

INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
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TO: Human Resources Managers of Participating Organizations
Representatives of Staff Federations

FROM: Ms. Cleopatra Todis
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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 August 2026

1. The updated post adjustment index for New York in August 2026 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.

2. The review for New York due to the 5 per cent rule would have resulted in a pay index of 184.4 which represented a 5.01 per cent increase from the prevailing pay index of 175.6. However, given that the margin for the 2026 calendar year was already above 117, the new higher pay index could not be implemented. 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 back to the same extent as that in New York, that is, 5.01 per cent. As an example, for a duty station with a PAI of 150.5, a revised PAI would be calculated as $150.5/1.0501 = 142.8$.

3. It is important to note that the impact of the scaling-back of the PAIs of all duty stations on the salaries of United Nations common system staff in the Professional and higher categories is determined on the post adjustment classification review date for each duty station, which is 1 August 2026 for group I duty stations (an off-cycle review), and 1 November 2026 for group II duty stations unless a cost of living survey is implemented for a duty station before its statutory review date. The prevailing pay index is compared to the updated scaled-back PAI, and the revised post adjustment multiplier is determined in accordance with existing operational rules. A real salary increase is granted only if the updated scaled-back PAI exceeds the prevailing pay index.

4. The August 2026 off-cycle review did not lead to real salary increase to any of the group I duty stations as their scaled-back post adjustment indices were lower than their prevailing pay indices (exchange-rate-only adjusted post adjustment multiplier plus 100). That is, the post adjustment multiplier as a result of the 0.5% rule prevailed for all the group I duty stations.

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 August 2026. The applicable multipliers for the month of August 2026 are those indicated in the post-scaling back column of Table 1.

Table 1: Post Adjustment Classification Review for Group I Duty Stations, August 2026

DUTY STATION	PAI		MULTIPLIER			Change in Net Remuneration
	Aug-26	Aug-26	Aug-26 0.5% rule	Aug-26	Aug-26	
	Pre Scaling back	Post Scaling back		Pre Scaling back	Post Scaling back	
Australia	139.5	132.9	39.8	39.8	39.8	No change
Austria	156.2	148.7	52.1	56.2	52.1	No change
Belgium	149.9	142.7	46.6	49.9	46.6	No change
Bulgaria	135.5	129.1	36.4	36.4	36.4	No change
Canada - Montreal	137.3	130.7	34.8	37.3	34.8	No change
Canada - Ottawa	146.7	139.7	44.0	46.7	44.0	No change
Canada - Toronto	153.5	146.2	50.7	53.5	50.7	No change
Hong Kong	195.1	185.8	94.8	95.1	94.8	No change
Croatia	139.8	133.2	40.8	40.8	40.8	No change
Cyprus	131.8	125.5	32.9	32.9	32.9	No change
Czech Republic	147.6	140.6	51.9	51.9	51.9	No change
Denmark	170.9	162.8	74.6	74.6	74.6	No change
Finland	145.4	138.4	44.6	45.4	44.6	No change
Lyon	151.2	144.0	51.0	51.2	51.0	No change
France - Paris	154.8	147.4	54.6	54.8	54.6	No change
French Guiana	136.2	129.3	37.7	37.7	37.7	No change
Germany - Berlin	141.9	135.1	44.0	44.0	44.0	No change
Germany - Bonn	134.5	128.1	36.5	36.5	36.5	No change
Germany - Dresden	134.5	128.1	36.5	36.5	36.5	No change
Germany - Frankfurt	143.5	136.6	45.6	45.6	45.6	No change
Germany - Hamburg	149.9	142.7	52.1	52.1	52.1	No change
Germany - Munich	155.7	148.2	57.9	57.9	57.9	No change
Gibraltar	182.6	173.9	79.4	82.6	79.4	No change
Greece	139.5	132.8	36.9	39.5	36.9	No change
Hungary	150.4	143.3	58.4	58.4	58.4	No change
Iceland	145.9	138.6	44.1	45.9	44.1	No change
Ireland	154.6	147.2	53.7	54.6	53.7	No change
Brindisi	123.6	117.7	22.3	23.6	22.3	No change
Italy - Rome	129.5	123.3	28.1	29.5	28.1	No change
Japan - Hiroshima	131.3	125.1	28.1	31.3	28.1	No change
Japan - Tokyo	148.0	140.9	44.3	48.0	44.3	No change
Latvia	144.4	137.5	45.4	45.4	45.4	No change
Luxembourg	153.1	145.4	49.7	53.1	49.7	No change
Malta	135.8	129.3	35.9	35.9	35.9	No change
Monaco	154.8	147.4	54.6	54.8	54.6	No change
Netherlands	148.6	141.5	46.8	48.6	46.8	No change
Norway	153.6	146.3	52.4	53.6	52.4	No change
Poland	138.7	132.0	38.1	38.7	38.1	No change

DUTY STATION	PAI		MULTIPLIER			Change in Net Remuneration
	Aug-26	Aug-26	Aug-26 0.5% rule	Aug-26	Aug-26	
	Pre Scaling back	Post Scaling back		Pre Scaling back	Post Scaling back	
Portugal - Guimaraes	118.4	112.7	16.3	18.4	16.3	No change
Portugal – Lisbon	136.8	130.3	34.4	36.8	34.4	No change
Romania	132.0	125.7	27.1	32.0	27.1	No change
Slovakia	140.7	134.0	39.5	40.7	39.5	No change
Slovenia	145.1	138.2	45.2	45.2	45.2	No change
Spain	133.6	127.2	30.5	33.6	30.5	No change
Sweden	141.4	134.6	42.9	42.9	42.9	No change
Switzerland	182.6	173.9	84.3	84.3	84.3	No change
United Kingdom	182.6	173.9	79.4	82.6	79.4	No change
USA, El Paso	153.7	146.4	48.0	53.7	48.0	No change
USA, Miami	155.0	147.6	49.3	55.0	49.3	No change
USA, New York	184.4	175.6	75.6	84.4	75.6	No change
USA, San Diego	180.5	171.9	71.9	80.5	71.9	No change
USA, San Francisco	188.7	179.7	79.7	88.7	79.7	No change
USA, Seattle	156.7	149.3	50.9	56.7	50.9	No change
USA, Washington D.C.	160.5	152.9	54.6	60.5	54.6	No change