



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

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12 April 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 April 2024**

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

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	44.7	Gibraltar	82.2
Austria	57.0	Greece	40.7
Belgium	50.8	Iceland	41.3
Bulgaria	40.4	Ireland	60.5
Canada, Montreal	52.3	Italy, Brindisi	27.6
Canada, Ottawa	62.7	Italy, Rome	33.7
Canada, Toronto	70.3	Japan, Hiroshima	43.2
China, Hong Kong (SAR)	117.0	Japan, Tokyo	61.3
Croatia, Republic of	43.6	Luxembourg	56.2
Cyprus	37.6	Malta	39.5
Czech Republic	52.2	Monaco	60.4
Denmark	79.9	Netherlands	53.2
Finland	51.0	Norway	48.3
France, Lyon and Elsewhere	56.7	Poland	45.0
France, Paris	60.4	Portugal, Guimaraes	20.1
French Guiana	42.7	Portugal, Lisbon	38.8
Germany, Berlin	48.9	Slovak Republic	42.3
Germany, Bonn	41.2	Slovenia, Republic of	48.7
Germany, Dresden	41.2	Spain	34.4
Germany, Frankfurt	50.6	Sweden	43.5
Germany, Hamburg	57.3	Switzerland	84.8
Germany, Munich	63.4	United Kingdom	82.2

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

3. 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.

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 April 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 – April 2024**

<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Hungary	53.6
Romania	36.2

5. Based on the results of the 2021-round cost-of-living survey conducted in Latvia in February 2024, the revised post adjustment multiplier listed in Table 3 is applicable effective 1 April 2024.

**Table 3. Post adjustment multiplier based on the result of cost-of-living survey – April 2024**

<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Latvia	49.3

6. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty station listed in Table 4 below, are effective 1 April 2024.

**Table 4. Duty station with revised rental subsidy thresholds – April 2024**

<b>DUTY STATION</b>	<b>RENTAL SUBSIDY THRESHOLDS (PER CENT)</b>	
	<b><u>With</u> Spouse/Single Parent Allowance</b>	<b><u>Without</u> Spouse/Single Parent Allowance</b>
Latvia	13	14

**Group II duty stations**

7. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 5 below, are effective 1 April 2024.

**Table 5. Post adjustment multipliers based on the results of cost-of-living surveys**  
**April 2024**

DUTY STATION	MULTIPLIER
Argentina	43.4
Armenia	46.0
Eswatini	23.8
Jerusalem	64.9
Mauritius	39.6
Tajikistan	43.0
Togo	52.4
Trinidad and Tobago	49.9

8. Cost-of-living survey results did not trigger a change in the multiplier for **Belize, Bosnia and Herzegovina, Chad, Congo, Cote d'Ivoire, Dominican Republic, Kyrgyzstan, Mexico and Tanzania, United Rep. of.**

9. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 6 below, are effective 1 April 2024.

**Table 6. 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
Argentina	25	27
Armenia	23	24
Belize	15	16

Bosnia and Herzegovina	12	13
Cote d'Ivoire	19	20
Dominican Republic	20	21
Eswatini	12	13
Jerusalem	26	28
Mauritius	20	21

10. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Tajikistan** , effective 1 April 2024.

11. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Chad**, effective 1 April 2024.

12. The revised post adjustment multipliers for the following duty stations have been established, effective 1 April 2024 as listed in Table 7, based on the results of new cost-of-living surveys to which these duty stations are linked for purposes of post adjustment.

**Table 7. Revised post adjustment multipliers for linked duty stations – April 2024**

DUTY STATION	REFERENCE DUTY STATIONS	MULTIPLIER
Anguilla	Barbados, <b>Trinidad &amp; Tobago</b>	63.0
Antigua and Barbuda	Barbados, <b>Trinidad &amp; Tobago</b>	63.0
Bonaire	Barbados, <b>Trinidad &amp; Tobago</b>	63.0
Dominica	Barbados, <b>Trinidad &amp; Tobago</b>	63.0
Grenada	Barbados, <b>Trinidad &amp; Tobago</b>	63.0
Israel, Tel Aviv	<b>Jerusalem</b>	74.3
St. Kitts and Nevis	Barbados, <b>Trinidad &amp; Tobago</b>	63.0
St. Vincent and the Grenadines	Barbados, <b>Trinidad &amp; Tobago</b>	63.0
West Bank & the Gaza Strip, The	<b>Jerusalem</b>	64.9

13. The revised applicable rental subsidy thresholds for the following duty stations have been established, effective 1 April 2024 as listed in Table 8, based on new cost-of-living surveys in reference duty stations, to which these duty stations are linked for purposes of post adjustment.

**Table 8. Revised rental subsidy thresholds for linked duty stations – April 2024**

DUTY STATION	REFERENCE DUTY STATIONS	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
		<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Puerto Rico	<b>Dominican Republic</b>	20	21
Israel, Tel Aviv	<b>Jerusalem</b>	27	29
West Bank & the Gaza Strip, The	<b>Jerusalem</b>	26	28

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

14. 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 9 provides a summary of all PTAs in effect as of 1 April 2024.

15. 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 9 Summary of Personal Transitional Allowances (PTAs) as of 1 April 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
Czech Republic*	3.0	1 November 2023	1 December 2023	1 May 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
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	8.0	1 February 2020	1 March 2023	1 August 2024

*\*Duty station under the 2021 round (PTA revised on a monthly basis to maintain the NTP until the next revision date)*

16. The gap closure measure is completed for **Chile, Iran and Qatar**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 April 2024.

17. 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 of **Sierra Leone, Sudan and Türkiye**, effective 1 April 2024, are listed in Table 10 and for **Argentina** in Tables 5. However, the application of the rule did not trigger a change in the post adjustment multipliers for **Lebanon**.

**Table 10. Revised post adjustment multipliers as a result of the one-month rule**  
**– April 2024**

DUTY STATION	MULTIPLIER
Sierra Leone	56.9
Sudan*	55.9
Türkiye, Ankara	38.1
Türkiye, Gebze	45.1
Türkiye, Istanbul	45.1

*\*Indicates that a duty station has an existing PTA. See Table 9*

Cc. Mr. Boguslaw Winid  
Mr. Omar Abdi