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INTERNATIONAL CIVIL SERVICE  
COMMISSIONCOMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

INTEROFFICE MEMORANDUM

MEMORANDUM INTERIEUR

Two United Nations Plaza, 10<sup>th</sup> Floor, New York, NY 10017  
Fax: (212) 963-0159 / 963-1717*ICSC-PADJ-0125-01*

14 January 2025

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 January 2025**

1. I am pleased to report to you the post adjustment multipliers for January 2025.
2. Pursuant to General Assembly resolution **A/RES/79/252**, the base/floor salary scale for the professional and higher categories of staff is increased by 9.50 per cent at all grades and steps with effect from 1 January 2025. The revised scale reflects a consolidation of 9.50 per cent of post adjustment into net base salary, on a “no gain, no loss” basis, meaning that the post adjustment is reduced by the same rate as the net base salary is increased. Thus, there is no change in net remuneration, apart from some minor rounding effects. The methodology for implementing the consolidation is outlined in the document *ICSC/CIRC/GEN/02/2025*.

**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 **Hungary and Romania**, with effect from 1 January 2025, are given in Table 1.

3. 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. However, the application of the rule did not trigger a change in the post adjustment multiplier for **Argentina**.

4. Table 1 below reflects changes in post adjustment multipliers for all duty stations before (A, pre-consolidation) and after (B, post-consolidation) due to the implementation of the revised base/floor salary scale. The post adjustment multipliers in column (B) are the final multipliers to be implemented effective 1 January 2025.

**Table 1. Pre-and Post-consolidation post adjustment multipliers – effective 1 January 2025**

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Afghanistan	49.6	36.6	
Albania	47.0	34.2	
Algeria	54.8	41.4	
Angola*	61.0	47.0	
Anguilla	64.4	50.1	
Antigua and Barbuda	64.4	50.1	
Argentina	53.4	40.1	
Armenia	46.8	34.1	
Aruba	74.5	59.4	
Australia	37.4	25.5	Group I Country
Austria	50.3	37.2	Group I Country
Azerbaijan*	46.6	33.9	
Bahamas	82.2	66.4	
Bahrain*	46.9	34.2	
Bangladesh	54.6	41.2	
Barbados	77.5	62.1	
Belarus	53.1	39.8	
Belgium	44.4	31.8	Group I Country
Belize	57.8	44.1	
Benin	43.2	30.8	
Bermuda	97.2	80.1	
Bhutan	52.9	39.6	
Bolivia	33.9	22.3	
Bonaire	64.4	50.1	
Bosnia and Herzegovina	38.4	26.4	
Botswana	34.9	23.2	
Brazil	40.5	28.3	
British Virgin Islands	60.0	46.1	

<b>DUTY STATION</b>	<b>(A) PRE- CONSOLIDATION</b>	<b>(B) POST- CONSOLIDATION</b>	<b>REMARKS</b>
Bulgaria	34.5	22.8	Group I Country
Burkina Faso	37.9	25.9	
Burundi	49.3	36.3	
Cambodia	40.5	28.3	
Cameroon	50.8	37.7	
Canada, Montreal	45.7	33.1	Group I Country
Canada, Ottawa	55.7	42.2	Montreal x 1.0684
Canada, Toronto	62.9	48.8	Montreal x 1.1181
Cape Verde	49.7	36.7	
Cayman Islands	60.7	46.8	
Central African Rep.	59.9	46.0	
Chad	64.1	49.9	
Chile	32.1	20.6	
China, Beijing	66.7	52.2	
China, Hong Kong (SAR)	118.2	99.3	Group I Country
China, Macao (SAR)	64.0	49.8	
Colombia	48.6	35.7	
Comoros	52.2	39.0	
Congo	54.3	40.9	
Congo, Dem. Rep.	66.7	52.2	
Cook Islands	56.4	42.8	
Costa Rica	45.6	33.0	
Cote d Ivoire	64.3	50.0	
Croatia, Republic of	37.5	25.6	Group I Country
Cuba	71.4	56.5	
Cyprus	31.8	20.4	Group I Country
Czech Republic	46.5	33.8	Group I Country
Denmark	72.0	57.1	Group I Country
Djibouti	55.0	41.6	
Dominica	64.4	50.1	
Dominican Republic	40.1	27.9	
Ecuador	36.4	24.6	
Egypt	35.4	23.7	
El Salvador	42.0	29.7	
Equatorial Guinea	51.0	37.9	
Eritrea	53.6	40.3	
Estonia	53.4	40.1	
Eswatini	27.7	16.6	
Ethiopia	62.6	48.5	
Fiji	49.2	36.3	
Finland	44.6	32.0	Group I Country
France, Lyon and Elsewhere	49.8	36.8	Paris x 0.9767
France, Paris	53.4	40.1	Group I Country
French Guiana	36.7	24.8	Group I Country
Gabon*	51.8	38.6	

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Gambia	47.5	34.7	
Georgia, Republic of	37.0	25.1	
Germany, Berlin	42.6	30.2	Bonn x 1.05465
Germany, Bonn	35.2	23.5	Group I Country
Germany, Dresden	35.2	23.5	Assimilated To Bonn
Germany, Frankfurt	44.2	31.7	Bonn x 1.06669
Germany, Hamburg	50.6	37.6	Bonn x 1.11418
Germany, Munich	56.4	42.9	Bonn x 1.15709
Ghana	50.2	37.2	
Gibraltar	77.0	61.7	Assimilated To London
Greece	34.8	23.1	Group I Country
Grenada	64.4	50.1	
Guatemala	45.1	32.5	
Guinea	67.2	52.7	
Guinea Bissau	61.0	47.0	
Guyana	62.8	48.7	
Haiti	65.3	51.0	
Honduras	44.6	32.1	Housing survey
Hungary	42.5	30.2	Group I Country
Iceland	40.0	27.8	Group I Country
India	48.8	35.9	
Indonesia	43.8	31.3	
Iran	39.7	27.6	
Iraq	38.9	26.8	
Ireland	53.5	40.2	Group I Country
Israel, Tel Aviv	76.5	61.2	
Italy, Brindisi	22.3	11.7	Rome x 0.9547
Italy, Rome	28.1	17.0	Group I Country
Jamaica	58.6	44.8	
Japan, Hiroshima	39.7	27.6	Tokyo x 0.88766
Japan, Tokyo	57.4	43.8	Group I Country
Jerusalem	67.1	52.6	
Jordan	42.6	30.2	
Kazakhstan	42.7	30.3	
Kenya	54.0	40.6	
Kiribati	55.5	42.0	
Korea, Dem. Peo. Of	61.5	47.5	
Korea, Republic of	61.8	47.8	
Kuwait	63.9	49.7	
Kyrgyzstan	41.0	28.8	
Lao Peo. Dem. Rep.	40.7	28.5	
Latvia	42.9	30.5	Group I Country
Lebanon*	59.4	45.6	
Lesotho	40.9	28.7	
Liberia*	62.7	48.6	

DUTY STATION	(A)	(B)	REMARKS
	PRE-CONSOLIDATION	POST-CONSOLIDATION	
Libya	43.5	31.0	
Lithuania	44.5	32.0	
Luxembourg	49.5	36.5	Group I Country
Madagascar	38.1	26.1	
Malawi	46.9	34.2	
Malaysia	61.0	47.0	
Maldives	50.3	37.3	
Mali	57.4	43.7	
Malta	33.6	22.0	Group I Country
Marshall Islands	55.0	41.6	
Mauritania	45.1	32.5	
Mauritius	40.5	28.3	
Mexico	62.3	48.2	
Micronesia, Fed States of	73.0	58.0	
Moldova	55.6	42.1	
Monaco	53.4	40.1	Assimilated to Paris
Mongolia	47.0	34.2	
Montenegro	41.2	28.9	
Morocco	41.4	29.1	
Mozambique	42.0	29.7	
Myanmar	47.9	35.1	
Namibia	42.9	30.5	
Nauru	56.4	42.8	
Nepal	37.2	25.3	
Netherlands	46.7	33.9	Group I Country
New Caledonia	45.3	32.7	
New Zealand	47.7	34.9	
Nicaragua	39.7	27.6	
Niger	59.4	45.6	
Nigeria	60.9	46.9	
The Republic of North Macedonia	37.0	25.1	
Norway	40.9	28.7	Group I Country
Oman	42.2	29.9	
Pakistan	47.7	34.9	Housing survey
Palau, Republic of	56.4	42.8	
Panama	45.9	33.2	
Papua New Guinea	59.1	45.3	
Paraguay	35.2	23.5	
Peru	44.6	32.1	
Philippines	51.1	38.0	
Poland	38.5	26.5	Group I Country
Portugal, Guimaraes	15.0	5.0	Lisbon x 0.86525
Portugal, Lisbon	32.9	21.4	Group I Country
Puerto Rico	40.1	27.9	
Qatar	60.5	46.6	

<b>DUTY STATION</b>	<b>(A) PRE- CONSOLIDATION</b>	<b>(B) POST- CONSOLIDATION</b>	<b>REMARKS</b>
Romania	31.4	20.0	Group I Country
Russian Federation	56.4	42.8	
Rwanda	42.9	30.5	
Saint Helena	63.9	49.7	
St. Lucia	59.0	45.2	
Samoa	45.6	33.0	
Sao Tome and Principe	78.4	62.9	
Saudi Arabia	60.3	46.4	
Senegal	54.1	40.7	
Serbia	46.4	33.7	
Seychelles	55.4	41.9	
Sierra Leone	60.2	46.3	
Singapore	80.8	65.1	
Slovak Republic	36.3	24.5	Group I Country
Slovenia, Republic of	42.4	30.0	Group I Country
Solomon Islands	66.2	51.8	
Somalia	58.3	44.6	
South Africa	35.1	23.4	
South Sudan, Republic of	56.0	42.5	
Spain	28.8	17.6	Group I Country
Sri Lanka*	46.9	34.2	
St. Kitts and Nevis	64.4	50.1	
St. Vincent and the Grenadines	64.4	50.1	
Sudan	56.0	42.5	
Suriname	45.4	32.8	
Sweden	37.6	25.6	Group I Country
Switzerland	83.6	67.6	Group I Country
Syrian Arab Republic	24.8	14.0	
Tajikistan	45.7	33.1	
Tanzania, United Rep. of	44.7	32.1	
Thailand	46.1	33.4	
Timor-Leste	50.7	37.6	
Togo	54.2	40.8	
Tonga	49.0	36.1	
Trinidad and Tobago	51.2	38.1	
Tunisia	40.3	28.1	
Türkiye, Ankara	44.3	31.8	
Türkiye, Gebze	51.6	38.4	
Türkiye, Istanbul	51.6	38.4	
Turkmenistan	93.2	76.4	
Tuvalu	55.6	42.1	
Uganda	41.8	29.5	
Ukraine	37.6	25.7	
United Arab Emirates	73.4	58.4	
United Kingdom	77.0	61.7	Group I Country

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
USA, El Paso	63.0	48.8	Washington DC x 0.9574
USA, Miami	64.4	50.1	Washington DC x 0.9656
USA, New York	88.4	72.1	Group I Country
USA, San Diego	84.4	68.5	New York x 0.9790
USA, San Francisco	92.8	76.1	New York x 1.0234
USA, Seattle	66.2	51.7	Washington DC x 0.9763
USA, Washington D.C.	70.2	55.4	Group I Country
Uruguay	54.0	40.6	
Uzbekistan	42.7	30.3	
Vanuatu	61.7	47.7	
Venezuela	58.8	45.0	
Vietnam	42.1	29.8	
West Bank & the Gaza Strip, The	67.1	52.6	
Yemen, Republic of	35.5	23.7	
Zambia	38.2	26.2	
Zimbabwe	37.3	25.4	

\*Indicates duty station has PTA. Please see Table 3

5. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for **Honduras** and **Pakistan**, with effect from 1 January 2025 are also listed in Table 1 above.

6. Cost-of-living survey results did not trigger a change in multiplier for **El Salvador**, **Fiji**, **Guatemala** and **Sierra Leone**.

7. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds effective 1 January 2025, are listed in Table 2 below.

**Table 2. Duty station 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
Fiji	23	24

**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. Due to the consolidation of the base/floor salary scale for staff in the Professional and higher categories in January 2025, as outlined above, and to prevent undue increases in remuneration levels, the existing Personal Transitional Allowances (PTAs) were adjusted effective 1 January 2025, as detailed in Table 3, in accordance with *ICSC/CIRC/GEN/05/2020 Par. 7(d)*.

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

**Table 3. Summary of Personal Transitional Allowances (PTAs) as of 1 January 2025**

DUTY STATION	Existing PTA*	New PTA*	Difference	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	2.7	2.5	-0.2	1 March 2023	1 April 2023	1 March 2025
Azerbaijan	4.2	3.8	-0.4	1 June 2024	1 July 2024	1 April 2025
Bahrain	11.9	10.8	-1.1	1 September 2024	1 October 2024	1 March 2025
Gabon	4.8	4.4	-0.4	1 August 2024	1 September 2024	1 February 2025
Lebanon	36.0	32.9	-3.1	1 April 2023	1 May 2023	1 February 2025
Liberia	3.3	3.0	-0.3	1 August 2024	1 September 2024	1 February 2025
Sri Lanka	1.6	1.4	-0.2	1 October 2024	1 November 2024	1 April 2025

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

16. The gap closure measure is completed for **Cuba**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 January 2025.

**Retroactive rental subsidy thresholds for Kazakhstan**

17. The secretariat identified an error in announcing the revised rental subsidy thresholds for **Kazakhstan** in December 2024. Based on the most recent cost-of-living survey in Kazakhstan, the revised applicable rental subsidy thresholds effective 1 December 2024 as listed in Table 4 below.

**Table 4. Rrevised rental subsidy thresholds for Kazakhstan**

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Kazakhstan	16	17

18. The adjustment of the thresholds from 18/19 (incorrectly announced in December 2024) to 16/17 means that some staff should have received a higher rental subsidy amount than was processed in December 2024, while others may have become eligible. Accordingly, the rental subsidy for December 2024 should be reprocessed.

cc. Mr. Boguslaw Winid  
Mr. Omar Abdi



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*ICSC/CIRC/GEN/02/2025*  
*ICSC/60-2*

14 January 2025

TO: Human Resources Directors of Participating Organizations  
Representatives of Staff Federations

FROM: Mr. Roberto Pagan, Officer-in-charge  
Cost-of-Living Division

SUBJECT: Impact on the post adjustment classification of duty stations of the adjustment  
of the base/floor salary scale for staff in the Professional and higher categories,  
effective *1 January 2025*

1. Pursuant to General Assembly resolution **A/RES/79/252**, the base/floor salary scale for staff in the Professional and higher categories is increased by 9.50 per cent, with effect from *1 January 2025*. The purpose of this memorandum is to explain the procedure used to implement this decision and its impact on post adjustment classifications of all duty stations. It would be appreciated if the information provided in this memorandum could be brought to the attention of all staff in the Professional and higher categories in your organization.

2. In accordance with established practice, the revised base/floor salary scale is implemented on a “no loss, no gain” basis. Consequently, in tandem with the increase in the base/floor salary scale on *1 January 2025*, the applicable post adjustment multipliers for all duty stations, and Personal Transitional Allowance (PTA) where applicable, are commensurately reduced. Thus, while the base salary portion of net remuneration goes up by 9.50 per cent, the pay index (i.e. post adjustment multiplier + 100) is reduced by the same percentage. The total net remuneration amount (the sum of the net base salary, post adjustment, and, where applicable, the spouse/single parent allowance) therefore remains unchanged, except for minor differences due to rounding.

3. For all duty stations, the post adjustment multipliers for January 2025 are determined using the normal procedures, and then multipliers reduced using the procedure outlined in the attached annex. This annex also gives some examples of the impact of the introduction of the revised base/floor salary scale on the level of the net remuneration.

4. It should be noted that the base/floor salary scale is also used to calculate some of the separation payments. Thus, staff leaving the service on or after *1 January 2025* and who are entitled to these payments will experience some gains as a result of the adjustment of the base/floor salary scale.

5. It should also be noted that the adjustment of the base/floor salary scale is not linked to that of the pensionable remuneration scale for the Professional and higher categories of staff.

## Annex

### A. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT INDICES

(i)	Post adjustment index prior to the introduction of the revised base/floor salary scale (pre-consolidation):	188.4
(ii)	Post adjustment index following the introduction of the revised salary (188.4 /1.0950) (post-consolidation):	172.1

### B. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT MULTIPLIERS

- **WHEN THE EXISTING MULTIPLIER IS GREATER THAN 9.50**

(i)	Post adjustment multiplier prior to the introduction of the revised base/floor salary scale:	32.4
(ii)	Therefore, the corresponding pay index (multiplier + 100):	132.4
(iii)	Revised pay index (132.4/1.0950):	120.9
(iv)	Hence, the post adjustment multiplier following the introduction of the revised salary scale (120.9 -100):	20.9

- **WHEN THE EXISTING MULTIPLIER IS LESS THAN 9.50<sup>1</sup>**

(i)	Post adjustment multiplier prior to the introduction of the revised base/floor salary scale:	9.0
(ii)	Hence, corresponding pay index (multiplier + 100):	109.0
(iii)	Revised pay index (109.0/1.0950):	99.5
(v)	Normally the resulting post adjustment multiplier following the introduction of the revised salary scale would have been (99.5 - 100) or - 0.5. However, since no negative post adjustment multipliers can be applied, a multiplier of zero will be implemented:	0.0

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<sup>1</sup> There is currently no duty station with a multiplier less than 9.50 prior to the implementation to the new base/floor salary scale, so this example is for illustrative purposes only.

**C. COMPARISON OF REMUNERATION AMOUNT FOR P-4, STEP VI  
WITH SPOUSE OR SINGLE PARENT ALLOWANCE**

DUTY STATION	BASED ON THE 1 JANUARY 2023 SALARY SCALE					BASED ON THE 1 JANUARY 2025 SALARY SCALE					YEARLY DIFFERENCE
	MULTIPLIER	NET BASE SALARY	POST ADJUSTMENT	SPOUSE/ SINGLE PARENT ALLOWANCE	TOTAL YEARLY	MULTIPLIER	NET BASE SALARY	POST ADJUSTMENT	SPOUSE/ SINGLE PARENT ALLOWANCE	TOTAL YEARLY	
	(a)	(b)	(c)=(b)*(a)/100	(d)=(b)+(c)*0.06	(e)=(b)+(c)+(d)	(f)	(g)	(h)=(g)*(f)/100	(i)=((g)+(h))*0.06	(j)=(g)+(h)+(i)	
A.	88.4	\$85,737	\$75,792	\$9,692	\$171,220	72.1	\$93,882	\$67,689	\$9,694	\$171,265	\$45
B.	32.4	\$85,737	\$27,779	\$6,811	\$120,327	20.9	\$93,882	\$19,621	\$6,810	\$120,314	-\$13