INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/621

Approved by:
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I. INTRODUCTION

A consolidated schedule of post adjustment classifications and threshold figures used for calculating rental subsidies (or deductions) is attached.

Names of countries and areas, which appear in English alphabetical order, are indexed in French in the list attached to the schedule.

In cases where only one post adjustment classification is shown for a country, normally for the capital city, that classification will be applicable for all duty stations within the country.

This schedule is effective **1 September 2026**, unless otherwise indicated, and supersedes any schedule previously published. It is available on the ICSC home page http://icsc.un.org

On trouvera ci-joint un barème mis à jour du classement des lieux d'affectation aux fins d'ajustements des indemnités de poste et des seuils aux fins du calcul des allocations (ou déductions) de logement.

Les noms des pays et localités figurent par ordre alphabétique anglais. On trouvera à l'index annexé au barème les noms en français.

Dans les cas où une seule classe est indiquée pour le pays, en général pour la ville capitale, cette classe s'applique à tous les lieux d'affectation dans le pays.

Sauf indication contraire, le barème ci-joint entre en vigueur le **1er septembre 2026** et remplace tous les barèmes déjà parus. Il est disponible sur le site internet de la CFPI: http://icsc.un.org

II. DESCRIPTION OF DATA APPEARING IN PAC CIRCULARS

1. **Country or area** - Name of country or area appears under this column.

2. **Exchange rate** - Latest exchange rate.

3. **Post adjustment**

Index - The post adjustment index (PAI) used to determine the latest post adjustment multiplier.

Mult. - Post adjustment multiplier.

Chg. ind. - Change indicator. When revised post adjustment classification (PAC) is reported in the circular for the first time, a 'Y' will appear under this column.

Eff. date - Effective date of PAC (multiplier).

Reason for change - When the revised PAC is reported in the circular for the first time the reason for change is shown under this column.

4. **Thresholds**

With allowances - Threshold percentage figure applicable for staff in receipt of the Spouse or Single parent allowance.

Without allowances - Threshold percentage figure applicable for staff <u>not</u> in receipt of the Spouse or Single parent allowance.

Calc. ind. - Calculation indicator. When a 'Y' appears in a column, all housing subsidies at the duty station must be recalculated effective the date shown in the next column.

Eff. date - Effective date of threshold percentages shown in the circular.

III. NATURE DES DONNÉES FIGURANT DANS LES CIRCULAIRES PAC

1. **Pays ou localité** - Le nom du pays ou de la localité figure dans cette colonne.

2. **Taux de change** - Taux de change le plus récent.

3. **Indemnités de poste**

Indice - L'indice de l'indemnité de poste sert à déterminer le plus récent multiplicateur.

Mult. - Multiplicateur aux fins du calcul de l'indemnité de poste.

Changement - Lorsque la circulaire signale pour la première fois un changement dans le classement du lieu d'affectation, la lettre 'Y' figurera dans cette colonne.

Date eff. - Date d'entrée en vigueur du classement du lieu d'affectation (avec indication du multiplicateur).

Raison du changement - Lorsque c'est la première fois qu'une modification du classement d'un lieu d'affectation apparaît dans la circulaire la raison de cette modification est indiquée dans cette colonne.

4. **Seuils**

Avec allocation - Seuil en pourcentage applicable au fonctionnaire qui bénéficie de l'allocation pour conjoint ou parent célibataire.

Sans allocation - Seuil en pourcentage applicable au fonctionnaire qui ne bénéficie pas de l'allocation pour conjoint ou parent célibataire.

Ind. Calc. - Indicateur de calcul. Lorsque la lettre 'Y' figure dans cette colonne, toutes les allocations logement payables au lieu d'affectation devront être recalculées à compter de la date indiquée dans la colonne prochaine.

Date eff. - Date d'entrée en vigueur des seuils indiqués dans la circulaire.

IV. 0.5% Rule

1. The results of the application of the 0.5% rule for group I duty stations are included in the attached Consolidated Post Adjustment Circular.

V. The application of the modified 0.5% Rule for group I duty stations

2. 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.

3. 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 **Hungary** and **Romania**, with effect from 1 September 2026, are included in the attached Consolidated Post Adjustment Circular.

VI. Cost-of-living surveys

4. The results of cost-of-living surveys for duty stations listed in Table 1 are included in the attached Consolidated Post Adjustment Circular.

Table 1: List of surveys by duty station for September 2026

Duty station	Type o survey	Date of survey
Armenia	Place-to-place	March 2026
Belize	Housing	March 2026
Bosnia and Herzegovina	Place-to-place	March 2026
Dominican Republic	Housing	March 2026
Montenegro	Place-to-place	March 2026
Nicaragua	Housing	April 2026
Philippines	Place-to-place	February 2026
Tunisia	Housing	February 2026

VII. Revised post adjustment multiplier for linked duty stations

5. The revised post adjustment multipliers for the following duty stations have been established, effective 1 September 2026 as listed in Table 2, based on the results of new cost-of-living surveys in reference duty stations, to which those duty stations are linked for purposes of post adjustment.

Table 2. Revised post adjustment multiplier for linked duty stations – September 2026

Duty Station	Reference Duty station	Multiplier
Cook Islands	Indonesia, Papua New Guinea, **Philippines**, Solomon Islands and Vanuatu	38.9
Naoero, Republic of	Indonesia, Papua New Guinea, **Philippines**, Solomon Islands and Vanuatu	38.9
Palau, Republic of	Indonesia, Papua New Guinea, **Philippines**, Solomon Islands and Vanuatu	38.9

VIII. Duty Stations with Personal Transitional Allowance (PTA)

6. Under the modified operational rules as described in the document **ICSC/CIRC/GEN/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 operational rule was further modified by the Commission in 2025 as prescribed in document **ICSC/CIRC/GEN/05/2025**. For Gap Closure Measures (GCM) implemented before November 2025, the rule as prescribed in document **ICSC/CIRC/GEN/04/2024** is maintained except for the duration of the PTA which the Commission capped to a maximum of **36 months** provided that a minimum advance notice of 12 months is issued. For these GCMs, the PTA will bridge the full gap between the new benchmark NTP and the prevailing NTP at the time of implementation for the first six months. Following this period, the NTP for existing staff will be gradually reduced by **3%** every **4 months,** with the PTA adjusted monthly to reflect the difference between the NTP for existing staff and the newcomers.

7. The parameters governing the PTAs, effective November 2025, have been revised in accordance with document **ICSC/CIRC/GEN/05/2025**, issued on 15 August 2025. The modifications include: the initial grace period is adjusted from **6** to **3 months**. Following the grace period, the NTP for existing staff will be gradually reduced by **4%** every **3 months** with the PTA adjusted monthly to reflect the difference between the NTP of existing staff and the newcomers. Also, the **maximum duration** is now set at **24 months**, after which PTA is discontinued. The PTA became applicable for **Armenia, Bosnia and Herzegovina, Cook Islands, Montenegro, Naoero Republic of, Palau Republic of** and **Philippines** due to low survey results implemented in September 2026. Table 3 provides a summary of all PTAs in effect as of 1 September 2026. The PTA starting date indicates which of the PTA adjustment mechanisms should be used.

8. 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 3: Summary of Personal Transitional Allowances (PTAs), as of 1 September 2026

DUTY STATION	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Armenia	1.7	1 September 2026	1 October 2026	1 December 2026
Bosnia and Herzegovina	11.2	1 September 2026	1 October 2026	1 December 2026
Cook Islands	1.7	1 September 2026	1 October 2026	1 December 2026
Costa Rica	2.3	1 August 2026	1 September 2026	1 November 2026
Ghana	5.9	1 April 2026	1 May 2026	1 October 2026
Lesotho	3.4	1 August 2026	1 September 2026	1 November 2026
Moldova	2.8	1 September 2025	1 October 2025	1 November 2026
Montenegro	10.0	1 September 2026	1 October 2026	1 December 2026
Naoero, Republic of	1.7	1 September 2026	1 October 2026	1 December 2026
Palau, Republic of	1.7	1 September 2026	1 October 2026	1 December 2026
Philippines	8.3	1 September 2026	1 October 2026	1 December 2026
Seychelles	7.6	1 August 2026	1 September 2026	1 November 2026

****PTA is revised on a monthly basis to maintain the NTP until the next revision date***

9. The gap closure measure is completed for **Albania** and **Sao Tome and Principe.** Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 September 2026.

IX. Duty station official name change from Nauru to Naoero, Republic of

10. Please note that the country "Nauru" has changed its official name to "Naoero, Republic of". Accordingly, the ICSC databases, including the XML have been updated to reflect this change.

XI. LIST OF COUNTRIES AND AREAS IN FRENCH AND ENGLISH
LISTE DES PAYS ET LOCALITÉS EN FRANÇAIS ET EN ANGLAIS

Afghanistan	Afghanistan
Afrique du Sud	South Africa
Albanie	Albania
Algérie	Algeria
Allemagne*	Germany*
Angola	Angola
Anguilla	Anguilla
Antigua-et-Barbuda	Antigua and Barbuda
Arabie saoudite	Saudi Arabia
Argentine	Argentina
Arménie	Armenia
Aruba	Aruba
Australie*	Australia*
Autriche*	Austria*
Azerbaïdjan	Azerbaijan
Bahamas	Bahamas (the)
Bahreïn	Bahrain
Bangladesh	Bangladesh
Barbade	Barbados
Bélarus	Belarus
Belgique*	Belgium*
Belize	Belize
Bénin	Benin
Bhoutan	Bhutan
Bolivie (État plurinational de)	Bolivia (Plurinational State of)
Bonaire	Bonaire
Bosnie-Herzégovine	Bosnia and Herzegovina
Botswana	Botswana
Brésil	Brazil
Bulgarie*	Bulgaria*
Burkina Faso	Burkina Faso
Burundi	Burundi
Cabo Verde	Cabo Verde
Cambodge	Cambodia
Cameroun	Cameroon
Canada*	Canada*
Chili	Chile
Chine	China
Chypre*	Cyprus*
Colombie	Colombia
Comores	Comoros (the)
Congo	Congo (the)
Costa Rica	Costa Rica
Côte d'Ivoire	Côte d'Ivoire
Croatie*	Croatia*
Cuba	Cuba
Danemark*	Denmark*
Djibouti	Djibouti
Dominique	Dominica
Égypte	Egypt
El Salvador	El Salvador
Émirats arabes unis	United Arab Emirates (the)
Équateur	Ecuador
Érythrée	Eritrea
Espagne*	Spain*
Estonie	Estonia
Etats-Unis d'Amérique*	United States of America (the)*
Éthiopie	Ethiopia
Fédération de Russie	Russian Federation (the)
Fidji	Fiji
Finlande*	Finland*
Français-Guyane*	French-Guiana*
France*	France*
Gabon	Gabon
Gambie	Gambia (the)
Gaza	Gaza
Géorgie	Georgia
Ghana	Ghana
Gibraltar*	Gibraltar*
Grèce*	Greece*
Grenade	Grenada
Guatemala	Guatemala
Guinée	Guinea
Guinée équatoriale	Equatorial Guinea
Guinée-Bissau	Guinea-Bissau
Guyana	Guyana
Haïti	Haiti
Honduras	Honduras
Hong Kong, RAS de*	Hong Kong SAR*
Hongrie*	Hungary*
Îles Salomon	Solomon Islands
Îles Vierges britanniques	British Virgin Islands
Inde	India
Indonésie	Indonesia
Iran (République islamique d')	Iran (Islamic Republic of)
Iraq	Iraq
Irlande*	Ireland*
Islande*	Iceland*
Israël	Israel
Italie*	Italy*
Jamaïque	Jamaica
Japon*	Japan*
Jérusalem	Jerusalem
Jordanie	Jordan
Kazakhstan	Kazakhstan
Kenya	Kenya
Kirghizistan	Kyrgyzstan
Kiribati	Kiribati
Koweït	Kuwait

L'Eswatini	Eswatini
Les Îles Cook	Cook Islands
Lesotho	Lesotho
Lettonie*	Latvia*
Liban	Lebanon
Libéria	Liberia
Libye	Libya
Lituanie	Lithuania
Luxembourg*	Luxembourg*
Macédoine du Nord, la République de	North Macedonia, the Republic of
Madagascar	Madagascar
Malaisie	Malaysia
Malawi	Malawi
Maldives	Maldives
Mali	Mali
Malte*	Malta*
Maroc	Morocco
Maurice	Mauritius
Mauritanie	Mauritania
Mexique	Mexico
Micronésie (États fédérés de)	Micronesia (Federated States of)
Monaco*	Monaco*
Mongolie	Mongolia
Monténégro	Montenegro
Mozambique	Mozambique
Myanmar	Myanmar
La république de Nauru	Naoero, Republic of
Namibie	Namibia
Népal	Nepal
Nicaragua	Nicaragua
Niger	Niger (the)
Nigéria	Nigeria
Norvège*	Norway*
Nouvelle-Calédonie	New Caledonia
Nouvelle-Zélande	New Zealand
Oman	Oman
Ouganda	Uganda
Ouzbékistan	Uzbekistan
Pakistan	Pakistan
Palaos	Palau
Panama	Panama
Papouasie-Nouvelle-Guinée	Papua New Guinea
Paraguay	Paraguay
Pays-Bas*	Netherlands (the)*
Pérou	Peru
Philippines	Philippines (the)
Pologne*	Poland*
Porto Rico	Puerto Rico
Portugal*	Portugal*
Qatar	Qatar
République arabe syrienne	Syrian Arab Republic (the)
République centrafricaine	Central African Republic (the)
République de Corée	Republic of Korea (the)
République de Moldova	Republic of Moldova (the)
République démocratique du Congo	Democratic Republic of the Congo (the)
République démocratique populaire lao	Lao People's Democratic Republic (the)
République dominicaine	Dominican Republic (the)
République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
République slovaque	Slovak Republic*
République tchèque*	Czech Republic*
République-Unie de Tanzanie	United Republic of Tanzania (the)
Roumanie*	Romania*
Royaume-Uni de Grande-Bretagne et d'Irlande du Nord*	United Kingdom of Great Britain and Northern Ireland (the)*
Rwanda	Rwanda
Sainte-Hélène	Saint Helena
Sainte-Lucie	Saint Lucia
Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Saint-Vincent-et-les-Grenadines	Saint Vincent and the Grenadines
Samoa	Samoa
Sao Tomé-et-Principe	Sao Tome and Principe
Sénégal	Senegal
Serbie	Serbia
Seychelles	Seychelles
Sierra Leone	Sierra Leone
Singapour	Singapore
Sint Maarten	Sint Maarten
Slovénie*	Slovenia*
Somalie	Somalia
Soudan	Sudan (the)
Soudan du Sud	South Sudan
Sri Lanka	Sri Lanka
Suède*	Sweden*
Suisse*	Switzerland*
Suriname	Suriname
Tajikistan	Tajikistan
Tchad	Chad
Thaïlande	Thailand
Timor-Leste	Timor-Leste
Togo	Togo
Tonga	Tonga
Trinité-et-Tobago	Trinidad and Tobago
Tunisie	Tunisia
Turkménistan	Turkmenistan
Turquie	Türkiye
Tuvalu	Tuvalu
Ukraine	Ukraine
Uruguay	Uruguay
Vanuatu	Vanuatu
Venezuela	Venezuela (Bolivarian Republic of)
Viet Nam	Viet Nam
Yémen	Yemen
Zambie	Zambia
Zimbabwe	Zimbabwe
* Lieu d'affectation du groupe 1	* Group 1 duty station