



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

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**Reference: ICSC-PADJ-0923-01**

14 September 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 September 2023**

1. I am pleased to send you the post adjustment multipliers for September 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 September 2023, are given in Table 1. The 5 per cent rule was applicable for **Slovenia, Republic of**.

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

<b>DUTY STATION</b>	<b>MULTIPLIER</b>	<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Australia	28.7	Greece	38.2
Austria	47.2	Hungary	45.2
Belgium	44.9	Iceland	36.7
Bulgaria	36.6	Ireland	56.2
Canada, Montreal	48.1	Italy, Brindisi	26.3
Canada, Ottawa	58.2	Italy, Rome	32.3
Canada, Toronto	65.6	Japan, Hiroshima	30.2
China, Hong Kong (SAR)	110.2	Japan, Tokyo	49.3
Croatia, Republic of	40.8	Luxembourg	49.2
Cyprus	35.5	Malta	35.4
Czech Republic	60.4	Monaco	52.5
Denmark	79.7	Netherlands	53.4
Finland	40.7	Norway	45.5
France, Lyon and Elsewhere	48.9	Poland	32.8
France, Paris	52.5	Portugal, Guimaraes	17.8
French Guiana	32.7	Portugal, Lisbon	36.2
Germany, Berlin	45.6	Romania	31.4
Germany, Bonn	38.1	Slovak Republic	37.8
Germany, Dresden	38.1	Slovenia, Republic of	45.6
Germany, Frankfurt	47.3	Spain	30.3
Germany, Hamburg	53.9	Sweden	34.7
Germany, Munich	59.8	Switzerland	82.3
Gibraltar	74.0	United Kingdom	74.0

**Group II duty stations**

3. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 2 below, are effective 1 September 2023.

**Table 2. Changes to post adjustment multipliers as a result of cost-of-living surveys**  
**September 2023**

DUTY STATION	MULTIPLIER
Bahamas	78.2
Benin*	41.4
Burundi*	43.0
Colombia	47.8
Djibouti	50.9
Namibia	33.6

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

4. Cost-of-living survey results did not trigger a change in the multiplier for **Bahrain, Eritrea, Guinea Bissau, Jordan, Korea, Republic of and Thailand.**

5. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Colombia**, effective 1 September 2023.

6. The waiver of the **40 per cent** of rent limit on rental subsidies is **no longer applicable** for **Benin** effective 1 September 2023.

7. 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 September 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
Bahamas	29	31
Colombia	19	20
Namibia	13	14

8. Based on the most recent cost-of-living survey result for **Bahamas**, the revised multiplier and the applicable rental subsidy thresholds for the duty station linked to it, listed in Table 4 below, are effective 1 September 2023.

**Table 4. Revised post adjustment multiplier and rental subsidy thresholds for linked city**

DUTY STATION	MULTIPLIER	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
		<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Bermuda	92.9	38	40

**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 applicable** for **Benin** and **Burundi** due to **low survey results** implemented in September 2023. Table 5 provides a summary of all PTAs in effect as of 1 September 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 5. Summary of Personal Transitional Allowances (PTAs) as of 1 September 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**	3.2	1 July 2023	1 August 2023	1 January 2024
Benin	4.2	1 September 2023	1 October 2023	1 March 2024
Burundi	2.4	1 September 2023	1 October 2023	1 March 2024
Central African Rep.	3.1	1 September 2022	1 March 2023	1 December 2023
Chile	5.8	1 September 2022	1 March 2023	1 December 2023
Comoros	4.1	1 April 2022	1 March 2023	1 December 2023
Congo, Brazzaville	4.0	1 April 2022	1 March 2023	1 December 2023
Gabon	2.8	1 March 2022	1 March 2023	1 December 2023
Haiti	1.6	1 March 2023	1 April 2023	1 January 2024
Iran	5.2	1 June 2023	1 July 2023	1 December 2023
Lebanon	81.7	1 April 2023	1 May 2023	1 October 2023
Niger	1.8	1 December 2021	1 March 2023	1 December 2023
Papua New Guinea	6.2	1 July 2023	1 August 2023	1 January 2024
Qatar	5.5	1 October 2019	1 March 2023	1 December 2023
Russian Federation	27.8	1 July 2023	1 August 2023	1 January 2024
Samoa	1.0	1 November 2022	1 March 2023	1 December 2023
Seychelles	3.4	1 December 2022	1 March 2023	1 December 2023
Singapore	2.4	1 September 2022	1 March 2023	1 December 2023
Sudan	9.3	1 March 2023	1 April 2023	1 January 2024
Thailand	0.3	1 September 2022	1 March 2023	1 December 2023
Turkmenistan	5.6	1 July 2023	1 August 2023	1 January 2024
Zimbabwe	16.7	1 February 2020	1 March 2023	1 December 2023

\* Frozen, survey pending

\*\* Duty station under the 2021 round (PTA revised on a monthly basis to maintain the NTP until the next revision date)

11. The gap closure measure is completed for **China, Beijing**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 September 2023.

12. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) is applicable for **Argentina, Lebanon, Sudan** and **Suriname**. 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 **Suriname**, effective 1 September 2023 are listed in Table 6. However, the application of the rule did not trigger a change in the post adjustment multipliers for **Argentina, Lebanon** and **Sudan**.

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

<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Suriname	37.7

Cc. Mr. Boguslaw Winid  
Mr. Omar Abd