

INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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12 July 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 July 2024

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

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

| DUTY STATION | MULTIPLIER | DUTY STATION | MULTIPLIER |
|----------------------------|------------|-----------------------|------------|
| Australia | 49.6 | Greece | 42.6 |
| Austria | 59.2 | Iceland | 44.1 |
| Belgium | 52.9 | Ireland | 62.6 |
| Bulgaria | 42.2 | Italy, Brindisi | 29.4 |
| Canada, Montreal | 53.2 | Italy, Rome | 35.5 |
| Canada, Ottawa | 63.7 | Japan, Hiroshima | 39.0 |
| Canada, Toronto | 71.3 | Japan, Tokyo | 56.6 |
| China, Hong Kong (SAR) | 117.7 | Latvia | 51.3 |
| Croatia, Republic of | 45.5 | Luxembourg | 58.3 |
| Cyprus | 39.4 | Malta | 41.4 |
| Czech Republic | 54.1 | Monaco | 62.5 |
| Denmark | 82.2 | Netherlands | 55.3 |
| Finland | 53.1 | Norway | 49.9 |
| France, Lyon and Elsewhere | 58.7 | Poland | 47.0 |
| France, Paris | 62.5 | Portugal, Guimaraes | 21.7 |
| French Guiana | 44.6 | Portugal, Lisbon | 40.7 |
| Germany, Berlin | 50.9 | Slovak Republic | 44.2 |
| Germany, Bonn | 43.1 | Slovenia, Republic of | 50.7 |
| Germany, Dresden | 43.1 | Spain | 36.2 |
| Germany, Frankfurt | 52.6 | Sweden | 47.0 |
| Germany, Hamburg | 59.4 | Switzerland | 88.4 |
| Germany, Munich | 65.6 | United Kingdom | 87.3 |
| Gibraltar | 87.3 | | |

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 July 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 – July 2024

| DUTY STATION | MULTIPLIER |
|--------------|------------|
| Hungary | 54.2 |
| Romania | 37.5 |

Group II duty stations

The application of the Modified operational rules for group II duty stations

5. At its 97th session, the ICSC decided to transition at the earliest possible occasion all group II duty stations for application of the modified **Four-Month Review (FMR), 10-Point rule (TPR)** and calculation of the **Personal Transitional Allowance (PTA)**, as approved by the Commission at its 90th session, and as clarified by the Commission at its 97th session. Having completed the preparatory work for monitoring and calculation templates, the secretariat implemented the application of the modified operational rules from July 2024.
6. While the core of the FMR calculations does not change, the FMR was modified by adding a “**system of caps-and-delays**” to PAM decreases, so that a first occurrence of a PAM decreases lower than -3 points, would be limited to -3 points only. There cannot be capping at the following FMR, except if a new cost-of-living survey is implemented in between the two FMRs, since the implementation of survey results resets the trajectory of the PAM on the basis of fresh cost-of-living data. If FMR with no capping is applied, capping becomes possible again at the following FMR.
7. The modified 10-point rule now extends the scope of application of the original design of the rule, by considering not only the potential, calculated PAM change at any FMR, but also the implemented PAM changes of the prior two FMRs, and should the accumulated change of the PAM originating from **two** or **three** consecutive reviews breach the threshold of -10 PAM points, instead of implementing the change, the PAM would be frozen and a new place-to-place survey would be conducted and implemented within four months.
8. The calculation of the PTA was modified to provide better stability and predictability for existing staff. Previously, the PTA was a fixed amount of multiplier points for six months following the application of the Gap Closure Measure upon implementation of negative survey results. Under the new approach, the PTA is calculated every month to ensure that the NTP for existing staff does not decrease but also does not exceed its initial maximum setting in the first month of the new application.

9. Document **ICSC/CIRC/GEN/04/2024** issued on 5th July 2024 and published on the ICSC website provides additional details, including examples, on the application of the modified operational rules.
10. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in Table 3 below, are effective 1 July 2024.

Table 3. Post adjustment multipliers for group II duty stations – July 2024

| DUTY STATION | MULTIPLIER | REASON FOR CHANGE |
|------------------------|-------------------|--------------------------|
| Afghanistan | 48.4 | Four-Month Review |
| Albania | 47.4 | Four-Month Review |
| Algeria | 53.0 | Four-Month Review |
| Angola * | 58.5 | Four-Month Review |
| Anguilla | 64.0 | Four-Month Review |
| Antigua and Barbuda | 64.0 | Four-Month Review |
| Armenia | 46.8 | Four-Month Review |
| Aruba | 74.1 | Four-Month Review |
| Bahrain | 58.8 | Four-Month Review |
| Bangladesh | 52.1 | Four-Month Review |
| Barbados | 77.5 | Four-Month Review |
| Belarus | 51.7 | Four-Month Review |
| Benin | 42.2 | Four-Month Review |
| Bhutan | 53.0 | Four-Month Review |
| Bonaire | 64.0 | Four-Month Review |
| Bosnia and Herzegovina | 38.8 | Four-Month Review |
| Botswana | 29.5 | Four-Month Review |
| Brazil ** | 41.8 | Capped Four-Month Review |
| British Virgin Islands | 58.8 | Four-Month Review |
| Burkina Faso | 37.0 | Four-Month Review |
| Burundi | 45.3 | Four-Month Review |
| Cameroon | 50.8 | Four-Month Review |
| Cape Verde | 49.5 | Four-Month Review |

| DUTY STATION | MULTIPLIER | REASON FOR CHANGE |
|----------------------|-------------------|--------------------------|
| Cayman Islands | 58.9 | Four-Month Review |
| Central African Rep. | 59.9 | Four-Month Review |
| Chad | 64.9 | Four-Month Review |
| China, Beijing | 65.8 | Four-Month Review |
| Colombia | 51.6 | Four-Month Review |
| Comoros | 51.3 | Four-Month Review |
| Congo | 55.4 | Four-Month Review |
| Congo, Dem. Rep. | 65.1 | Four-Month Review |
| Cook Islands | 54.7 | Four-Month Review |
| Costa Rica | 43.9 | Four-Month Review |
| Cote d Ivoire | 66.3 | Four-Month Review |
| Djibouti | 54.8 | Four-Month Review |
| Dominica | 64.0 | Four-Month Review |
| Ecuador | 36.4 | Four-Month Review |
| Egypt | 33.2 | Four-Month Review |
| El Salvador | 41.3 | Four-Month Review |
| Equatorial Guinea | 52.1 | Four-Month Review |
| Estonia | 53.8 | Four-Month Review |
| Eswatini | 26.7 | Four-Month Review |
| Ethiopia | 62.6 | Four-Month Review |
| Fiji | 48.0 | Four-Month Review |
| Gabon | 56.6 | Four-Month Review |
| Gambia | 47.3 | Four-Month Review |
| Ghana** | 43.6 | Capped Four-Month Review |
| Grenada | 64.0 | Four-Month Review |
| Guatemala | 43.7 | Four-Month Review |
| Guinea | 66.0 | Four-Month Review |
| Guinea Bissau | 61.0 | Four-Month Review |
| Guyana | 61.1 | Four-Month Review |
| Haiti | 64.0 | Four-Month Review |
| Honduras | 43.8 | Four-Month Review |

| DUTY STATION | MULTIPLIER | REASON FOR CHANGE |
|---------------------------|-------------------|--------------------------|
| India | 46.7 | Four-Month Review |
| Indonesia | 36.7 | Four-Month Review |
| Iran | 39.3 | Four-Month Review |
| Iraq | 38.1 | Four-Month Review |
| Israel, Tel Aviv | 77.2 | Four-Month Review |
| Jamaica | 56.9 | Four-Month Review |
| Jerusalem, Jerusalem | 67.7 | Four-Month Review |
| Jordan | 40.4 | Four-Month Review |
| Kazakhstan | 42.8 | Four-Month Review |
| Kenya | 53.1 | Four-Month Review |
| Korea, Dem. Peo. Of | 60.4 | Four-Month Review |
| Korea, Republic of ** | 64.8 | Capped Four-Month Review |
| Kuwait | 48.8 | Four-Month Review |
| Kyrgyzstan | 39.9 | Four-Month Review |
| Lao Peo. Dem. Rep. | 36.9 | Four-Month Review |
| Lesotho | 37.4 | Four-Month Review |
| Liberia | 66.0 | Four-Month Review |
| Libya | 41.8 | Four-Month Review |
| Lithuania | 45.4 | Four-Month Review |
| Madagascar | 37.8 | Four-Month Review |
| Malawi | 44.7 | Four-Month Review |
| Malaysia | 56.5 | Four-Month Review |
| Maldives | 49.0 | Four-Month Review |
| Mali | 56.3 | Four-Month Review |
| Marshall Islands | 54.8 | Four-Month Review |
| Mauritania | 43.9 | Four-Month Review |
| Mauritius | 37.2 | Four-Month Review |
| Mexico** | 62.3 | Capped Four-Month Review |
| Micronesia, Fed States of | 69.0 | Four-Month Review |
| Moldova | 54.8 | Four-Month Review |
| Mongolia | 46.4 | Four-Month Review |

| DUTY STATION | MULTIPLIER | REASON FOR CHANGE |
|-----------------------|-------------------|--------------------------|
| Montenegro | 41.0 | Four-Month Review |
| Morocco | 40.5 | Four-Month Review |
| Myanmar | 47.1 | Four-Month Review |
| Namibia | 40.4 | Four-Month Review |
| Nauru | 54.7 | Four-Month Review |
| Nepal | 36.8 | Four-Month Review |
| New Caledonia | 46.6 | Four-Month Review |
| New Zealand | 50.7 | Four-Month Review |
| Nicaragua | 39.2 | Four-Month Review |
| Niger | 39.4 | Four-Month Review |
| North Macedonia | 36.7 | Four-Month Review |
| Pakistan | 45.3 | Four-Month Review |
| Palau, Republic of | 54.7 | Four-Month Review |
| Panama | 45.8 | Four-Month Review |
| Paraguay | 35.7 | Four-Month Review |
| Peru | 43.4 | Four-Month Review |
| Philippines | 49.4 | Four-Month Review |
| Russian Federation * | 38.6 | Four-Month Review |
| Rwanda | 40.5 | Four-Month Review |
| Saint Helena | 64.3 | Four-Month Review |
| St. Lucia | 59.0 | Four-Month Review |
| Samoa | 45.6 | Four-Month Review |
| Sao Tome and Principe | 78.4 | Four-Month Review |
| Saudi Arabia | 59.1 | Four-Month Review |
| Senegal | 45.0 | Four-Month Review |
| Serbia | 46.5 | Four-Month Review |
| Seychelles | 53.7 | Four-Month Review |
| Sierra Leone | 58.6 | Four-Month Review |
| Singapore | 80.1 | Four-Month Review |
| Solomon Islands | 64.9 | Four-Month Review |
| Somalia | 57.9 | Four-Month Review |

| DUTY STATION | MULTIPLIER | REASON FOR CHANGE |
|---------------------------------|-------------------|--------------------------|
| South Africa | 31.7 | Four-Month Review |
| Sri Lanka | 48.5 | Four-Month Review |
| St. Kitts and Nevis | 64.0 | Four-Month Review |
| St. Vincent and the Grenadines | 64.0 | Four Months Review |
| Sudan** | 52.9 | Capped Four-Month Review |
| Suriname | 46.2 | Four-Month Review |
| Tajikistan | 44.6 | Four-Month Review |
| Tanzania, United Rep. of | 43.6 | Four-Month Review |
| Thailand | 41.8 | Four-Month Review |
| Timor-Leste | 50.0 | Four-Month Review |
| Togo | 55.9 | Four-Month Review |
| Trinidad and Tobago | 50.4 | Four-Month Review |
| Tunisia | 39.2 | Four-Month Review |
| Uganda | 40.7 | Four-Month Review |
| Ukraine | 36.1 | Four-Month Review |
| Uzbekistan | 39.1 | Four-Month Review |
| Vanuatu | 61.8 | Four-Month Review |
| Vietnam | 41.0 | Four-Month Review |
| West Bank & the Gaza Strip, The | 67.7 | Four-Month Review |
| Zambia | 38.1 | Four-Month Review |
| Zimbabwe * | 34.4 | Four-Month Review |

* Indicates that duty station has an existing PTA. See Table 8

** The actual PAMs were lower but are capped at no more than 3 points less than the actual

11. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 4 below, are effective 1 July 2024.

Table 4. Post adjustment multipliers based on the results of cost-of-living surveys**July 2024**

| DUTY STATION | MULTIPLIER |
|--------------|------------|
| Chile | 35.1 |
| Cuba* | 71.4 |
| Kiribati | 55.3 |
| Oman | 41.1 |

**indicates that a duty station has an existing PTA. See Table 8*

12. Cost-of-living survey results did not trigger a change in the multiplier for **Bahamas, Cambodia, China-Macao (SAR), Nigeria, and Turkmenistan.**
13. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 5 below, are effective 1 July 2024.

Table 5. 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 |
| Bahamas | 26 | 28 |
| Cambodia | 22 | 23 |
| Chile | 21 | 22 |
| Cuba | 21 | 22 |
| Kiribati | 14 | 15 |
| Oman | 22 | 23 |

14. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Turkmenistan**, effective 1 July 2024.

15. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Cambodia** and **Chile**, effective 1 July 2024.
16. The revised post adjustment multipliers for the following duty stations have been established, effective 1 July 2024 as listed in Table 6, based on a new cost-of-living survey and four-month review in reference duty stations, to which this duty station is linked for purposes of post adjustment.

Table 6. Revised post adjustment multipliers for linked duty stations – July 2024

| DUTY STATION | REFERENCE DUTY STATIONS | MULTIPLIER |
|--------------------|---|------------|
| Tuvalu | Fiji, Kiribati , Samoa, Solomon Islands, Vanuatu | 55.1 |
| Yemen, Republic of | Oman | 34.4 |

17. The revised applicable rental subsidy thresholds for the following duty stations have been established, effective 1 July 2024 as listed in Table 7, based on a new cost-of-living survey in reference duty stations, to which this duty station is linked for purposes of post adjustment.

Table 7. Revised rental subsidy thresholds for linked duty stations – July 2024

| DUTY STATION | REFERENCE DUTY STATIONS | RENTAL SUBSIDY THRESHOLDS (PER CENT) | |
|--------------------|---|--|---|
| | | <u>With</u> Spouse/Single Parent Allowance | <u>Without</u> Spouse/Single Parent Allowance |
| Tuvalu | Fiji, Kiribati , Samoa, Solomon Islands, Vanuatu | 18 | 19 |
| Yemen, Republic of | Oman | 21 | 22 |

Duty Stations with Personal Transitional Allowance (PTA)

18. Under the modified operational rules, 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 **Cuba** due to low survey result implemented in July 2024. Table 8 provides a summary of all PTAs in effect as of 1 July 2024.
19. 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 8. Summary of Personal Transitional Allowances (PTAs) as of 1 July 2024

| DUTY STATION | Existing PTA* | PTA starting date | Applicable to staff on post before | Date of next revision |
|---------------------|----------------------|--------------------------|---|------------------------------|
| Angola | 9.6 | 1 March 2023 | 1 April 2023 | 1 November 2024 |
| Azerbaijan | 8.2 | 1 June 2024 | 1 July 2024 | 1 December 2024 |
| Cuba | 3.1 | 1 July 2024 | 1 August 2024 | 1 January 2025 |
| Lebanon | 62.5 | 1 April 2023 | 1 May 2023 | 1 October 2024 |
| Russian Federation | 14.6 | 1 July 2023 | 1 August 2023 | 1 September 2024 |
| Zimbabwe | 6.6 | 1 February 2020 | 1 March 2023 | 1 August 2024 |

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

20. The gap closure measure is completed for **United Arab Emirates**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 July 2024.
21. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) is applicable **for Argentina, Lebanon 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 **these duty stations**, effective 1 July 2024 are listed in Table 9.

Table 9. Revised post adjustment multiplier as a result of the one-month rule
– July 2024

| DUTY STATION | MULTIPLIER |
|---------------------|-------------------|
| Argentina | 50.2 |
| Lebanon* | 38.4 |
| Türkiye, Ankara | 42.2 |
| Türkiye, Gebze | 49.5 |
| Türkiye, Istanbul | 49.5 |

**indicates that a duty station has an existing PTA. See Table 8*

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Mr. Omar Abdi