



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

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**Reference: ICSC-PADJ-1124-01**

14 November 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 November 2024**

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

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

<b>DUTY STATION</b>	<b>MULTIPLIER</b>	<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Australia	44.1	Greece	39.3
Austria	55.4	Iceland	42.0
Belgium	49.3	Ireland	58.8
Bulgaria	39.0	Italy, Brindisi	26.4
Canada, Montreal	49.5	Italy, Rome	32.4
Canada, Ottawa	59.7	Japan, Hiroshima	41.8
Canada, Toronto	67.2	Japan, Tokyo	59.8
China, Hong Kong (SAR)	118.4	Latvia	47.8
Croatia, Republic of	42.2	Luxembourg	54.6
Cyprus	36.2	Malta	38.1
Czech Republic	51.0	Monaco	58.7
Denmark	78.0	Netherlands	51.7
Finland	49.5	Norway	45.0
France, Lyon and Elsewhere	55.0	Poland	41.0
France, Paris	58.7	Portugal, Guimaraes	18.9
French Guiana	41.3	Portugal, Lisbon	37.4
Germany, Berlin	47.4	Slovak Republic	40.9
Germany, Bonn	39.8	Slovenia, Republic of	47.2
Germany, Dresden	39.8	Spain	33.1
Germany, Frankfurt	49.1	Sweden	41.3
Germany, Hamburg	55.8	Switzerland	90.1
Germany, Munich	61.8	United Kingdom	84.5
Gibraltar	84.5		

**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 November 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 – November 2024**

<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Hungary	47.3
Romania	34.9

## **Group II duty stations**

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

5. At its 97<sup>th</sup> 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 90<sup>th</sup> session, and as clarified by the Commission at its 97<sup>th</sup> session. Document **ICSC/CIRC/GEN/04/2024** issued on 5<sup>th</sup> July 2024 and published on the ICSC website provides additional details, including examples, on the application of the modified operational rules.

6. 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 November 2024.

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

<b>DUTY STATION</b>	<b>MULTIPLIER</b>	<b>REASON FOR CHANGE</b>
Afghanistan	49.6	Four-Month Review
Albania	47.0	Four-Month Review
Algeria	54.8	Four-Month Review
Angola *	61.0	Four-Month Review
Anguilla	64.4	Four-Month Review
Antigua and Barbuda	64.4	Four-Month Review
Aruba	74.5	Four-Month Review
Azerbaijan*	46.6	Four-Month Review
Bangladesh	54.6	Four-Month Review
Belarus	53.1	Four-Month Review
Belize	57.8	Four-Month Review
Benin	43.2	Four-Month Review
Bhutan	52.9	Four-Month Review
Bolivia	33.9	Four-Month Review
Bonaire	64.4	Four-Month Review
Bosnia and Herzegovina	38.4	Four-Month Review
Botswana	34.9	Four-Month Review
Brazil	40.5	Four-Month Review
British Virgin Islands	60.0	Four-Month Review
Burkina Faso	37.9	Four-Month Review

Burundi	49.3	Four-Month Review
Cape Verde	49.7	Four-Month Review
Cayman Islands	60.7	Four-Month Review
Chad	64.1	Four-Month Review
Chile**	32.1	Capped Four-Month Review
China, Beijing	66.7	Four-Month Review
China, Macao (SAR)	64.0	Four-Month Review
Colombia**	48.6	Capped Four-Month Review
Comoros	52.2	Four-Month Review
Congo	54.3	Four-Month Review
Congo, Dem. Rep.	66.7	Four-Month Review
Cook Islands	54.9	Four-Month Review
Costa Rica	45.6	Four-Month Review
Cote d Ivoire	64.3	Four-Month Review
Djibouti	55.0	Four-Month Review
Dominica	64.4	Four-Month Review
Dominican Republic	40.1	Four-Month Review
Egypt	34.5	Four-Month Review
El Salvador	42.0	Four-Month Review
Equatorial Guinea	51.0	Four-Month Review
Estonia	53.4	Four-Month Review
Eswatini	27.7	Four-Month Review
Fiji	49.2	Four-Month Review
Gabon*	51.8	Four-Month Review
Gambia	47.5	Four-Month Review
Georgia, Republic of	37.0	Four-Month Review
Ghana	43.4	Four-Month Review
Grenada	64.4	Four-Month Review
Guatemala	45.1	Four-Month Review
Guinea	67.2	Four-Month Review
Guyana	62.8	Four-Month Review
Haiti	65.3	Four-Month Review
Honduras	44.4	Four-Month Review
India	48.8	Four-Month Review
Indonesia	37.6	Four-Month Review
Iran	39.7	Four-Month Review

Iraq	38.9	Four-Month Review
Israel, Tel Aviv	76.5	Four-Month Review
Jamaica	58.6	Four-Month Review
Jerusalem, Jerusalem	67.1	Four-Month Review
Jordan	42.6	Four-Month Review
Kazakhstan	42.7	Four-Month Review
Kenya	54.0	Four-Month Review
Kiribati	55.5	Four-Month Review
Korea, Dem. Peo. Rep. of	61.5	Four-Month Review
Korea, Republic of **	61.8	Capped Four-Month Review
Kuwait	63.9	Four-Month Review
Kyrgyzstan	41.0	Four-Month Review
Lao Peo. Dem. Rep.	40.7	Four-Month Review
Lesotho	40.9	Four-Month Review
Libya	43.2	Four-Month Review
Lithuania	44.5	Four-Month Review
Madagascar	38.1	Four-Month Review
Malawi	46.9	Four-Month Review
Malaysia	61.0	Four-Month Review
Maldives	50.3	Four-Month Review
Mali	57.4	Four-Month Review
Marshall Islands	55.0	Four-Month Review
Mauritania	45.1	Four-Month Review
Mauritius	40.5	Four-Month Review
Moldova	55.6	Four-Month Review
Montenegro	41.2	Four-Month Review
Morocco	41.4	Four-Month Review
Myanmar	47.9	Four-Month Review
Nauru	54.9	Four-Month Review
New Caledonia	45.3	Four-Month Review
New Zealand	47.7	Four-Month Review
Nicaragua	39.7	Four-Month Review
Nigeria	60.9	Four-Month Review
North Macedonia	37.0	Four-Month Review
Oman	42.2	Four-Month Review
Pakistan	47.0	Four-Month Review

Palau, Republic of	54.9	Four-Month Review
Panama	45.9	Four-Month Review
Papua New Guinea	59.1	Four-Month Review
Paraguay	35.2	Four-Month Review
Philippines	50.1	Four-Month Review
Puerto Rico	40.1	Four-Month Review
Russian Federation	56.4	Four-Month Review
Rwanda	42.9	Four-Month Review
Saint Helena	63.9	Four-Month Review
Saudi Arabia	60.3	Four-Month Review
Senegal	44.6	Four-Month Review
Serbia	46.4	Four-Month Review
Seychelles	55.4	Four-Month Review
Sierra Leone	60.2	Four-Month Review
Solomon Islands	66.2	Four-Month Review
Somalia	58.3	Four-Month Review
South Africa	35.1	Four-Month Review
South Sudan, Republic of	56.0	Four-Month Review
Sri Lanka*	46.9	Four-Month Review
St. Kitts and Nevis	64.4	Four-Month Review
St. Vincent and the Grenadines	64.4	Four-Month Review
Suriname	45.4	Four-Month Review
Tajikistan	45.7	Four-Month Review
Tanzania, United Rep. of	44.7	Four-Month Review
Thailand	46.1	Four-Month Review
Timor-Leste	50.7	Four-Month Review
Togo	54.2	Four-Month Review
Tonga	49.0	Four-Month Review
Trinidad and Tobago	51.2	Four-Month Review
Tunisia	40.3	Four-Month Review
Tuvalu	55.6	Four-Month Review
Uganda	41.8	Four-Month Review
Ukraine	37.6	Four-Month Review
Uruguay	54.0	Four-Month Review
Uzbekistan	42.7	Four-Month Review
Vanuatu	61.7	Four-Month Review

Vietnam	42.1	Four-Month Review
West Bank & the Gaza Strip, The	67.1	Four-Month Review
Yemen, Republic of	35.5	Four-Month Review
Zambia	38.2	Four-Month Review
Zimbabwe	37.3	Four-Month Review

\* Indicates that duty station has an existing PTA. See Table 6

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

7. 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 November 2024.

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

DUTY STATION	MULTIPLIER
Micronesia (Federated States of)	73.0
Namibia	42.9
Nepal	37.2
Peru	44.6
Singapore	80.8

8. Cost-of-living survey results did not trigger a change in the multiplier for **Cameroon, Central African Republic, Ethiopia, Guinea Bissau, Samoa and Sao Tome and Principe.**

9. 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 November 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
Ethiopia	23	24
Guinea Bissau	12	13
Namibia	14	15



Sao Tome and Principe	25	27
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10. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Micronesia, Fed States of**, effective 1 November 2024.

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

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

12. 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.

13. 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. Staff joining the duty station after the PTA starting month are not eligible to receive the PTA.

**Table 6. Summary of Personal Transitional Allowances (PTAs) as of 1 November 2024**

DUTY STATION	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	2.7	1 March 2023	1 April 2023	1 March 2025
Azerbaijan	8.3	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	4.8	1 August 2024	1 September 2024	1 February 2025
Lebanon	47.6	1 April 2023	1 May 2023	1 February 2025
Liberia	3.3	1 August 2024	1 September 2024	1 February 2025
Sri Lanka	1.6	1 October 2024	1 November 2024	1 April 2025

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

14. The gap closure measure is completed for **Zimbabwe**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 November 2024.

15. Due to sustained substantial inflation for a period of time, 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 these duty stations, effective 1 November 2024, are listed in Table 7. Due to reduced levels of inflation in **Lebanon** and **Turkey** and the absence of fresh cost-of-living data for **Sudan**, the OMR will be discontinued for these duty stations effective 1 December 2024. Since the situation on the ground does not allow for the conduct of a cost-of-living survey for **Lebanon** and **Sudan**, alternative approaches will be explored to determine their post adjustment classification, while a cost-of-living survey is scheduled for **Türkiye** in April 2025.

**Table 7. Revised post adjustment multiplier as a result of the one-month rule**  
**– November 2024**

DUTY STATION	MULTIPLIER
Argentina	53.2
Lebanon*	47.8
Sudan	54.6
Türkiye, Ankara	44.3
Türkiye, Gebze	51.6
Türkiye, Istanbul	51.6

*\*Indicates that a duty station has an existing PTA. See Table 6*

16. As the cumulative change in post adjustment from two consecutive four-month reviews exceeded the threshold of negative 10 PAM points, the 10-point rule became applicable for **Mexico**.

In accordance with this rule, the existing multiplier will be maintained for four months pending completion of a cost-of-living survey. It should be noted that, in the absence of cost-of-living survey results, the existing post adjustment multiplier would be reduced by 10 points, effective **1 March 2025**.

Cc. Mr. Boguslaw Winid  
Mr. Omar Abdi