



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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12 June 2026

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 June 2026

1. I am pleased to send you the post adjustment multipliers for June 2026. **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 June 2026, are given in Table 1.

Table 1. Changes to post adjustment multipliers for group I duty stations – June 2026

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	38.5	Greece	36.7
Austria	52.0	Iceland	42.5
Belgium	46.5	Ireland	53.6
Bulgaria	36.3	Italy, Brindisi	22.2
Canada, Montreal	34.4	Italy, Rome	28.0
Canada, Ottawa	43.6	Japan, Hiroshima	27.3
Canada, Toronto	50.3	Japan, Tokyo	43.4
China, Hong Kong (SAR)	95.0	Latvia	45.3
Croatia, Republic of	40.7	Luxembourg	49.5
Cyprus	32.8	Malta	35.7
Czech Republic	51.8	Monaco	54.5
Denmark	74.4	Netherlands	46.6
Finland	44.5	Norway	52.2
France, Lyon and Elsewhere	50.9	Poland	39.3
France, Paris	54.5	Portugal, Guimaraes	16.2
French Guiana	37.6	Portugal, Lisbon	34.3
Germany, Berlin	43.9	Slovak Republic	39.4
Germany, Bonn	36.4	Slovenia, Republic o	45.1
Germany, Dresden	36.4	Spain	30.4
Germany, Frankfurt	45.5	Sweden	43.0
Germany, Hamburg	52.0	Switzerland	86.8
Germany, Munich	57.8	United Kingdom	77.7
Gibraltar	77.7		

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

3. At its 96th session, the Commission 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 June 2026, 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 – June 2026

DUTY STATION	MULTIPLIER
Hungary	60.5
Romania	27.1

Group II duty stations

5. The post adjustment multiplier based on the results of the most recent cost-of-living survey for the duty station listed in Table 3 below, is effective 1 June 2026.

Table 3. Changes to post adjustment multiplier as a result of cost-of-living survey June 2026

DUTY STATION	MULTIPLIER
Albania*	33.1
Vietnam	24.2

*Indicates that duty station has PTA. See Table 5

6. Cost-of-living survey results did not trigger a change in the multipliers for **Angola, Congo, Dem. Rep** and **Namibia**.

7. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty station listed in Table 4 below, are effective 1 June 2026.

Table 4. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Congo, Dem. Rep.	26	28
Vietnam	20	21

8. The waiver of the 40 per cent rent limit on rental subsidy is no longer applicable **for Vietnam effective 1 June 2026.**

Duty Stations with Personal Transitional Allowance (PTA)

9. 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.

10. 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 modification includes: 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 PTA duration** is now set at **24 months**, after which PTA is discontinued. The PTA starting date indicates which of the PTA adjustment mechanisms should be used. The PTA became applicable for **Albania**, in June 2026. Table 5 provides a summary of all PTAs in effect as of 1 June 2026.

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 5. Summary of Personal Transitional Allowances (PTAs) as of 1 June 2026

DUTY STATION	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Albania	2.2	1 June 2026	1 July 2026	1 September 2026
Equatorial Guinea	2.0	1 May 2026	1 June 2026	1 August 2026
Ghana	10.2	1 April 2026	1 May 2026	1 July 2026
Lebanon	1.0	1 April 2023	1 May 2023	1 August 2026
Moldova	6.0	1 September 2025	1 October 2025	1 July 2026
Sao Tome and Principe	2.5	1 December 2025	1 January 2026	1 September 2026
United Republic of Tanzania	2.9	1 April 2026	1 May 2026	1 July 2026

12. The gap closure measure is completed for **Serbia**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 June 2026.

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi