



INTERNATIONAL CIVIL SERVICE
COMMISSION

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PUBLIQUE INTERNATIONALE

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Reference: ICSC-PADJ-1023-01

12 October 2023

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman

FROM: Mr. Ibrahim S. Yansaneh
Chief, Cost-of-Living Division

SUBJECT: Post adjustment classification memo for October 2023

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

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Austria	45.8	Hungary	43.1
Belgium	46.7	Iceland	32.9
Bulgaria	35.4	Ireland	54.7
Canada, Montreal	47.8	Italy, Brindisi	25.2
Canada, Ottawa	57.9	Italy, Rome	31.1
Canada, Toronto	65.3	Japan, Hiroshima	29.0
China, Hong Kong (SAR)	110.4	Japan, Tokyo	47.9
Croatia, Republic of	39.5	Luxembourg	47.8
Cyprus	34.2	Malta	34.1
Czech Republic	58.4	Monaco	51.1
Denmark	78.1	Netherlands	51.9
Finland	46.1	Norway	43.9
France, Lyon and Elsewhere	47.6	Poland	33.8
France, Paris	51.1	Portugal, Guimaraes	16.7
French Guiana	31.5	Portugal, Lisbon	34.9
Germany, Berlin	44.3	Romania	30.3
Germany, Bonn	36.8	Slovak Republic	36.6
Germany, Dresden	36.8	Slovenia, Republic of	44.2
Germany, Frankfurt	45.9	Spain	29.1
Germany, Hamburg	52.4	Sweden	37.2
Germany, Munich	58.3	Switzerland	80.8
Gibraltar	71.8	United Kingdom	71.8
Greece	36.9		

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

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

DUTY STATION	MULTIPLIER
Australia	40.9

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

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 October 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
Australia	27	29
Netherlands	23	24

Revisions to published survey results for Belgium and Finland

6. The ICSC identified a glitch in the Integrated Data Management System (IDMS), which had an impact on the implemented survey results for Belgium in July 2023 and Finland in May 2023. The glitch led to the inadvertent exclusion of the Medical Insurance index, which negatively affected the updated survey results upon implementation. The glitch is now resolved, and both surveys were reprocessed, producing higher values of post adjustment multipliers than initially published, and hence, retro-active payments.

A) Belgium

7. The initially published Post Adjustment Multiplier (PAM), implemented in July 2023, was 49.0, accompanied by a Personal Transitional Allowance (PTA) of 3.3 PAM points as a result of the application of the Gap Closure Measure (GCM). Following the reprocessing of the survey data, the PAM for July 2023 has been revised to 52.3, effectively nullifying the PTA. **This adjustment does not impact the salary for staff on post before 1 August 2023, as they had already received the PTA, which together with the published PAM amounts to the new multiplier (49.0 (Old PAM) + 3.3 (PTA) = 52.3 (New PAM).**

8. **However, staff who joined on or after 1 August 2023 are eligible for retroactive pay.** This is because such staff were not eligible for the PTA and had been compensated based solely on the initially published PAM. The cumulative multiplier points, depending on the onboarding date, are as follows:

Table 4: Reprocessed survey results for Belgium

Staff on post as of	Published Multiplier	New Multiplier	Difference	Cumulative Multiplier points
1 August 2023	47.4	50.7	3.3	6.5
1 September 2023	44.9	48.1	3.2	3.2

9. **The retroactive payments for Belgium are applicable to all eligible staff (that is, staff onboarded on or after 1 August 2023), but subject to the date they joined the duty station, as indicated in Table 4.**

10. To ease the burden on payroll systems, the retroactive pay can be processed as a one-time payment. For example, for a staff member who was onboarded as of 1 August 2023 and is still at the duty station, a cumulative amount of 6.5 PAM points (3.3 from August and 3.2 from September) can be processed at once.

11. There was no revision to the published rental subsidy thresholds for Belgium.

B) Finland

12. The reprocessing of the survey data produced higher PAMs compared to what was published. The table below provides a summary of the comparative results.

Table 5: Reprocessed survey results for Finland

Staff on post before	Published Multiplier	New Multiplier	Difference	Cumulative Multiplier points
1 June 2023	42.6	49.5	6.9	34.5
1 July 2023	41.3	48.1	6.8	27.6
1 August 2023	44.7	51.7	7.0	20.8
1 September 2023	43.1	50.1	7.0	13.8
1 October 2023	40.7	47.5	6.8	6.8

13. **The retroactive payments for Finland are applicable to all eligible staff in receipt of post adjustment but subject to the date they joined the duty station, as indicated in Table 5.**

14. To ease the burden on payroll systems, the retroactive pay can be implemented as a one-time payment. For instance, consider a staff member who was onboarded before 1 June 2023 and is still on post. In this case, a cumulative amount of 34.5 multiplier points (encompassing all the PAMs payable from May to September) can be processed at once. Similarly, for a staff member who was onboarded, say, 29 July 2023, and is still on post, the retroactive payment should amount to 20.8 cumulative multiplier points.

15. The revised PAM for Finland led to a revision of the rental subsidy thresholds as follows:

Table 6: Revised rental subsidy thresholds for Finland

Published thresholds		New thresholds	
<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance	<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
20	21	24	25

16. The revision of the thresholds from 20/21 to 24/25 means that some staff should have received a lower rental subsidy amount than was processed while some others may have become ineligible. Rental subsidy should therefore be reprocessed from May to September 2023 and this might offset in part some of the retroactive payments for those receiving rental subsidy.

Implementation of the modified 0.5% rule

17. The Commission at its 96th session approved the application of the modified 0.5 per cent rule for group I duty stations that meet two conditions:

- a. the currency of the duty station is neither any of the currencies of headquarters duty stations (that is, the US dollar, Swiss Franc, Euro, or British Pound), nor pegged to them, in a fixed or otherwise strict manner; and

- b. the share of in-area expenditures incurred in non-local currencies by reference to the benchmark net take-home pay (NTP) based on the results of the latest cost-of-living survey is at least 15 per cent.

For such duty stations, the monthly post adjustment multiplier (PAM) between reviews is obtained by keeping two separate shares of benchmark NTPs, expressed in US dollar and in local currency, stable, with a maximum fluctuation of plus or minus 0.5 per cent, with the share of the NTP expressed in local currency adjusted for changes in the exchange rates only, whereas the share of NTP expressed in US dollars is insulated from local currency fluctuations. The share of the NTP expressed in US dollars is obtained as the share of in-area expenditures, incurred in non-local currencies, by reference to the benchmark NTP at the time of survey implementation.

18. The modified 0.5 per cent rule is expected to be implemented starting with the November 2023 post adjustment publication for eligible group I duty stations.

Group II duty stations

19. 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 October 2023.

Table 7. Changes to post adjustment multipliers as a result of cost-of-living surveys
October 2023

DUTY STATION	MULTIPLIER
Bhutan	48.1
China, Macao (SAR)	60.7
Lao Peo. Dem. Rep	31.9
Nepal	32.9
Panama	41.9
Rwanda	37.9

20. Cost-of-living survey results did not trigger a change in the multipliers for **Ecuador, Kuwait, Lesotho and Mongolia.**

21. 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 October 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
Bhutan	11	12
China, Macao (SAR)	25	27

22. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Mongolia** and **Rwanda**, effective 1 October 2023.

23. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Panama**, effective 1 October 2023.

Duty Stations with Personal Transitional Allowance (PTA)

24. 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. Table 10 provides a summary of all PTAs in effect as of 1 October 2023.

25. 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 October 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 November 2023
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	75.2	1 April 2023	1 May 2023	1 February 2024
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

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

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

DUTY STATION	MULTIPLIER
Lebanon	35.2
Sierra Leone	51.3
Suriname	38.0

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi