



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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13 March 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 March 2025

1. I am pleased to send you the post adjustment multipliers for March 2025. **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 March 2025, are given in Table 1.

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	28.5	Greece	32.3
Austria	46.5	Iceland	35.7
Belgium	41.7	Ireland	48.5
Bulgaria	31.9	Italy, Brindisi	18.3
Canada, Montreal	33.0	Italy, Rome	23.9
Canada, Ottawa	42.1	Japan, Hiroshima	36.3
Canada, Toronto	48.7	Japan, Tokyo	53.5
China, Hong Kong (SAR)	99.7	Latvia	40.5
Croatia, Republic of	36.1	Luxembourg	44.6
Cyprus	28.5	Malta	31.4
Czech Republic	42.5	Monaco	49.4
Denmark	68.8	Netherlands	41.8
Finland	39.8	Norway	40.0
France, Lyon and Elsewhere	45.9	Poland	36.4
France, Paris	49.4	Portugal, Guimaraes	12.5
French Guiana	33.2	Portugal, Lisbon	30.0
Germany, Berlin	39.2	Slovak Republic	34.9
Germany, Bonn	32.0	Slovenia, Republic of	40.3
Germany, Dresden	32.0	Spain	26.2
Germany, Frankfurt	40.8	Sweden	38.4
Germany, Hamburg	47.1	Switzerland	73.6
Germany, Munich	52.7	United Kingdom	73.3
Gibraltar	73.3		

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

3. At its 96th 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 March 2025, 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 – March 2025

DUTY STATION	MULTIPLIER
Hungary	43.9
Romania	28.3

Group II duty stations

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

5. At its 97th 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 90th session, and as clarified by the Commission at its 97th session. Document **ICSC/CIRC/GEN/04/2024** issued on 5th 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 March 2025.

Table 3. Post adjustment multipliers for group II duty stations – March 2025

DUTY STATION	MULTIPLIER	REASON FOR CHANGE
Albania	34.1	Four Months Review
Angola	46.9	Four Months Review
Azerbaijan*	34.0	Four Months Review
Bangladesh	40.7	Four Months Review

Belarus	40.8	Four Months Review
Benin	32.1	Four Months Review
Bhutan	38.8	Four Months Review
Bosnia and Herzegovina	27.4	Four Months Review
Botswana	23.0	Four Months Review
Brazil	28.0	Four Months Review
Burkina Faso	27.5	Four Months Review
Burundi	40.1	Four Months Review
Cameroon	39.2	Four Months Review
Cape Verde	38.5	Four Months Review
Cayman Islands	46.5	Four Months Review
Central African Rep.	46.6	Four Months Review
Chad	50.9	Four Months Review
Chile	23.8	Four Months Review
China, Beijing	51.8	Four Months Review
China, Macao (SAR)	49.9	Four Months Review
Colombia	39.4	Four Months Review
Comoros	40.1	Four Months Review
Congo	41.9	Four Months Review
Cook Islands*	41.6	Four Months Review
Costa Rica	33.4	Four Months Review
Cote d Ivoire	51.8	Four Months Review
Dominican Republic	26.8	Four Months Review
Equatorial Guinea	38.9	Four Months Review
Estonia	42.1	Four Months Review
Eswatini	16.0	Four Months Review
Ethiopia	47.6	Four Months Review
Fiji	37.2	Four Months Review
Gabon	40.1	Four Months Review
Gambia	34.5	Four Months Review
Georgia, Republic of	24.6	Four Months Review
Ghana	35.2	Four Months Review
Guinea Bissau	47.9	Four Months Review

Guyana	48.4	Four Months Review
Honduras	31.8	Four Months Review
India	34.1	Four Months Review
Indonesia	30.2	Four Months Review
Iran	25.6	Four Months Review
Israel, Tel Aviv	62.8	Four Months Review
Jamaica	44.5	Four Months Review
Jerusalem, Jerusalem	54.1	Four Months Review
Kazakhstan	32.0	Four Months Review
Kenya	40.4	Four Months Review
Kiribati	41.0	Four Months Review
Korea, Republic of	45.4	Four Months Review
Kuwait	49.5	Four Months Review
Kyrgyzstan	28.6	Four Months Review
Lao Peo. Dem. Rep.	29.1	Four Months Review
Lebanon*	45.2	Four Months Review
Lesotho	28.3	Four Months Review
Lithuania	33.1	Four Months Review
Madagascar	26.2	Four Months Review
Malaysia	47.3	Four Months Review
Mali	44.5	Four Months Review
Marshall Islands*	40.3	Four Months Review
Moldova	42.4	Four Months Review
Mongolia	33.6	Four Months Review
Morocco	30.3	Four Months Review
Myanmar	34.9	Four Months Review
Namibia	30.0	Four Months Review
Nauru*	41.6	Four Months Review
Nepal	24.2	Four Months Review
New Caledonia	34.4	Four Months Review
New Zealand	35.3	Four Months Review
Niger	47.4	Four Months Review
Nigeria	50.0	Four Months Review

North Macedonia	25.8	Four Months Review
Pakistan	34.8	Four Months Review
Palau, Republic of*	41.6	Four Months Review
Papua New Guinea	44.4	Four Months Review
Paraguay	23.1	Four Months Review
Peru	33.6	Four Months Review
Philippines	38.9	Four Months Review
Puerto Rico	26.8	Four Months Review
Russian Federation	51.1	Four Months Review
Rwanda	29.7	Four Months Review
Saint Helena	54.9	Four Months Review
Samoa	31.6	Four Months Review
Sao Tome and Principe	63.3	Four Months Review
Saudi Arabia	46.5	Four Months Review
Senegal	42.9	Four Months Review
Serbia	34.7	Four Months Review
Seychelles	40.1	Four Months Review
Singapore	65.5	Four Months Review
Somalia	44.0	Four Months Review
South Africa	22.8	Four Months Review
Sri Lanka*	33.8	Four Months Review
Suriname	32.7	Four Months Review
Tajikistan	32.4	Four Months Review
Tanzania, United Rep. of	32.4	Four Months Review
Thailand	34.8	Four Months Review
Togo	42.4	Four Months Review
Tonga	35.5	Four Months Review
Türkiye, Ankara	29.5	Four Months Review
Türkiye, Gebze	36.2	Four Months Review
Türkiye, Istanbul	36.2	Four Months Review
Tuvalu*	40.8	Four Months Review
Ukraine	26.2	Four Months Review
Uruguay	40.7	Four Months Review

Uzbekistan	30.2	Four Months Review
Vanuatu	46.4	Four Months Review
Vietnam	29.6	Four Months Review
West Bank & the Gaza Strip, The	54.1	Four Months Review
Zambia	25.1	Four Months Review
Zimbabwe	25.2	Four Months Review

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

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 March 2025.

Table 4. Post adjustment multipliers based on the results of cost-of-living surveys
March 2025

DUTY STATION	MULTIPLIER
Algeria	42.7
Guinea*	46.4
Libya**/**	29.9
Mauritius	28.9
Montenegro	31.1
Tunisia*	23.3

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

** Linked to Algeria, Egypt and Tunisia

8. Cost-of-living survey results did not trigger a change in the multiplier for **Argentina, Armenia, Maldives, South Sudan, Republic of, and Trinidad and Tobago.**

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 March 2025.

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
Montenegro	21	22
South Sudan, Republic of	10	11
Sudan*	10	11

* Linked to South Sudan, Republic of

Duty Stations with Personal Transitional Allowance (PTA)

10. 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 **Guinea, Libya and Tunisia** in March 2025. Table 6 provides a summary of all PTAs in effect as of 1 March 2025.

11. 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 March 2025

DUTY STATION	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Azerbaijan	3.7	1 June 2024	1 July 2024	1 April 2025
Bahrain	7.0	1 September 2024	1 October 2024	1 July 2025
Cook Islands	1.2	1 February 2025	1 March 2025	1 August 2025
Guinea	6.3	1 March 2025	1 April 2025	1 September 2025
Lebanon	28.4	1 April 2023	1 May 2023	1 June 2025
Libya	1.1	1 March 2025	1 April 2025	1 September 2025
Marshall Islands	1.3	1 February 2025	1 March 2025	1 August 2025
Nauru	1.2	1 February 2025	1 March 2025	1 August 2025
Palau, Republic of	1.2	1 February 2025	1 March 2025	1 August 2025
Solomon Islands	3.9	1 February 2025	1 March 2025	1 August 2025
Sri Lanka	1.8	1 October 2024	1 November 2024	1 April 2025
Tunisia	4.8	1 March 2025	1 April 2025	1 September 2025
Tuvalu	1.3	1 February 2025	1 March 2025	1 August 2025

12. The gap closure measure is completed for **Angola** and **Gabon**. Therefore, the personal transitional allowance (PTA) is no longer applicable for those duty stations effective 1 March 2025.

13. Due to unforeseen circumstances, the implementation of the cost-of-living survey for **Mexico** triggered by 10-point rule could not be completed as planned. As a result, the existing post adjustment multiplier of **48.2** will remain held until new survey results become available, expected in April 2025.

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi