



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
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13 June 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 June 2024

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

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	47.7	Gibraltar	86.0
Austria	58.4	Greece	41.9
Belgium	52.1	Iceland	43.5
Bulgaria	41.6	Ireland	61.8
Canada, Montreal	52.3	Italy, Brindisi	28.7
Canada, Ottawa	62.7	Italy, Rome	34.8
Canada, Toronto	70.3	Latvia	50.6
Croatia, Republic of	44.9	Luxembourg	57.6
Cyprus	38.8	Malta	40.7
Czech Republic	57.4	Monaco	61.7
Denmark	81.5	Netherlands	54.6
Finland	52.3	Norway	52.3
France, Lyon and Elsewhere	57.9	Poland	44.1
France, Paris	61.7	Portugal, Guimaraes	21.1
French Guiana	43.9	Portugal, Lisbon	40.0
Germany, Berlin	50.2	Slovak Republic	43.5
Germany, Bonn	42.4	Slovenia, Republic of	50.0
Germany, Dresden	42.4	Spain	35.6
Germany, Frankfurt	51.9	Sweden	48.9
Germany, Hamburg	58.7	Switzerland	88.5
Germany, Munich	64.8	United Kingdom	86.0

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 June 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 – June 2024

DUTY STATION	MULTIPLIER
Hungary	53.1
Romania	37.0

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 June 2024.

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

DUTY STATION	MULTIPLIER
Azerbaijan	46.7
India	46.4
Iran	38.9
Mauritania	43.7
Nicaragua	38.8
North Macedonia	36.2
Serbia	46.0
Suriname	45.3
Türkiye, Ankara	41.4

6. Cost-of-living survey results did not trigger a change in the multiplier for **Bolivia, China (Beijing), Equatorial Guinea, Papua New Guinea and Timor-Leste.**

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 June 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
India	14	15
Iran	19	20
Mauritania	14	15
Nicaragua	17	18
North Macedonia	18	19
Papua New Guinea	25	26
Suriname	18	19

8. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Papua New Guinea**, effective 1 June 2024.

9. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **China (Beijing), Suriname, and Türkiye**, effective 1 June 2024.

10. The revised post adjustment multipliers for the following duty stations have been established, effective 1 June 2024 as listed in Table 5, based on a new cost-of-living survey in reference duty station, to which these duty stations are linked for purposes of post adjustment.

Table 5. Revised post adjustment multipliers for linked duty stations – June 2024

DUTY STATION	REFERENCE DUTY STATIONS	MULTIPLIER
Türkiye, Gebze	Türkiye, Ankara	48.6
Türkiye, Istanbul	Türkiye, Ankara	48.6

11. The revised applicable rental subsidy thresholds for the following duty stations have been established, effective 1 June 2024 as listed in Table 6, based on new cost-of-living surveys in reference duty station, to which these duty stations are linked for purposes of post adjustment.

Table 6. Revised rental subsidy thresholds for linked duty stations – June 2024

DUTY STATION	REFERENCE DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
		<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Cook Islands	Indonesia, Papua New Guinea , Philippines, Solomon Islands, Vanuatu	21	22
Marshal Island	Fiji, Papua New Guinea , Samoa, Solomon Islands	21	22
Nauru	Indonesia, Papua New Guinea , Philippines, Solomon Islands, Vanuatu	21	22
Palau Republic of	Indonesia, Papua New Guinea , Philippines, Solomon Islands, Vanuatu	21	22

Duty Stations with Personal Transitional Allowance (PTA)

12. 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 **Azerbaijan** due to low survey results implemented in June 2024. Table 7 provides a summary of all PTAs in effect as of 1 June 2024.

13. 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 7. Summary of Personal Transitional Allowances (PTAs) as of 1 June 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
Azerbaijan	8.2	1 June 2024	1 July 2024	1 December 2024
Lebanon	62.6	1 April 2023	1 May 2023	1 October 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

14. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) is applicable for **Argentina, Lebanon, and Sudan**. 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 **Lebanon** effective 1 June 2024, are listed in Table 8. However, the application of the rule did not trigger a change in the post adjustment multiplier for **Sudan**.

Table 8. Revised post adjustment multipliers as a result of the one-month rule – June 2024

DUTY STATION	MULTIPLIER
Argentina	48.9
Lebanon*	38.3

*indicates that a duty station has an existing PTA. See Table 7

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi