



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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

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14 May 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 May 2025

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

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	31.0	Greece	35.0
Austria	49.6	Iceland	39.0
Belgium	44.6	Ireland	51.6
Bulgaria	34.5	Italy, Brindisi	20.7
Canada, Montreal	36.5	Italy, Rome	26.4
Canada, Ottawa	45.8	Japan, Hiroshima	37.0
Canada, Toronto	52.6	Japan, Tokyo	54.3
China, Hong Kong (SAR)	99.1	Latvia	43.4
Croatia, Republic of	38.9	Luxembourg	47.6
Cyprus	31.1	Malta	34.0
Czech Republic	45.8	Monaco	52.5
Denmark	72.3	Netherlands	44.7
Finland	42.6	Norway	43.2
France, Lyon and Elsewhere	48.9	Poland	37.8
France, Paris	52.5	Portugal, Guimaraes	14.7
French Guiana	35.9	Portugal, Lisbon	32.6
Germany, Berlin	42.1	Slovak Republic	37.6
Germany, Bonn	34.7	Slovenia, Republic of	43.2
Germany, Dresden	34.7	Spain	28.8
Germany, Frankfurt	43.7	Sweden	43.0
Germany, Hamburg	50.1	Switzerland	81.4
Germany, Munich	55.9	United Kingdom	77.0
Gibraltar	77.0		

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 May 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 – May 2025

DUTY STATION	MULTIPLIER
Hungary	44.9
Romania	28.1

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 May 2025.

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

DUTY STATION	MULTIPLIER
Comoros*	38.5
Côte d'Ivoire	62.0
Gambia	34.8
Nicaragua	29.1

* Indicates that duty station has a PTA. See Table 5

6. Cost-of-living survey results did not trigger a change in the multiplier for **Equatorial Guinea, Malaysia and Togo.**

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 May 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
Côte d'Ivoire	17	18
Equatorial Guinea	15	16
Malaysia	14	15
Nicaragua	14	15

8. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Malaysia** and **Nicaragua**, effective 1 May 2025.

Duty Stations with Personal Transitional Allowance (PTA)

9. 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 **Comoros** in May 2025. Table 5 provides a summary of all PTAs in effect as of 1 May 2025.

10. 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 5. Summary of Personal Transitional Allowances (PTAs) as of 1 May 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
Comoros	1.6	1 May 2025	1 June 2025	1 November 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

11. 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 multiplier for **Argentina**.

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi