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

**FROM: Ibrahim S. Yansaneh, Chief
Cost-of-Living Division**

A handwritten signature in black ink, appearing to read 'Ibrahim S. Yansaneh', written over a light blue horizontal line.

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 2024

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 80.5 to 88.4 in order to ensure that the 2024 calendar year margin does not fall below 113.

2. This means that the new pay index for New York (188.4), is about 0.91 per cent higher than the PAI derived from the evolution of the cost-of-living in New York as of 1 February 2024, which is 186.7. 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 up to the same extent as that in New York, that is, 0.91 per cent. As an example, for a duty station with a PAI of 175.0, a revised PAI would be calculated as $175.0 * 1.0091 = 176.6$.

3. It is important to note that the impact of the scaling-up 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 2024 for group I duty stations, and 1 March 2024 for group II duty stations. On these dates, the prevailing pay index will be compared to the updated scaled-up 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-up 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, on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2024), pursuant to General Assembly resolution A/RES/69/251, led to real salary increases in 51 (out of 53) 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 two 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 2024.

Table 1: Post Adjustment Classification Review for Group I Duty Stations, February 2024

DUTY STATION	PAI		MULTIPLIER			Change in Net Remuneration
	Feb-24	Feb-24	Feb-24 0.5% rule	Feb-24	Feb-24	
	Pre Scaling Up	Post Scaling Up		Pre Scaling Up	Post Scaling Up	
Australia	142.1	143.4	41.7	42.1	43.4	Increase 1.2 %
Austria	155.5	156.9	46.9	55.5	56.9	Increase 6.8 %
Belgium	149.4	150.7	47.8	49.4	50.7	Increase 2.0 %
Bulgaria	139.1	140.3	36.5	39.1	40.3	Increase 2.8 %
Canada, Montreal	152.5	153.8	48.3	52.5	53.8	Increase 3.7 %
Canada, Ottawa	162.9	164.4	58.4	62.9	64.4	Increase 3.7 %
Canada, Toronto	170.5	172.0	65.8	70.5	72.0	Increase 3.7 %
China, Hong Kong (SAR)	215.5	217.4	110.4	115.5	117.4	Increase 3.3 %
Croatia, Republic of	142.2	143.5	40.5	42.2	43.5	Increase 2.1 %
Cyprus	136.2	137.5	35.2	36.2	37.5	Increase 1.7 %
Czech Republic	149.0	150.4	52.1	52.1	50.4	No Change
Denmark	178.3	179.9	79.6	79.6	79.9	Increase 0.2 %
Finland	149.5	150.9	47.3	49.5	50.9	Increase 2.4 %
France, Lyon and Elsewhere	155.0	156.4	48.7	55.0	56.4	Increase 5.2 %
France, Paris	158.7	160.2	52.2	58.7	60.2	Increase 5.3 %
French Guiana	141.3	142.6	32.5	41.3	42.6	Increase 7.6 %
Germany, Berlin	147.5	148.8	45.4	47.5	48.8	Increase 2.3 %
Germany, Bonn	139.8	141.1	37.9	39.8	41.1	Increase 2.3 %
Germany, Dresden	139.8	141.1	37.9	39.8	41.1	Increase 2.3 %
Germany, Frankfurt	149.2	150.5	47.1	49.2	50.5	Increase 2.3 %
Germany, Hamburg	155.8	157.2	53.6	55.8	57.2	Increase 2.3 %
Germany, Munich	161.8	163.3	59.6	61.8	63.3	Increase 2.3 %
Gibraltar	181.4	183.0	75.3	81.4	83.0	Increase 4.4 %
Greece	139.3	140.6	38.0	39.3	40.6	Increase 1.9 %
Hungary	152.4	153.8	45.7	52.4	53.8	Increase 5.6 %
Iceland	141.4	142.7	32.4	41.4	42.7	Increase 7.8 %
Ireland	158.8	160.3	55.9	58.8	60.3	Increase 2.8 %
Italy, Brindisi	126.4	127.5	26.1	26.4	27.5	Increase 1.1 %
Italy, Rome	132.4	133.6	32.1	32.4	33.6	Increase 1.1 %
Japan, Hiroshima	144.1	145.4	42.7	44.1	45.4	Increase 1.9 %
Japan, Tokyo	162.4	163.9	60.8	62.4	63.9	Increase 1.9 %
Luxembourg	154.7	156.1	48.9	54.7	56.1	Increase 4.8 %
Malta	138.2	139.4	35.1	38.2	39.4	Increase 3.2 %
Monaco	158.7	160.2	52.2	58.7	60.2	Increase 5.3 %
Netherlands	149.0	150.3	53.1	53.1	50.3	No Change
Norway	149.5	150.9	46.4	49.5	50.9	Increase 3.1 %
Poland	141.3	142.6	39.8	41.3	42.6	Increase 2.0 %

DUTY STATION	PAI		MULTIPLIER			Change in Net Remuneration
	Feb-24	Feb-24	Feb-24 0.5% rule	Feb-24	Feb-24	
	Pre Scaling Up	Post Scaling Up		Pre Scaling Up	Post Scaling Up	
Portugal, Guimaraes	118.9	120.0	17.6	18.9	20.0	Increase 2.1 %
Portugal, Lisbon	137.5	138.7	35.9	37.5	38.7	Increase 2.1 %
Romania	134.6	135.8	31.4	34.6	35.8	Increase 3.3 %
Slovak Republic	140.9	142.2	40.5	40.9	42.2	Increase 1.2 %
Slovenia, Republic of	147.3	148.6	45.3	47.3	48.6	Increase 2.3 %
Spain	133.1	134.3	30.1	33.1	34.3	Increase 3.2 %
Sweden	144.6	145.9	41.0	44.6	45.9	Increase 3.5 %
Switzerland	188.0	189.7	83.8	88.0	89.7	Increase 3.2 %
United Kingdom	181.4	183.0	75.3	81.4	83.0	Increase 4.4 %
USA, El Paso	161.5	163.0	56.6	61.5	63.0	Increase 4.1 %
USA, Miami	162.9	164.4	57.9	62.9	64.4	Increase 4.1 %
USA, New York	186.7	188.4	80.5	86.7	88.4	Increase 4.4 %
USA, San Diego	182.8	184.4	76.7	82.8	84.4	Increase 4.4 %
USA, San Francisco	191.0	192.8	84.7	91.0	92.8	Increase 4.4 %
USA, Seattle	164.7	166.2	59.7	64.7	66.2	Increase 4.1 %
USA, Washington D.C.	168.7	170.2	63.5	68.7	70.2	Increase 4.1 %

6. Table 2 below shows the seven group II duty stations for which cost-of-living survey results are being implemented, on 1 February 2024.

Table 2: Group II Duty Stations – Survey Results effective 1 February 2024

DUTY STATION	PAI		MULTIPLIER		
	Feb-24	Feb-24	Jan-24	Feb-24	Feb-24
	Pre Scaling Up	Post Scaling Up		Pre Scaling Up	Post Scaling Up
Indonesia	135.2	136.4	38.1	38.1	38.1
Kazakhstan	141.0	142.3	37.7	41.0	42.3
Kenya	140.1	141.4	29.9	40.1	41.4
Maldives	145.8	147.1	47.1	47.1	47.1
Niger	133.3	134.6	32.8	33.3	34.6
Saudi Arabia	155.3	156.7	50.7	55.3	56.7
Seychelles	153.1	154.5	51.6	53.1	54.5