



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

Two United Nations Plaza, 10<sup>th</sup> Floor, New York, NY 10017  
Fax: (212) 963-0159 / 963-1717

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12 December 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 December 2024**

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

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

<b>DUTY STATION</b>	<b>MULTIPLIER</b>	<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Australia	41.3	Greece	38.0
Austria	54.0	Iceland	42.4
Belgium	47.9	Ireland	57.3
Bulgaria	37.8	Italy, Brindisi	25.3
Canada, Montreal	48.2	Italy, Rome	31.2
Canada, Ottawa	58.3	Japan, Hiroshima	43.9
Canada, Toronto	65.7	Japan, Tokyo	62.1
China, Hong Kong (SAR)	118.5	Latvia	46.4
Croatia, Republic of	40.9	Luxembourg	53.2
Cyprus	35.0	Malta	36.9
Czech Republic	50.7	Monaco	57.2
Denmark	76.5	Netherlands	50.3
Finland	48.1	Norway	44.5
France, Lyon and Elsewhere	53.5	Poland	42.0
France, Paris	57.2	Portugal, Guimaraes	17.8
French Guiana	40.0	Portugal, Lisbon	36.2
Germany, Berlin	46.1	Slovak Republic	39.6
Germany, Bonn	38.5	Slovenia, Republic of	45.9
Germany, Dresden	38.5	Spain	31.9
Germany, Frankfurt	47.7	Sweden	41.0
Germany, Hamburg	54.3	Switzerland	89.9
Germany, Munich	60.3	United Kingdom	84.9
Gibraltar	84.9		

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

3. At its ninety-sixth 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 December 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 – December 2024**

<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Hungary	46.1
Romania	34.2

**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 December 2024.

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

DUTY STATION	MULTIPLIER
Egypt	35.4
Ghana	50.2
Indonesia	43.8
Niger	59.4
Philippines	51.1
Senegal	54.1

6. Cost-of-living survey results did not trigger a change in the multiplier for **Burkina Faso, Jamaica, Kazakhstan and Seychelles.**

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 December 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
Burkina Faso	15	16
Egypt	18	19
Ghana	25	27
Indonesia	24	25
Kazakhstan	18	19
Niger	15	16
Senegal	22	23

8. The waiver of the **40 per cent** of rent limit on rental subsidy is no longer applicable for **Niger**, effective 1 December 2024.

10. The revised post adjustment multipliers for the following duty stations have been established, effective 1 December 2024 as listed in Table 5, based on the new cost-of-living surveys, to which these duty stations are linked for purposes of post adjustment.

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

DUTY STATION	REFERENCE DUTY STATIONS	MULTIPLIER
Cook Islands	<b>Indonesia</b> , Papua New Guinea, <b>Philippines</b> , Solomon Islands and Vanuatu.	56.4
Libya	Algeria, <b>Egypt</b> and Tunisia	43.5
Nauru	<b>Indonesia</b> , Papua New Guinea, <b>Philippines</b> , Solomon Islands and Vanuatu	56.4

11. The revised applicable rental subsidy thresholds for the following duty station have been established, effective 1 December 2024 as listed in Table 6, based on a new cost-of-living surveys 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 stations – December 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
Libya	Algeria, <b>Egypt</b> and Tunisia	18	19

## **Interim Post Adjustment Classifications for Lebanon and Sudan**

12. Following the establishment of an interim post adjustment classifications for **Lebanon** and **Sudan**, the applicable multipliers and rental subsidy thresholds effective 1 December 2024, are shown in Table 7.

**Table 7. Interim post adjustment multipliers and rental subsidy thresholds for Lebanon and Sudan**

DUTY STATION	REFERENCE DUTY STATIONS	MULTIPLIER	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
			With Spouse/Single Parent Allowance	Without Spouse/Single Parent Allowance
Lebanon*	Jerusalem and Türkiye - Istanbul	59.4	20	21
Sudan	South Sudan, Republic of	56.0	14	15

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

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

13. 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 per cent 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.

14. 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 8. Summary of Personal Transitional Allowances (PTAs) as of 1 December 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	4.2	1 June 2024	1 July 2024	1 April 2025
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	36.0	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

15. Due to sustained substantial inflation for a period of time, the one-month rule (OMR) is applicable for **Argentina**. Under this rule, the post adjustment multiplier of **this duty station** is 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 December 2024, is listed in Table 9. The OMR is discontinued for **Lebanon** and **Sudan** effective 1 December 2024.

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

DUTY STATION	MULTIPLIER
Argentina	53.4

Cc. Mr. Boguslaw Winid  
Mr. Omar Abdi