



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

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**Reference: ICSC-PADJ-0824-01**

14 August 2024

TO: Recipients of Post Adjustment  
Classification Memo

THROUGH: Mr. Larbi Djacta  
Chairman

FROM: Mr. Thierno Aliou Balde  
Officer-in-charge, Cost-of-Living Division

**SUBJECT: Post adjustment classification memo for August 2024**

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

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	46.1	Greece	43.3
Austria	59.9	Iceland	43.4
Belgium	53.6	Ireland	63.4
Bulgaria	43.0	Italy, Brindisi	29.9
Canada, Montreal	51.8	Italy, Rome	36.1
Canada, Ottawa	62.2	Japan, Hiroshima	48.4
Canada, Toronto	69.7	Japan, Tokyo	67.2
China, Hong Kong (SAR)	118.1	Latvia	52.0
Croatia, Republic of	46.2	Luxembourg	59.1
Cyprus	40.1	Malta	42.0
Czech Republic	55.9	Monaco	63.3
Denmark	83.2	Netherlands	56.0
Finland	53.8	Norway	48.8
France, Lyon and Elsewhere	59.5	Poland	46.7
France, Paris	63.3	Portugal, Guimaraes	22.3
French Guiana	45.3	Portugal, Lisbon	41.3
Germany, Berlin	51.7	Slovak Republic	44.9
Germany, Bonn	43.8	Slovenia, Republic of	51.4
Germany, Dresden	43.8	Spain	36.8
Germany, Frankfurt	53.4	Sweden	46.2
Germany, Hamburg	60.2	Switzerland	93.5
Germany, Munich	66.4	United Kingdom	85.7
Gibraltar	85.7		

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

3. At its 96<sup>th</sup> 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 August 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 – August 2024**

<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Hungary	54.7
Romania	38.0

**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 August 2024.

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

DUTY STATION	MULTIPLIER
Benin	44.7
Botswana	34.4
Gabon*	53.8
Georgia, Republic of	36.6
Lebanon*	46.7
Liberia*	62.7
South Africa	34.2

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

6. Cost-of-living survey results did not trigger a change in the multiplier for **Bhutan** and **Uruguay**.

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 August 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
Benin	19	20
Bhutan	10	11
Botswana	21	22
Georgia, Republic of	19	20

Lebanon	21	22
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8. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Gabon**, effective 1 August 2024.

9. The revised post adjustment multiplier for the following duty station has been established, effective 1 August 2024 as listed in Table 5, based on the new cost-of-living surveys, to which this duty station is linked for purposes of post adjustment.

**Table 5. Revised post adjustment multipliers for linked duty station – August 2024**

<b>DUTY STATION</b>	<b>REFERENCE DUTY STATIONS</b>	<b>MULTIPLIER</b>
Zimbabwe	<b>Botswana, Mozambique, South Africa</b>	36.9

10. The revised applicable rental subsidy thresholds for the following duty station have been established, effective 1 August 2024 as listed in Table 6, 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 6. Revised rental subsidy thresholds for linked duty station – August 2024**

<b>DUTY STATION</b>	<b>REFERENCE DUTY STATIONS</b>	<b>RENTAL SUBSIDY THRESHOLDS (PER CENT)</b>	
		<b><u>With Spouse/Single Parent Allowance</u></b>	<b><u>Without Spouse/Single Parent Allowance</u></b>
Zimbabwe	<b>Botswana, Mozambique, South Africa</b>	17	18

### **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 **Gabon** and **Liberia** due to low survey results implemented in August 2024. Table 7 provides a summary of all PTAs in effect as of 1 August 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 7. Summary of Personal Transitional Allowances (PTAs) as of 1 August 2024**

<b>DUTY STATION</b>	<b>Existing PTA*</b>	<b>PTA starting date</b>	<b>Applicable to staff on post before</b>	<b>Date of next revision</b>
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
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	14.6	1 July 2023	1 August 2023	1 September 2024
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 multiplier for **Argentina**, effective 1 August 2024, is listed in Table 8 and for **Lebanon** in Tables 3. However, the application of the rule did not trigger a change in the post adjustment multipliers for **Sudan** and **Türkiye**.

**Table 8. Revised post adjustment multiplier as a result of the one-month rule**  
**– August 2024**

DUTY STATION	MULTIPLIER
Argentina	51.1

Cc. Mr. Boguslaw Winid  
Mr. Omar Abdi