



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

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**Reference: ICSC-PADJ-0425-01**

14 April 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 April 2025**

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

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Austria	52.1	Greece	37.3
Belgium	47.1	Iceland	41.7
Bulgaria	36.8	Ireland	54.2
Canada, Montreal	37.7	Italy, Brindisi	22.7
Canada, Ottawa	47.1	Italy, Rome	28.5
Canada, Toronto	54.0	Japan, Hiroshima	40.9
China, Hong Kong (SAR)	100.0	Japan, Tokyo	58.7
Croatia, Republic of	41.2	Latvia	45.9
Cyprus	33.3	Luxembourg	50.1
Czech Republic	47.3	Malta	36.3
Denmark	75.2	Monaco	55.1
Finland	45.1	Netherlands	47.2
France, Lyon and Elsewhere	51.5	Norway	40.2
France, Paris	55.1	Poland	38.9
French Guiana	38.2	Portugal, Guimaraes	16.7
Germany, Berlin	44.5	Portugal, Lisbon	34.9
Germany, Bonn	37.0	Slovak Republic	39.9
Germany, Dresden	37.0	Slovenia, Republic of	45.6
Germany, Frankfurt	46.1	Spain	30.9
Germany, Hamburg	52.6	Sweden	42.1
Germany, Munich	58.5	Switzerland	86.8
Gibraltar	75.1	United Kingdom	75.1

**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 April 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 – April 2025**

DUTY STATION	MULTIPLIER
Hungary	45.6
Romania	32.1

### **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 April 2025.

**Table 3. Post adjustment multipliers based on the results of cost-of-living surveys April 2025**

DUTY STATION	MULTIPLIER
Belize	44.7
Bosnia and Herzegovina	29.9
Congo	42.7
Dominican Republic	28.9
Mexico*	46.1
Uganda	31.2
Zambia	26.2

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

6. Cost-of-living survey results did not trigger a change in the multiplier for **Eswatini, Jerusalem and Kyrgyzstan.**

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 April 2025.

**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
Belize	13	14
Bosnia and Herzegovina	14	15
Dominican Republic	17	18
Mexico	23	24
Uganda	20	21

8. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Dominican Republic, Kyrgyzstan and Puerto Rico**, effective 1 April 2025.

9. The revised post adjustment multiplier and applicable rental subsidy thresholds for the following duty station have been established, effective 1 April 2025 as listed in Table 5, based on the new cost-of-living survey, to which this duty station is linked for purposes of post adjustment.

**Table 5. Revised post adjustment multiplier and rental subsidy thresholds for linked duty station – April 2025**

DUTY STATION	REFERENCE DUTY STATION	MULTIPLIER	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
			<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Puerto Rico	<b>Dominican Republic</b>	28.9	17	18

**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 **Mexico** in April 2025. Table 6 provides a summary of all PTAs in effect as of 1 April 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 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 April 2025**

DUTY STATION	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Azerbaijan	0.1	1 June 2024	1 July 2024	1 August 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	1.2	1 March 2025	1 April 2025	1 September 2025
Marshall Islands	1.3	1 February 2025	1 March 2025	1 August 2025
Mexico	2.1	1 April 2025	1 May 2025	1 October 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
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 **Sri Lanka** Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 April 2025.

13. 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**.

### **Retroactive Pay for Libya**

14. The secretariat identified a rounding oversight announcing the Post Adjustment Multiplier (PAM) of Libya in January and February 2025 and Personal Transitional Allowance (PTA) in March 2025. Therefore, the PAM and PTA for Libya were recalculated leading a difference of accumulated 0.3 multiplier points as listed in Table 7.

**Table 7: Recalculated PAM and PTA for Libya**

<b>Staff eligible to receive the PAM for Libya in</b>	<b>Published multiplier</b>	<b>Correct multiplier</b>	<b>Published PTA</b>	<b>Correct PTA</b>	<b>Difference</b>	<b>Additional multiplier points</b>
January 2025	31.0	31.1	NA	NA	0.1	0.1
February 2025	31.0	31.1	NA	NA	0.1	0.1
March 2025	29.9	NA	1.1	1.2	0.1	0.1

15. To ease the burden on payroll systems, retroactive pay may be processed as a one-time payment by adding 0.1 multiplier points for each month between January and March 2025, during which staff members were eligible to receive the post adjustment for Libya.

### **Changes to the schedule of the survey program**

16. Stakeholders are hereby notified of a change to the survey schedule published in January 2025. The administration of cost-of-living surveys represents a principal responsibility of the Cost-of-Living Division (COLD) within the ICSC secretariat. The plans devised for 2025 were formulated with the assumption that the ongoing recruitment processes would be completed. However, a recently instituted recruitment freeze has rendered these plans unmanageable, given the existing understaffing. Therefore, it has become necessary to reduce the volume of the survey program, commencing with surveys scheduled for June 2025, to continue ensuring the level of quality expected of us in supporting survey activities. A revised survey schedule will be published shortly. The ICSC secretariat will restore the management of a standard volume of surveys once sufficient staffing resources become available.

Cc. Mr. Boguslaw Winid  
Mr. Omar Abdi