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INTERNATIONAL CIVIL SERVICE COMMISSION   **COMMISSION DE LA FONCTION PUBLIQUE INTERNATIONALE**

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14 August2026

TO: Recipients of Post Adjustment Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman

FROM: Ms. Cleopatra Todis
Officer-in-charge, Cost-of-Living Division

SUBJECT: Post adjustment classification memo for August 2026

1. I am pleased to send you the post adjustment multipliers for August 2026. **Note that only duty stations with changes in post adjustment multipliers are listed.**

2. The updated post adjustment index (PAI) for New York as of 1 August 2026, based on the evolution of the cost of living stood at 184.4 and triggered the 5 per cent rule requiring the review of the New York post adjustment classification earlier than its statutory review date of February 2027. Since the review dates for post adjustment classifications of all headquarters and other group I duty stations are synchronized with that of New York, in accordance with the General Assembly resolution A/RES/69/251, the trigger resulted in an off-cycle review for all group I duty stations. The review for New York due to the 5 per cent rule would have resulted in a pay index of 184.4. To ensure that the margin for the 2026 calendar year remains within the 117.0 level, the new post adjustment index for New York was scaled down by 5.01 per cent, from 184.4 to 175.6. Accordingly, the New York pay index of 175.6 is approximately 5.01 per cent lower than the PAI of 184.4 derived solely from the change in the cost of living in New York as of 1 August 2026.To maintain purchasing power parity of net remuneration across duty stations relative to New York, the post adjustment indices for all other duty stations were proportionately scaled down by the same 5.01 per cent. See the attached document ICSC/CIRC/GEN/05/2026 for details.

Group I duty stations

3. Table 1 reflects changes in post adjustment multipliers for group I duty stations due to the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar and the application of the 5 percent rule, pursuant to the General Assembly resolution A/RES/69/251 which states, inter alia, that the post adjustment classification of all headquarters and other group I duty stations are reviewed on the statutory date of the post adjustment classification review for New York (results effective 1 August 2026).

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	39.8	Greece	36.9
Austria	52.1	Iceland	44.1
Belgium	46.6	Ireland	53.7
Bulgaria	36.4	Italy, Brindisi	22.3
Canada, Montreal	34.8	Italy, Rome	28.1
Canada, Ottawa	44.0	Japan, Hiroshima	28.1
Canada, Toronto	50.7	Japan, Tokyo	44.3
China, Hong Kong (SAR)	94.8	Latvia	45.4
Croatia, Republic of	40.8	Luxembourg	49.7
Cyprus	32.9	Malta	35.9
Czech Republic	51.9	Monaco	54.6
Denmark	74.6	Netherlands	46.8
Finland	44.6	Norway	52.4
France, Lyon and Elsewhere	51.0	Poland	38.1
France, Paris	54.6	Portugal, Guimaraes	16.3
French Guiana	37.7	Portugal, Lisbon	34.4
Germany, Berlin	44.0	Slovak Republic	39.5
Germany, Bonn	36.5	Slovenia, Republic of	45.2
Germany, Dresden	36.5	Spain	30.5
Germany, Frankfurt	45.6	Sweden	42.9
Germany, Hamburg	52.1	Switzerland	84.3
Germany, Munich	57.9	United Kingdom	79.4
Gibraltar	79.4		

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

4. 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.

5. 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 August 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 – August 2026

DUTY STATION	MULTIPLIER
Hungary	58.4
Romania	27.1

Group II duty stations

6. 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 August 2026.

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

DUTY STATION	MULTIPLIER
Costa Rica*	33.2
Lesotho*	29.3
Nepal	23.9
Seychelles*	34.3

**Indicates duty station has Personal Transitional Allowances effective August 2026. See Table 5*

7. Cost-of-living survey results did not trigger a change in the multipliers for **Honduras, Indonesia,** and **Senegal.**

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

Table 4. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	With Spouse/Single Parent Allowance	**Without Spouse/Single Parent Allowance**
Nepal	15	16

9. The waiver of the 40 per cent rent limit on rental subsidy is no longer applicable **for Nepal effective 1 August 2026.**

Duty Stations with Personal Transitional Allowance (PTA)

10. 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.

11. 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 **Costa Rica, Lesotho** and **Seychelles**, in August 2026. Table 5 provides a summary of all PTAs in effect as of 1 August 2026.

12. 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 August 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
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
Sao Tome and Principe	3.0	1 December 2025	1 January 2026	1 September 2026
Seychelles	7.6	1 August 2026	1 September 2026	1 November 2026

13. The gap closure measure is completed for **Equatorial Guinea.** Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 August 2026.

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi