



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 May 2024

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman

FROM: Mr. Roberto Pagan
Officer-in-charge, Cost-of-Living Division

SUBJECT: Post adjustment classification memo for May 2024

1. I am pleased to send you the post adjustment multipliers for May 2024. **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 May 2024, are given in Table 1.

Table 1. Post adjustment multipliers for group I duty stations – May 2024

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	46.4	Gibraltar	82.4
Austria	57.9	Greece	41.5
Belgium	51.7	Iceland	42.3
Bulgaria	41.2	Ireland	61.4
Canada, Montreal	52.6	Italy, Brindisi	28.4
Canada, Ottawa	63.0	Italy, Rome	34.5
Canada, Toronto	70.6	Japan, Hiroshima	41.0
China, Hong Kong (SAR)	117.6	Japan, Tokyo	58.8
Croatia, Republic of	44.4	Latvia	50.1
Cyprus	38.4	Luxembourg	57.1
Czech Republic	56.1	Malta	40.3
Denmark	81.0	Monaco	61.3
Finland	51.9	Netherlands	54.1
France, Lyon and Elsewhere	57.5	Norway	48.4
France, Paris	61.3	Portugal, Guimaraes	20.8
French Guiana	43.5	Portugal, Lisbon	39.6
Germany, Berlin	49.8	Slovak Republic	43.1
Germany, Bonn	42.0	Slovenia, Republic of	49.6
Germany, Dresden	42.0	Spain	35.2
Germany, Frankfurt	51.5	Sweden	42.5
Germany, Hamburg	58.2	Switzerland	85.9
Germany, Munich	64.3	United Kingdom	82.4

The Application of the Modified 0.5% rule for group I duty stations

3. At its 96th session, the Commission 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, in a fixed or otherwise strict manner, to them; 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 multiplier 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, of the benchmark NTP at the time of survey implementation.

4. In accordance with the provision of the application of the modified 0.5 per cent rule for group I duty stations, as outlined above, the post adjustment multipliers applicable for the following group I duty stations, with effect from 1 May 2024, are given in Table 2.

Table 2. Post adjustment multiplier for group I duty stations based on the application of the modified 0.5 per cent rule – May 2024

DUTY STATION	MULTIPLIER
Hungary	54.9
Romania	36.7

Group II duty stations

5. 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 May 2024.

Table 3. Post adjustment multipliers based on the results of cost-of-living surveys May 2024

DUTY STATION	MULTIPLIER
Bangladesh	53.8
Comoros	50.4
Congo, Dem. Rep.	64.5
Gambia	46.1
Malaysia	55.5
Myanmar	46.1
Paraguay	35.3
Vietnam	40.6
Zambia	37.1

6. Cost-of-living survey results did not trigger a change in the multiplier for **Guyana, Mozambique, and Uzbekistan.**

7. 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 May 2024.

Table 4. 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
Comoros	16	17
Congo, Dem. Rep.	27	29
Gambia	17	18
Mozambique	24	25
Myanmar	11	12
Vietnam	18	19

8. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Myanmar**, effective 1 May 2024.

9. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Gambia, Guyana, Malaysia and Paraguay**, effective 1 May 2024.

Duty Stations with Personal Transitional Allowance (PTA)

10. 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 5 provides a summary of all PTAs in effect as of 1 May 2024.

11. 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 May 2024

DUTY STATION	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	17.3	1 March 2023	1 April 2023	1 July 2024
Lebanon	68.9	1 April 2023	1 May 2023	1 June 2024
Russian Federation	18.2	1 July 2023	1 August 2023	1 September 2024
United Arab Emirates	2.4	1 January 2024	1 February 2024	1 July 2024
Zimbabwe	8.0	1 February 2020	1 March 2023	1 August 2024

12. The gap closure measure is completed for **Czech Republic, Papua New Guinea and Sudan**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 May 2024.

13. 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 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 of **Argentina and Türkiye**, effective 1 May 2024, are listed in Table 6. However, the application of the rule did not trigger a change in the post adjustment multipliers for **Lebanon and Sudan**. The OMR is no longer applicable for **Sierra Leone**, effective 1 May 2024.

Table 6. Revised post adjustment multipliers as a result of the one-month rule – May 2024

DUTY STATION	MULTIPLIER
Argentina	46.5
Türkiye, Ankara	39.4
Türkiye, Gebze	46.5
Türkiye, Istanbul	46.5

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi