



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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12 September 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 September 2024

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

Table 1. Changes to post adjustment multipliers for group I duty stations – September 2024

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	46.9	Greece	44.0
Austria	60.7	Iceland	42.9
Belgium	54.3	Ireland	64.2
Bulgaria	43.7	Italy, Brindisi	30.6
Canada, Montreal	53.3	Italy, Rome	36.8
Canada, Ottawa	63.8	Japan, Hiroshima	52.9
Canada, Toronto	71.4	Japan, Tokyo	72.2
China, Hong Kong (SAR)	117.9	Latvia	52.8
Croatia, Republic of	46.9	Luxembourg	59.9
Cyprus	40.8	Malta	42.7
Czech Republic	57.3	Monaco	64.1
Denmark	84.2	Netherlands	56.8
Finland	54.5	Norway	47.9
France, Lyon and Elsewhere	60.3	Poland	47.6
France, Paris	64.1	Portugal, Guimaraes	22.9
French Guiana	46.0	Portugal, Lisbon	42.0
Germany, Berlin	52.4	Slovak Republic	45.6
Germany, Bonn	44.5	Slovenia, Republic of	52.2
Germany, Dresden	44.5	Spain	37.5
Germany, Frankfurt	54.1	Sweden	47.8
Germany, Hamburg	61.0	Switzerland	96.7
Germany, Munich	67.2	United Kingdom	88.8
Gibraltar	88.8		

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

3. At its 96th session, the International Civil Service Commission (ICSC) 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 September 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 – September 2024

DUTY STATION	MULTIPLIER
Hungary	54.5
Romania	38.6

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 September 2024.

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

DUTY STATION	MULTIPLIER
Bahrain*	46.9
Burundi	48.4
Kuwait	63.8
Thailand	47.3

*Indicates that a duty station has an existing PTA. See Table 5

6. Cost-of-living survey results did not trigger a change in the multiplier for **Barbados, Ecuador, Eritrea and Korea, Republic of.**

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 September 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
Burundi	16	17
Ecuador	19	20
Eritrea	10	11
Kuwait	14	15

8. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Barbados, Ecuador and Eritrea**, effective 1 September 2024.

9. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for

Korea, Republic of, effective 1 September 2024.

10. The waiver of the **40 per cent** of rent limit on rental subsidies is **reinstated** for **Istanbul, Türkiye**, and **Gebze, Türkiye**, effective 1 June 2024 pending the conduct of a cost-of-living survey at these duty stations. The rental subsidy thresholds remain the same as published in June 2024 (15 for staff with allowance and 16 for staff without allowance). Payroll offices are advised to rerun rental subsidy payments for the months of June, July and August 2024 for eligible staff in these two duty stations.

Duty Stations with Personal Transitional Allowance (PTA)

11. Under the modified operational rules as described in the document *ICSC/CIRCGEN/04/2024* published on 5 July 2024, the PTA is calculated every month to ensure that the Net Take-Home Pay (NTP) for existing staff does not decrease but also does not exceed its initial maximum setting in the first month of the new application. The first six months after the implementation of survey results, the PTA will bridge the full gap between the new benchmark NTP and the prevailing NTP at that time. Following this period, the NTP for existing staff will be gradually reduced by 3% every four months, with the PTA adjusted monthly to reflect the difference between the NTP for existing staff and the newcomers. This monthly adjustment process will continue until the NTP for existing staff will coincide with the statutory one. The PTA became applicable for **Bahrain** due to low survey results implemented in September 2024. Table 5 provides a summary of all PTAs in effect as of 1 September 2024.

12. 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 2024

DUTY STATION	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
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Angola	9.6	1 March 2023	1 April 2023	1 November 2024
Azerbaijan	8.2	1 June 2024	1 July 2024	1 December 2024
Bahrain	11.9	1 September 2024	1 October 2024	1 March 2025
Cuba	3.1	1 July 2024	1 August 2024	1 January 2025
Gabon	2.8	1 August 2024	1 September 2024	1 February 2025
Lebanon	54.2	1 April 2023	1 May 2023	1 October 2024
Liberia	3.3	1 August 2024	1 September 2024	1 February 2025
Russian Federation	10.5	1 July 2023	1 August 2023	1 January 2025
Zimbabwe	0.4	1 February 2020	1 March 2023	1 December 2024

**PTA revised on a monthly basis to maintain the NTP until the next revision date*

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 for **Argentina, Lebanon** and **Türkiye**, effective 1 September 2024, are listed in Table 6. However, the application of the rule did not trigger a change in the post adjustment multiplier for **Sudan**.

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

DUTY STATION	MULTIPLIER
Argentina	52.1
Lebanon*	47.2
Türkiye, Ankara	42.9
Türkiye, Gebze	50.2
Türkiye, Istanbul	50.2

**Indicates that a duty station has an existing PTA. See Table 5*

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi