



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

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14 February 2024

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 February 2024**

1. I am pleased to send you the post adjustment multipliers for February 2024. **Note that only duty stations with changes in post adjustment multipliers are listed.**
2. The review of the post adjustment classification for New York was conducted in tandem with the Commission's active management of the UN/US net remuneration margin through the operation of the post adjustment system, pursuant to the General Assembly resolution A/RES/70/244. Consequently, the post adjustment multiplier for New York is increased from its current level of 80.5 to 88.4, in order to ensure that the 2024 calendar year margin level does not fall below 113. This means that the new pay index for New York (188.4) is about 0.91 per cent higher than the PAI derived exclusively from the evolution of the cost of living in New York as of 1 February 2024, which is 186.7. In order to maintain purchasing power parity of net remuneration with New York, the base of the post adjustment system, post adjustment indices of all other duty stations have been proportionately scaled up by the same extent as that of New York, that is, by 0.91 per cent. See the attached document ICSC/CIRC/GEN/02/2024 for details.

### **Group I duty stations**

3. Table 1 reflects changes in post adjustment multipliers for group I duty stations due to the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar and the application of the twelve-month review, pursuant to the General Assembly resolution A/RES/69/251 which states, inter alia, that the post adjustment classification of all headquarters and other group I duty stations are reviewed on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2024).

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

<b>DUTY STATION</b>	<b>MULTIPLIER</b>	<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Australia	43.4	Italy, Brindisi	27.5
Austria	56.9	Italy, Rome	33.6
Belgium	50.7	Japan, Hiroshima	45.4
Bulgaria	40.3	Japan, Tokyo	63.9
Canada, Montreal	53.8	Luxembourg	56.1
Canada, Ottawa	64.4	Malta	39.4
Canada, Toronto	72.0	Monaco	60.2
China, Hong Kong (SAR)	117.4	Netherlands	53.1
Croatia, Republic of	43.5	Norway	50.9
Cyprus	37.5	Poland	42.6
Czech Republic	52.1	Portugal, Guimaraes	20.0
Denmark	79.9	Portugal, Lisbon	38.7
Finland	50.9	Romania	35.8
France, Lyon and Elsewhere	56.4	Slovak Republic	42.2
France, Paris	60.2	Slovenia, Republic of	48.6
French Guiana	42.6	Spain	34.3
Germany, Berlin	48.8	Sweden	45.9
Germany, Bonn	41.1	Switzerland	89.7
Germany, Dresden	41.1	United Kingdom	83.0
Germany, Frankfurt	50.5	USA, El Paso	63.0
Germany, Hamburg	57.2	USA, Miami	64.4
Germany, Munich	63.3	USA, New York	88.4
Gibraltar	83.0	USA, San Diego	84.4
Greece	40.6	USA, San Francisco	92.8
Hungary	53.8	USA, Seattle	66.2
Iceland	42.7	USA, Washington D.C.	70.2
Ireland	60.3		

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

4. At its 96<sup>th</sup> 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.

5. The modified 0.5 per cent rule was applicable for **Hungary** and **Romania**. However, the application of the modified 0.5 per cent rule produced lower multipliers for both duty stations compared to the twelve-month review. Therefore, the post adjustment multipliers applicable for **Hungary** and **Romania**, based on the twelve-month review rule, with effect from 1 February 2024, are given in Table 1.

### **Group II duty stations**

6. 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 February 2024.

**Table 2. Changes to post adjustment multipliers as a result of cost-of-living surveys**  
**February 2024**

DUTY STATION	MULTIPLIER
Kazakhstan	42.3
Kenya	41.4

Niger	34.6
Saudi Arabia	56.7
Seychelles	54.5

7. Cost-of-living survey results did not trigger a change in the multipliers for **Indonesia** and **Maldives**.

8. 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 February 2024.

**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
Indonesia	22	23
Kazakhstan	24	25
Kenya	24	25
Niger	11	12
Saudi Arabia	22	23
Seychelles	19	20

9. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Indonesia** and **Seychelles**, effective 1 February 2024.

10. The revised post adjustment multiplier and applicable rental subsidy thresholds for the following duty station have been established, effective 1 February 2024 as listed in Table 4, based on a new cost-of-living survey in **Kenya**, to which this duty station is linked for purposes of post adjustment.

**Table 4. Revised post adjustment multipliers for linked duty station – February 2024**

DUTY STATION	REFERENCE DUTY STATIONS	MULTIPLIER	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
			<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Somalia	Ethiopia and Kenya	51.5	23	24

**Duty Stations with Personal Transitional Allowance (PTA)**

11. 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 February 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 February 2024**

DUTY STATION	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	22.7	1 March 2023	1 April 2023	1 March 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
Chile	1.7	1 September 2022	1 March 2023	1 April 2024
Czech Republic*	3.0	1 November 2023	1 December 2023	1 May 2024
Iran	1.0	1 June 2023	1 July 2023	1 April 2024
Lebanon	68.9	1 April 2023	1 May 2023	1 June 2024
Papua New Guinea	1.2	1 July 2023	1 August 2023	1 May 2024

Qatar	0.5	1 October 2019	1 March 2023	1 April 2024
Russian Federation	23.0	1 July 2023	1 August 2023	1 May 2024
Sudan	4.3	1 March 2023	1 April 2023	1 May 2024
United Arab Emirates	2.4	1 January 2024	1 February 2024	1 July 2024
Zimbabwe	12.3	1 February 2020	1 March 2023	1 April 2024

*\*Duty station under the 2021 round (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, Sierra Leone, 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 **Lebanon, Sierra Leone** and **Türkiye**, effective 1 February 2024 are listed in Table 6. However, the application of the rule did not trigger a change in the post adjustment multipliers for **Argentina** and **Sudan**. The one-month rule is no longer applicable for **Suriname**, effective 1 February 2024.

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

DUTY STATION	MULTIPLIER
Lebanon*	36.9
Sierra Leone	55.4
Türkiye, Ankara	34.1
Türkiye, Gebze	40.9
Türkiye, Istanbul	40.9

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

### **Establishment of a Post Adjustment Classification for Nauru**

14. Following the establishment of Nauru as a new duty station, the applicable multiplier and rental subsidy thresholds effective 1 February 2024, are shown in Table 7.

**Table 7. Multiplier and rental subsidy thresholds for Nauru – February 2024**

<b>DUTY STATION</b>	<b>REFERENCE DUTY STATIONS</b>	<b>MULTIPLIER</b>	<b>RENTAL SUBSIDY THRESHOLDS (PER CENT)</b>	
			<b>With Spouse/Single Parent Allowance</b>	<b>Without Spouse/Single Parent Allowance</b>
Nauru	Indonesia, Papua New Guinea, Philippines, Solomon Islands, Vanuatu	53.7	21	22

Cc. Mr. Boguslaw Winid  
Mr. Omar Abdi

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ICSC/CIRC/GEN/02/2024

14 February 2024

**TO: Human Resources Managers of Participating Organizations  
Representatives of Staff Federations**

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

**SUBJECT: Impact of the review of the Post Adjustment of New York on the post adjustment classification of all duty stations covered by the United Nations Common System Organizations effective 1 February 2024**

1. Based on the review of the post adjustment classification for New York, which was conducted in tandem with the Commission's active management of the UN/US net remuneration margin through the operation of the post adjustment system, pursuant to the General Assembly resolution A/RES/70/244, the post adjustment multiplier for New York will be increased from its current level of 80.5 to 88.4 in order to ensure that the 2024 calendar year margin does not fall below 113.

2. This means that the new pay index for New York (188.4), is about 0.91 per cent higher than the PAI derived from the evolution of the cost-of-living in New York as of 1 February 2024, which is 186.7. In order to maintain purchasing power parity of net remuneration with New York, the base of the post adjustment system, post adjustment indices for all other duty stations have been proportionately scaled up to the same extent as that in New York, that is, 0.91 per cent. As an example, for a duty station with a PAI of 175.0, a revised PAI would be calculated as  $175.0 * 1.0091 = 176.6$ .

3. It is important to note that the impact of the scaling-up of the PAIs of all duty stations on the salaries of United Nations common system staff in the Professional and higher categories will be determined on the post adjustment classification review date for each duty station, which is 1 February 2024 for group I duty stations, and 1 March 2024 for group II duty stations. On these dates, the prevailing pay index will be compared to the updated scaled-up PAI, and the revised post adjustment multiplier will be determined in accordance with existing operational rules. A real salary increase is granted only if the updated scaled-up PAI exceeds the prevailing pay index; otherwise, the prevailing post adjustment multiplier is maintained.

4. The post adjustment classifications review of all headquarters and other group I duty stations, on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2024), pursuant to General Assembly resolution A/RES/69/251, led to real salary increases in 51 (out of 53) group I duty stations whose updated post adjustment indices exceeded their prevailing pay indices (exchange-rate-only adjusted post adjustment multiplier plus 100). For the remaining two duty stations, the updated post adjustment index fell below the prevailing pay index and so the prevailing pay index was maintained.



5. Table 1 below shows the revised PAIs and applicable post adjustment multipliers for New York and all group I duty stations whose PACs have been reviewed in February 2024.

**Table 1: Post Adjustment Classification Review for Group I Duty Stations, February 2024**

DUTY STATION	PAI		MULTIPLIER			Change in Net Remuneration
	Feb-24	Feb-24	Feb-24 0.5% rule	Feb-24	Feb-24	
	Pre Scaling Up	Post Scaling Up		Pre Scaling Up	Post Scaling Up	
Australia	142.1	143.4	41.7	42.1	43.4	Increase 1.2 %
Austria	155.5	156.9	46.9	55.5	56.9	Increase 6.8 %
Belgium	149.4	150.7	47.8	49.4	50.7	Increase 2.0 %
Bulgaria	139.1	140.3	36.5	39.1	40.3	Increase 2.8 %
Canada, Montreal	152.5	153.8	48.3	52.5	53.8	Increase 3.7 %
Canada, Ottawa	162.9	164.4	58.4	62.9	64.4	Increase 3.7 %
Canada, Toronto	170.5	172.0	65.8	70.5	72.0	Increase 3.7 %
China, Hong Kong (SAR)	215.5	217.4	110.4	115.5	117.4	Increase 3.3 %
Croatia, Republic of	142.2	143.5	40.5	42.2	43.5	Increase 2.1 %
Cyprus	136.2	137.5	35.2	36.2	37.5	Increase 1.7 %
Czech Republic	149.0	150.4	52.1	52.1	50.4	No Change
Denmark	178.3	179.9	79.6	79.6	79.9	Increase 0.2 %
Finland	149.5	150.9	47.3	49.5	50.9	Increase 2.4 %
France, Lyon and Elsewhere	155.0	156.4	48.7	55.0	56.4	Increase 5.2 %
France, Paris	158.7	160.2	52.2	58.7	60.2	Increase 5.3 %
French Guiana	141.3	142.6	32.5	41.3	42.6	Increase 7.6 %
Germany, Berlin	147.5	148.8	45.4	47.5	48.8	Increase 2.3 %
Germany, Bonn	139.8	141.1	37.9	39.8	41.1	Increase 2.3 %
Germany, Dresden	139.8	141.1	37.9	39.8	41.1	Increase 2.3 %
Germany, Frankfurt	149.2	150.5	47.1	49.2	50.5	Increase 2.3 %
Germany, Hamburg	155.8	157.2	53.6	55.8	57.2	Increase 2.3 %
Germany, Munich	161.8	163.3	59.6	61.8	63.3	Increase 2.3 %
Gibraltar	181.4	183.0	75.3	81.4	83.0	Increase 4.4 %
Greece	139.3	140.6	38.0	39.3	40.6	Increase 1.9 %
Hungary	152.4	153.8	45.7	52.4	53.8	Increase 5.6 %
Iceland	141.4	142.7	32.4	41.4	42.7	Increase 7.8 %
Ireland	158.8	160.3	55.9	58.8	60.3	Increase 2.8 %
Italy, Brindisi	126.4	127.5	26.1	26.4	27.5	Increase 1.1 %
Italy, Rome	132.4	133.6	32.1	32.4	33.6	Increase 1.1 %
Japan, Hiroshima	144.1	145.4	42.7	44.1	45.4	Increase 1.9 %
Japan, Tokyo	162.4	163.9	60.8	62.4	63.9	Increase 1.9 %
Luxembourg	154.7	156.1	48.9	54.7	56.1	Increase 4.8 %
Malta	138.2	139.4	35.1	38.2	39.4	Increase 3.2 %
Monaco	158.7	160.2	52.2	58.7	60.2	Increase 5.3 %
Netherlands	149.0	150.3	53.1	53.1	50.3	No Change
Norway	149.5	150.9	46.4	49.5	50.9	Increase 3.1 %
Poland	141.3	142.6	39.8	41.3	42.6	Increase 2.0 %
Portugal, Guimaraes	118.9	120.0	17.6	18.9	20.0	Increase 2.1 %

DUTY STATION	PAI		MULTIPLIER			Change in Net Remuneration
	Feb-24	Feb-24	Feb-24 0.5% rule	Feb-24	Feb-24	
	Pre Scaling Up	Post Scaling Up		Pre Scaling Up	Post Scaling Up	
Portugal, Lisbon	137.5	138.7	35.9	37.5	38.7	Increase 2.1 %
Romania	134.6	135.8	31.4	34.6	35.8	Increase 3.3 %
Slovak Republic	140.9	142.2	40.5	40.9	42.2	Increase 1.2 %
Slovenia, Republic of	147.3	148.6	45.3	47.3	48.6	Increase 2.3 %
Spain	133.1	134.3	30.1	33.1	34.3	Increase 3.2 %
Sweden	144.6	145.9	41.0	44.6	45.9	Increase 3.5 %
Switzerland	188.0	189.7	83.8	88.0	89.7	Increase 3.2 %
United Kingdom	181.4	183.0	75.3	81.4	83.0	Increase 4.4 %
USA, El Paso	161.5	163.0	56.6	61.5	63.0	Increase 4.1 %
USA, Miami	162.9	164.4	57.9	62.9	64.4	Increase 4.1 %
USA, New York	186.7	188.4	80.5	86.7	88.4	Increase 4.4 %
USA, San Diego	182.8	184.4	76.7	82.8	84.4	Increase 4.4 %
USA, San Francisco	191.0	192.8	84.7	91.0	92.8	Increase 4.4 %
USA, Seattle	164.7	166.2	59.7	64.7	66.2	Increase 4.1 %
USA, Washington D.C.	168.7	170.2	63.5	68.7	70.2	Increase 4.1 %

6. Table 2 below shows the seven group II duty stations for which cost-of-living survey results are being implemented, on 1 February 2024.

**Table 2: Group II Duty Stations – Survey Results effective 1 February 2024**

DUTY STATION	PAI		MULTIPLIER		
	Feb-24	Feb-24	Jan-24	Feb-24	Feb-24
	Pre Scaling Up	Post Scaling Up		Pre Scaling Up	Post Scaling Up
Indonesia	135.2	136.4	38.1	38.1	38.1
Kazakhstan	141.0	142.3	37.7	41.0	42.3
Kenya	140.1	141.4	29.9	40.1	41.4
Maldives	145.8	147.1	47.1	47.1	47.1
Niger	133.3	134.6	32.8	33.3	34.6
Saudi Arabia	155.3	156.7	50.7	55.3	56.7
Seychelles	153.1	154.5	51.6	53.1	54.5