



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

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**Reference: ICSC-PADJ-0225-01**

13 February 2025

TO: Recipients of Post Adjustment  
Classification Memo

THROUGH: Mr. Larbi Djacta  
Chairman

FROM: Mr. Roberto Pagan  
Chief, Cost-of-Living Division

**SUBJECT: Post adjustment classification memo for February 2025**

1. I am pleased to send you the post adjustment multipliers for February 2025. **Note that only duty stations with changes in post adjustment multipliers are listed.**
2. The review of the post adjustment classification for New York was conducted in tandem with the Commission's active management of the UN/US net remuneration margin through the operation of the post adjustment system, pursuant to the General Assembly resolution A/RES/70/244. Consequently, the post adjustment multiplier for New York is increased from its current level of 72.1 to 75.5, in order to ensure that the 2025 calendar year margin level does not go above 117.0. This means that the new pay index for New York (175.5) is about 2.4 per cent lower than the PAI derived exclusively from the evolution of the cost of living in New York as of 1 February 2025, which is 179.7. In order to maintain purchasing power parity of net remuneration with New York, the base of the post adjustment system, post adjustment indices of all other duty stations have been proportionately scaled down by the same extent as that of New York, that is, by 2.4 per cent. See the attached document ICSC/CIRC/GEN/04/2025 for details.

**Group I duty stations**

3. Table 1 reflects changes in post adjustment multipliers for group I duty stations due to the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar and the application of the twelve-month review, pursuant to the decision of the

Commission (ICSC/96/R.19) which states that the post adjustment classifications review of all headquarters and other group I duty stations, set in February of each year as the statutory calendar-based review date for group I duty stations, without prejudice to the operation of the 5 per cent rule, or the synchronization principle.

**Table 1. Changes to post adjustment multipliers for group I duty stations – February 2025**

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	27.9	Italy, Brindisi	13.2
Austria	40.0	Italy, Rome	18.5
Belgium	35.4	Japan, Hiroshima	31.7
Bulgaria	26.1	Japan, Tokyo	48.4
Canada, Montreal	33.7	Latvia	34.3
Canada, Ottawa	42.8	Luxembourg	38.2
Canada, Toronto	49.5	Malta	25.6
China, Hong Kong (SAR)	99.2	Monaco	42.7
Croatia, Republic of	30.1	Netherlands	35.5
Cyprus	22.9	Norway	33.3
Czech Republic	36.0	Poland	31.1
Denmark	61.2	Portugal, Guimaraes	7.6
Finland	33.6	Portugal, Lisbon	24.3
France, Lyon and Elsewhere	39.4	Romania	23.8
France, Paris	42.7	Slovak Republic	28.9
French Guiana	27.3	Slovenia, Republic of	34.1
Germany, Berlin	33.1	Spain	20.7
Germany, Bonn	26.2	Sweden	29.2
Germany, Dresden	26.2	Switzerland	68.1
Germany, Frankfurt	34.6	United Kingdom	66.7
Germany, Hamburg	40.6	USA, El Paso	49.2
Germany, Munich	46.0	USA, Miami	50.5
Gibraltar	66.7	USA, New York	75.5
Greece	26.5	USA, San Diego	71.8
Hungary	38.1	USA, San Francisco	79.6
Iceland	29.6	USA, Seattle	52.2
Ireland	41.9	USA, Washington D.C.	55.8

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

4. At its 96<sup>th</sup> session, the Commission 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.

5. The modified 0.5 per cent rule was applicable for **Hungary** and **Romania**. However, the application of the modified 0.5 per cent rule produced lower multipliers for both duty stations compared to the twelve-month review. Therefore, the post adjustment multipliers applicable for these duty stations, based on the twelve-month review rule, with effect from 1 February 2025, are given in Table 1.

### **Group II duty stations**

6. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 2 below, are effective 1 February 2025.

**Table 2. Changes to post adjustment multipliers as a result of cost-of-living surveys  
February 2025**

DUTY STATION	MULTIPLIER
Solomon Islands*	47.9
United Republic of Tanzania	32.7

*\*Indicates duty station has Personal Transitional Allowance effective February 2025. See Table 5*

7. Cost-of-living survey results did not trigger a change in the multipliers for **Cape Verde**, **Costa Rica**, **Haiti**, **Madagascar**, **Qatar** and **United Arab Emirates**.

8. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 3 below, are effective 1 February 2025.

**Table 3. 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
Cape Verde	18	19
Madagascar	20	21

United Arab Emirates	25	27
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9. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Haiti**, effective 1 February 2025.

10. The revised post adjustment multipliers for the following duty stations have been established, effective 1 February 2025 as listed in Table 4, based on the new cost-of-living surveys, to which these duty stations are linked for purposes of post adjustment. All the duty stations in Table 4 have Personal Transitional Allowance effective February 2025 as indicated in Table 5.

**Table 4. Revised post adjustment multipliers for linked duty station – February 2025**

<b>DUTY STATION</b>	<b>REFERENCE DUTY STATIONS</b>	<b>MULTIPLIER</b>
Cook Islands	Indonesia, Papua New Guinea, Philippines, <b>Solomon Islands</b> and Vanuatu	42.0
Marshall Islands	Fiji, Papua New Guinea, Samoa and <b>Solomon Islands</b>	40.6
Nauru	Indonesia, Papua New Guinea, Philippines, <b>Solomon Islands</b> and Vanuatu	42.0
Palau, Republic of	Indonesia, Papua New Guinea, Philippines, <b>Solomon Islands</b> and Vanuatu	42.0
Tuvalu	Fiji, Kiribati, Samoa, <b>Solomon Islands</b> and Vanuatu	41.4

**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 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. The PTA became applicable for **Cook Islands, Marshall Islands, Nauru, Republic of Palau, Solomon Islands** and **Tuvalu** due to low survey results implemented for **Solomon Islands** in February 2025. Table 5 provides a summary of all PTAs in effect as of 1 February 2025.

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

**Table 5. Summary of Personal Transitional Allowances (PTAs) as of 1 February 2025**

DUTY STATION	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	2.5	1 March 2023	1 April 2023	1 March 2025
Azerbaijan	3.8	1 June 2024	1 July 2024	1 April 2025
Bahrain	10.8	1 September 2024	1 October 2024	1 March 2025
Cook Islands	0.8	1 February 2025	1 March 2025	1 August 2025
Gabon	0.6	1 August 2024	1 September 2024	1 June 2025
Lebanon	28.0	1 April 2023	1 May 2023	1 June 2025
Marshall Islands	1.0	1 February 2025	1 March 2025	1 August 2025
Nauru	0.8	1 February 2025	1 March 2025	1 August 2025
Palau, Republic of	0.8	1 February 2025	1 March 2025	1 August 2025
Solomon Islands	3.9	1 February 2025	1 March 2025	1 August 2025
Sri Lanka	1.4	1 October 2024	1 November 2024	1 April 2025
Tuvalu	0.7	1 February 2025	1 March 2025	1 August 2025

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

14. Due to sustained substantial inflation over the past six- and twelve-month periods, 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 multipliers for **Argentina**.

Cc. Mr. Boguslaw Winid  
Mr. Omar Abdi

INTERNATIONAL CIVIL SERVICE  
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ICSC/CIRC/GEN/04/2025

13 February 2025

**TO: Human Resources Managers of Participating Organizations  
Representatives of Staff Federations**

**FROM: Roberto Pagan, Chief  
Cost-of-Living Division**

**SUBJECT: Impact of the review of the Post Adjustment of New York on the post adjustment  
classification of all duty stations covered by the United Nations Common System  
Organizations effective 1 February 2025**

1. Based on the review of the post adjustment classification for New York, which was conducted in tandem with the Commission's active management of the UN/US net remuneration margin through the operation of the post adjustment system, pursuant to the General Assembly resolution A/RES/70/244, the post adjustment multiplier for New York will be increased from its current level of 72.1 to 75.5 in order to ensure that the 2025 calendar year margin does not rise above 117.0.

2. This means that the new pay index for New York (175.5), is about 2.40 per cent lower than the PAI derived from the evolution of the cost-of-living in New York as of 1 February 2025, which is 179.7. In order to maintain purchasing power parity of net remuneration with New York, the base of the post adjustment system, post adjustment indices for all other duty stations have been proportionately scaled back to the same extent as that in New York, that is, 2.40 per cent. As an example, for a duty station with a PAI of 179.7, a revised PAI would be calculated as  $179.7/1.024 = 175.5$ .

3. It is important to note that the impact of the scaling-back of the PAIs of all duty stations on the salaries of United Nations common system staff in the Professional and higher categories will be determined on the post adjustment classification review date for each duty station, which is 1 February 2025 for group I duty stations, and 1 March 2025 for group II duty stations. On these dates, the prevailing pay index are compared to the updated scaled-back PAI, and the revised post adjustment multiplier will be determined in accordance with existing operational rules. A real salary increase is granted only if the updated scaled-back PAI exceeds the prevailing pay index; otherwise, the prevailing post adjustment multiplier is maintained.

4. The post adjustment classifications review of all headquarters and other group I duty stations, set in February of each year as the statutory calendar-based review date for group I duty stations, without prejudice to the operation of the 5 per cent rule, or the synchronization principle, as established by the Commission (ICSC/96/R.19), led to real salary increases in 43 (out of 54) group I duty stations whose updated post adjustment indices exceeded their prevailing pay indices (exchange-rate-only adjusted post adjustment multiplier plus 100). For the remaining 11 duty stations, the updated post adjustment index fell below the prevailing pay index and so the prevailing pay index

was maintained.

5. Table 1 below shows the revised PAIs and applicable post adjustment multipliers for New York and all group I duty stations whose PACs have been reviewed in February 2025. The applicable multipliers for the month of February 2025 are those indicated in the post-scaling back column of Table 1.

**Table 1: Post Adjustment Classification Review for Group I Duty Stations, February 2025**

DUTY STATION	PAI		MULTIPLIER			Change in Net Remuneration
	Feb-25	Feb-25	Feb-25 0.5% rule	Feb-25	Feb-25	
	Pre Scaling back	Post Scaling back		Pre Scaling back	Post Scaling back	
Australia	131.0	127.9	27.2	31.0	27.9	Increase 0.59%
Austria	143.3	140.0	38.9	43.3	40.0	Increase 0.77%
Belgium	138.7	135.4	33.4	38.7	35.4	Increase 1.52%
Bulgaria	129.1	126.1	24.2	29.1	26.1	Increase 1.54%
Canada, Montreal	136.3	133.1	33.7	36.3	33.7	No change
Canada, Ottawa	145.6	142.2	42.8	45.6	42.8	No change
Canada, Toronto	152.4	148.8	49.5	52.4	49.5	No change
China, Hong Kong (SAR)	201.4	196.7	99.2	101.4	99.2	No change
Croatia, Republic of	133.3	130.1	27.1	33.3	30.1	Increase 2.39%
Cyprus	125.9	122.9	21.8	25.9	22.9	Increase 0.91%
Czech Republic	138.5	135.2	36.0	38.5	36.0	No change
Denmark	165.1	161.2	59.0	65.1	61.2	Increase 1.38%
Finland	136.8	133.6	33.6	36.8	33.6	No change
France, Lyon and Elsewhere	142.7	139.4	38.5	42.7	39.4	Increase 0.65%
France, Paris	146.1	142.7	41.8	46.1	42.7	Increase 0.65%
French Guiana	130.4	127.3	26.3	30.4	27.3	Increase 0.76%
Germany, Berlin	136.3	133.1	31.7	36.3	33.1	Increase 1.01%
Germany, Bonn	129.2	126.2	24.9	29.2	26.2	Increase 1.01%
Germany, Dresden	129.2	126.2	24.9	29.2	26.2	Increase 1.01%
Germany, Frankfurt	137.8	134.6	33.2	37.8	34.6	Increase 1.01%
Germany, Hamburg	143.9	140.6	39.2	43.9	40.6	Increase 1.01%
Germany, Munich	149.5	146.0	44.5	49.5	46.0	Increase 1.01%
Gibraltar	170.7	166.7	64.5	70.7	66.7	Increase 1.33%
Greece	129.5	126.5	24.5	29.5	26.5	Increase 1.61%
Hungary	141.4	138.1	33.5	41.4	38.1	Increase 3.43%
Iceland	132.8	129.6	27.9	32.8	29.6	Increase 1.34%
Ireland	144.7	141.3	41.9	44.7	41.9	No change
Italy, Brindisi	115.9	113.2	12.9	15.9	13.2	Increase 0.2%
Italy, Rome	121.4	118.5	18.3	21.4	18.5	Increase 0.2%
Japan, Hiroshima	134.8	131.7	29.9	34.8	31.7	Increase 1.4%
Japan, Tokyo	151.9	148.4	46.3	51.9	48.4	Increase 1.4%
Latvia	137.5	134.3	32.0	37.5	34.3	Increase 1.76%
Luxembourg	141.3	137.9	38.2	41.3	38.2	No change
Malta	128.6	125.6	23.4	28.6	25.6	Increase 1.75%
Monaco	146.1	142.7	41.8	46.1	42.7	Increase 0.65%

DUTY STATION	PAI		MULTIPLIER			Change in Net Remuneration
	Feb-25	Feb-25	Feb-25 0.5% rule	Feb-25	Feb-25	
	Pre Scaling back	Post Scaling back		Pre Scaling back	Post Scaling back	
Netherlands	137.5	134.3	35.5	37.5	35.5	No change
Norway	136.5	133.3	30.6	36.5	33.3	Increase 2.07%
Poland	134.3	131.1	30.6	34.3	31.1	Increase 0.41%
Portugal, Guimaraes	110.2	107.6	6.3	10.2	7.6	Increase 1.24%
Portugal, Lisbon	127.3	124.3	22.8	27.3	24.3	Increase 1.24%
Romania	126.8	123.8	21.0	26.8	23.8	Increase 2.35%
Slovak Republic	132.0	128.9	25.9	32.0	28.9	Increase 2.41%
Slovenia, Republic of	137.3	134.1	31.5	37.3	34.1	Increase 1.98%
Spain	123.6	120.7	18.9	23.6	20.7	Increase 1.48%
Sweden	132.2	129.1	29.2	32.2	29.2	No change
Switzerland	170.9	166.9	68.1	70.9	68.1	No change
United Kingdom	170.7	166.7	64.5	70.7	66.7	Increase 1.33%
USA, El Paso	152.8	149.2	48.8	52.8	49.2	Increase 0.29%
USA, Miami	154.1	150.5	50.1	54.1	50.5	Increase 0.29%
USA, New York	179.7	175.5	72.1	79.7	75.5	Increase 1.98%
USA, San Diego	175.9	171.8	68.5	75.9	71.8	Increase 1.98%
USA, San Francisco	183.9	179.6	76.1	83.9	79.6	Increase 1.98%
USA, Seattle	155.8	152.2	51.7	55.8	52.2	Increase 0.29%
USA, Washington D.C.	159.6	155.8	55.4	59.6	55.8	Increase 0.29%