



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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13 July 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 July 2023

1. I am pleased to send you the post adjustment multipliers for July 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 and the 5 per cent rule, with effect from 1 July 2023, are given in Table 1. The 5 per cent rule was applicable for **Czech Republic** and **Slovak Republic**.

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Austria	51.3	Italy, Brindisi	29.8
Bulgaria	40.6	Italy, Rome	36.0
Canada, Montreal	52.0	Japan, Hiroshima	37.3
Canada, Ottawa	62.4	Japan, Tokyo	57.4
Canada, Toronto	70.0	Luxembourg	53.4
China, Hong Kong (SAR)	110.2	Malta	35.7
Croatia, Republic of	44.7	Monaco	56.8
Cyprus	39.3	Netherlands	57.8
Czech Republic	69.0	Norway	51.9
Denmark	85.1	Poland	41.1
Finland	44.7	Portugal, Guimaraes	14.9
France, Lyon and Elsewhere	53.1	Portugal, Lisbon	40.0
France, Paris	56.8	Romania	35.6
French Guiana	36.4	Slovak Republic	41.7
Gibraltar	80.0	Slovenia, Republic of	40.4
Greece	31.7	Spain	34.0
Hungary	52.4	Sweden	41.9
Iceland	37.9	Switzerland	86.7
Ireland	60.6	United Kingdom	80.0

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 July 2023.

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

DUTY STATION	MULTIPLIER
Belgium*	49.0
Germany, Bonn	42.0

**Personal Transitional Allowance in effect starting 1 July 2023. See Table 10*

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

Table 3. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Germany, Bonn	21	22

5. Revised post adjustment multipliers, for linked cities based on new intercity cost-of-living differential coefficients with Germany-Bonn have been established, effective 1 July 2023, as listed in Table 4.

Table 4. Revised post adjustment multipliers for linked cities – July 2023

DUTY STATION	REFERENCE DUTY STATION	MULTIPLIER
Germany, Berlin	Germany, Bonn	49.8
Germany, Dresden	Assimilated to Germany, Bonn	42.0
Germany, Frankfurt	Germany, Bonn	51.5
Germany, Hamburg	Germany, Bonn	58.3
Germany, Munich	Germany, Bonn	64.4

6. The revised applicable rental subsidy thresholds for linked cities based on new intercity cost-of-living differential coefficients with the reference location, have been established, effective 1 July 2023, as listed in Table 5.

Table 5. Linked duty stations with revised rental subsidy thresholds

DUTY STATION	REFERENCE DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
		<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Germany, Berlin	Germany, Bonn	22	23

Germany, Dresden	Germany, Bonn	20	21
Germany, Frankfurt	Germany, Bonn	23	24
Germany, Hamburg	Germany, Bonn	25	27
Germany, Munich	Germany, Bonn	26	28

Group II duty stations

7. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in Table 6 below, are effective 1 July 2023.

Table 6. Post adjustment multipliers for group II duty stations – July 2023

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Afghanistan	42.7	Kuwait	45.1
Albania	40.5	Kyrgyzstan	35.6
Algeria	46.1	Lao Peo. Dem. Rep.	31.0
Anguilla	56.6	Lesotho	33.5
Antigua and Barbuda	56.6	Liberia	54.0
Armenia	40.5	Libya	35.4
Aruba	69.1	Lithuania	41.3
Azerbaijan	51.4	Madagascar*	31.4
Bahamas	76.4	Malawi	44.4
Bahrain	56.8	Malaysia	50.1
Bangladesh	46.5	Mali	51.6
Barbados	68.2	Marshall Islands	53.2
Belarus	44.2	Mauritius	32.4
Belize	51.6	Mexico	59.9
Benin	45.6	Micronesia, Fed States of	53.2
Bermuda	90.9	Moldova	49.2
Bhutan	35.5	Mongolia	40.8
Bolivia	28.9	Montenegro	36.5
Bonaire	56.6	Morocco	36.6
Bosnia and Herzegovina	35.1	Mozambique	38.8
Botswana	25.7	Myanmar	36.5
Brazil	38.4	Namibia	27.7
British Virgin Islands	53.9	Nepal	32.2
Burkina Faso *	33.8	New Caledonia	43.8
Burundi	45.4	Niger *	32.6
Cameroon	44.1	Oman	39.3
Cape Verde	48.0	Pakistan	34.2
Cayman Islands	57.1	Palau, Republic of	54.5
Central African Rep. *	56.0	Panama	41.2
Chad	58.9	Paraguay	31.1
Chile *	34.0	Peru	41.2
China, Beijing *	66.3	Philippines	46.1

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
China, Macao (SAR)	53.1	Puerto Rico	38.4
Colombia	31.4	Qatar*	59.9
Comoros*	45.0	Rwanda	37.0
Cook Islands	54.5	Saint Helena	59.6
Costa Rica	41.2	St. Lucia	54.3
Cote d Ivoire	61.0	Samoa*	40.5
Cuba	68.9	Sao Tome and Principe	62.2
Djibouti	50.0	Saudi Arabia	50.4
Dominica	56.6	Senegal	40.9
Dominican Republic	38.4	Seychelles *	50.7
Egypt	27.8	Sierra Leone	51.1
El Salvador	34.2	Singapore*	69.6
Equatorial Guinea	48.7	Solomon Islands	61.9
Eritrea	53.6	Somalia	46.7
Estonia	48.5	South Africa	26.9
Eswatini	19.2	South Sudan, Republic of	56.5
Ethiopia	61.5	Sri Lanka	40.2
Fiji	40.9	St. Kitts and Nevis	56.6
Gabon *	52.8	St. Vincent and the Grenadines	56.6
Gambia	44.9	Tajikistan	37.9
Georgia, Republic of	27.3	Tanzania, United Rep. of	41.8
Grenada	56.6	Thailand *	40.0
Guatemala	39.3	Timor-Leste	46.0
Guinea	56.5	Togo	48.5
Guinea Bissau	56.6	Tonga	41.7
Guyana	56.1	Trinidad and Tobago	45.1
Haiti*	61.1	Tunisia*	32.3
Honduras	37.2	Tuvalu	48.1
Indonesia	39.4	Uganda	36.7
Iraq	32.9	Ukraine	35.6
Israel, Tel Aviv	71.9	United Arab Emirates	75.8
Jamaica	55.1	Uruguay	52.3
Jerusalem, Jerusalem *	59.6	Vanuatu	55.8
Jordan *	38.7	Vietnam	34.4
Kazakhstan	38.6	West Bank & the Gaza Strip, The	62.7
Kenya	31.9	Yemen, Republic of	32.7
Kiribati	41.3	Zambia	39.5
Korea, Dem. Peo. Of	56.2	Zimbabwe *	30.5
Korea, Republic of	66.6		

*indicates that duty station has an existing PTA. See Table 10

8. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 7 below, are effective 1 July 2023.

Table 7. Changes to post adjustment multipliers as a result of cost-of-living surveys

July 2023

DUTY STATION	MULTIPLIER
Cambodia	37.2
Congo, Brazaville	52.7
Congo, Dem. Rep.	60.6
India	37.6
Mauritania	42.5
Papua New Guinea*	64.1
Russian Federation*	34.9
Serbia	40.7
Turkmenistan*	93.2
Uzbekistan	36.9

**Personal Transitional Allowance in effect starting 1 July 2023. See Table 10*

9. Cost-of-living survey results did not trigger a change in the multiplier for **The Republic of North Macedonia**.

10. 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 July 2023.

Table 8. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Congo, Brazaville	8	8
Congo, Dem. Rep.	26	28
India	16	17
Papua New Guinea	28	30
Russian Federation	16	17
Serbia	18	19
Uzbekistan	15	16

11. Based on the most recent cost-of-living survey results for Papua New Guinea, the revised applicable rental subsidy thresholds for the duty stations linked to it, listed in Table 9 below, are effective 1 July 2023.

Table 9. Linked duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Cook Islands	21	22
Micronesia, Fed States of	21	22
Palau, Republic of	21	22

12. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for

Cambodia, effective 1 July 2023.

13. The waiver of the **40 per cent** of rent limit on rental subsidies is **no longer applicable** for **The Republic of North Macedonia** and **Papua New Guinea**, effective 1 July 2023.

Duty Stations with Personal Transitional Allowance (PTA)

14. 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 applicable** for **Belgium, Papua New Guinea, Russian Federation** and **Turkmenistan** due to **low survey results** implemented in July 2023. Table 10 provides a summary of all PTAs in effect as of 1 July 2023.

15. 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 10: Summary of Personal Transitional Allowances (PTAs) as of 1 July 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
Belgium	3.3	1 July 2023	1 August 2023	1 January 2024
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	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
Papua New Guinea	6.2	1 July 2023	1 August 2023	1 January 2024
Qatar	10.6	1 October 2019	1 March 2023	1 August 2023
Russian Federation	27.8	1 July 2023	1 August 2023	1 January 2024
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
Turkmenistan	5.6	1 July 2023	1 August 2023	1 January 2024
Tunisia	3.3	1 December 2022	1 March 2023	1 August 2023
Zimbabwe	21.3	1 February 2020	1 March 2023	1 August 2023

16. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) is applicable for **Argentina, Ghana, Lebanon, 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 multipliers for these duty stations effective 1 July 2023 are listed in Table 11.

Table 11. Revised post adjustment multiplier as a result of the one-month rule
– July 2023

DUTY STATION	MULTIPLIER
Argentina	40.3
Ghana	52.7
Lebanon*	35.1
Sudan*	56.5
Suriname	37.2

Türkiye, Ankara	26.6
Türkiye, Gebze	33.1
Türkiye, Istanbul	33.1

***indicates that duty station has existing PTA**

17. Following the four-month review, the 10-point rule became applicable for **Angola, Latvia** and **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 November 2023**.

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

18. This is to notify users of the XML data that the XML data structure has been changed with the July 2023 publication. This change includes the introduction of a new column that will reflect the PTA entitlement date. It is expected that this change will enhance the functionality and relevance of the XML data structure. By including the PTA entitlement date into the XML data, users should be able to efficiently incorporate PTA-related processes into their workflows.

Cc. Mr. Boguslaw Winid
Mr. Omar Abd

