	1 August 2023
Singapore	7.7	1 September 2022	1 March 2023	1 August 2023
Sudan	14.4	1 March 2023	1 April 2023	1 September 2023
Thailand	4.6	1 September 2022	1 March 2023	1 August 2023
Tunisia	3.3	1 December 2022	1 March 2023	1 August 2023
Zimbabwe	21.3	1 February 2020	1 March 2023	1 August 2023

11. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) is applicable for **Argentina, Ghana, Lebanon, Sri Lanka, 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 multiplier for **Argentina, Lebanon, Sri Lanka, Sudan** and **Suriname**, effective 1 June 2023 are listed in Table 7. However, the application of the rule did not trigger a change in the post adjustment multipliers for **Ghana** and **Türkiye**.

**Table 7. Revised post adjustment multiplier as a result of the one-month rule
– June 2023**

DUTY STATION	MULTIPLIER
Argentina	39.5
Lebanon	35.0
Sri Lanka	40.8
Sudan	54.7
Suriname	36.5

Advance notification of a change in the structure of the Post Adjustment-related data published in XML format on the ICSC website

12. This is to notify users of the XML data that there will be a change in the XML data structure starting with the July 2023 publication. This change includes the introduction of a new column that will reflect the PTA entitlement date. For existing PTAs, these dates will be those indicated in the third column of Table 6 of the current memo. The details of the new column (the tag, description, and an example) are highlighted in the Annex.

13. This change is being implemented to enhance the functionality and relevance of the XML data structure. By including the PTA entitlement date into the XML data, users will be able to efficiently incorporate PTA-related processes into their workflows. To ensure a smooth transition, it is crucial that users update their payroll systems and processes accordingly to accommodate the new column. If the implementation of such changes presents any challenges to any users, they are requested to inform the ICSC in advance. Rest assured that the ICSC is committed to working with you to find the best possible solutions to any problems that may arise, and to ensure a successful integration of the new XML data structure in regular publication of post adjustment-related data.

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi

Annex: Revised XML structure for the Post Adjustment-related data published on the ICSC website

XML Tag	Description	Example
dsid	Duty station ID used by ICSC	<dsid>AFG001</dsid>
asofdate	Date which the ICSC circular will be effective. (The same date applies for all duty stations)	<asofdate>1/Sep/2017</asofdate>
country	Name of country where the duty station is located. If there are more UN offices located in different cities or areas, this field will be repeated for all the cities or areas.	<country>Afghanistan</country>
originalcount	Name of country where the duty station is located. If there are more UN offices located in different cities or areas in the country, this field will include the name of the city or the areas too.	<originalcount>Austria</originalcount> <originalcount>USA, Washington DC</originalcount> <originalcount>USA, New York</originalcount>
exch	Latest UN Operational Rate of Exchange	<exch>25.55</exch>
Index	Post Adjustment Index (PAI)	<Index>118.2</Index>
Multiplier	Post Adjustment Multiplier (PAM)	<Multiplier>18.2</Multiplier>
change	This field indicates whether or not the Post Adjustment Multiplier (PAM) has changed from the previous value. A change in multiplier in the duty station is indicated by “Y” or this field is left blank if there is no change in multiplier.	<change>Y</change> <change/> <i>(When not applicable)</i>
eff_date	Date on which the Post Adjustment Multiplier is effective from.	<eff_date>1/Sep/2017</eff_date>

XML Tag	Description	Example
reason	This field is left blank for duty stations that do not have a change in multiplier. When not blank it indicates the reason for the change for duty stations with new multiplier.	<pre><reason>ER</reason></pre> <pre><reason/> (When not applicable)</pre> <p>The following are the possible values that can appear in this tag:</p> <p>FMR - Four Month Review ER - Exchange Rate H - Housing Survey PP - Place to Place Survey IM - Interim Multiplier GCM - Gap Closure Measure FPR - Five percent rule TMR - Twelve Months rule OMR - One Month rule TPR - Ten Point rule A - Assimilated to another duty station L - Linked through intercity coefficient MM - Margin Management Additional codes might be added upon need.</p>
with	Rental Threshold for staff members with Spouse/Single Parent Allowance	<pre><with>35</with></pre>
without	Rental Threshold for staff members without Spouse/Single Parent Allowance	<pre><without>37</without></pre>
t_change	This tag indicates whether or not the rental threshold has changed from the previous value. A change in threshold is indicated by “Y” or this tag is left blank if there is no change in threshold.	<pre><t_change>Y</t_change></pre> <pre><t_change/> (When not applicable)</pre>
t_eff_date	Effective date for the rental thresholds.	<pre><t_eff_date>1/Sep/2017</t_eff_date ></pre>
DS_GROUP	Duty Station grouping used by ICSC	<pre><DS_GROUP>1</DS_GROUP></pre> <p>The following are the possible values that can appear in this tag</p> <p>1 - Group I duty station 2 - Group II duty station</p>
PTAllow	<p>Personal Transitional Allowance (PTA) in additional multiplier points. (Numeric PTA value or blank if not applicable)</p> <p>This tag will provide the value of the Personal Transitional Allowance in additional multiplier points due to existing staff at duty stations subject to the implementation of negative survey results.</p>	<pre><PTAllow>5.2</PTA</pre> <pre>llow> <PTAllow/></pre> <p>(When not applicable)</p>

XML Tag	Description	Example
PTA_Orig_date	Date on which the current PTA cycle was introduced for the first time. (blank if not applicable)	<PTA_Orig_date>1/Nov/2016</PTA_Orig_date> <PTA_Orig_date/> (When not applicable)
PTA_Eff_date	Date on which application of the PTA is effective. Subsequent revisions of PTA amounts are done periodically after its introduction, gradually reducing the amount until it phases out. This date changes whenever the PTA amount of a duty station is revised. Therefore a duty station will typically have one origination date for the application of PTA and possibly multiple effective dates with gradually decreasing PTA amounts.	<PTA_Eff_date>1/Feb/2017</PTA_Eff_date> <PTA_Eff_date/> (When not applicable)
PTA_Entitle_date*	The date in this column determines staff eligibility for the PTA. Staff must have been onboarded at the duty station before this date to be entitled to the PTA. This date is set to the 1 st day of the month following the implementation month of the survey except for PTAs that existed during the period of Covid-19 special measure whose entitlement date is set to 1 March 2023.	<PTA_Entitle_date>30/Nov/2016</PTA_Entitle_date> <PTA_Entitle_date/> (When not applicable)
W40_FLAG	This field indicates whether or not a duty station is waived from the 40% cap applied on rental subsidy calculation. If it has the value “True”, then the waiver is in effect. (Raising the cap of rent for rental subsidy calculation from 40% to 90%). If the tagged value is “False” it means that the normal cap of 40% of rent for rental subsidy calculation applies.	<W40_FLAG>True</W40_FLAG> <W40_FLAG>False</W40_FLAG> > (When not applicable)
W40_Eff_date	Effective date of the W40 flag	<W40_Eff_date>1/Mar/2017</W40_Eff_date>

*data field added with July 2023 publication