INTERNATIONAL CIVIL SERVICE COMMISSION

# Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/623

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# CONTENTS


I. Introduction

II. Description of data appearing in PAC circulars

III. Nature des données figurant dans les circulaires PAC

IV. Effects of Margin Management and adjustments to Base/Floor Salary Scale on Post Adjustment

V. 0.5% Rule

VI. The application of the modified 0.5% Rule

VII. The Four-Month Review for group II duty stations

VIII. Cost-of-living surveys

IX. Duty stations with Personal Transitional Allowance (PTA)

X. Consolidated post adjustment circular

XI. List of countries and areas in French and English

## 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 November 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 Novembre 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. Effects of Margin Management and adjustments to Base/Floor Salary Scale on Post Adjustment

1. In addition to the cost-of-living relativity of a duty station, measured through a survey, post adjustment is also affected by other compensation setting policies: margin management and adjustments to the base/floor salary scale.

2. The net remuneration of the United Nations Professional and higher categories of staff is set in reference to salary levels in the comparator's civil service, currently, the federal civil service of the United States of America. The desirable mid-point of the margin of remuneration between the United Nations and the comparator is 115. In its resolution 70/244, the General Assembly mandated the Commission to take action whenever the calendar margin breaches one of the pre-defined trigger levels of 113 (lower threshold) and 117 (upper threshold). The management of the margin is implemented through post adjustment by scaling up or down the post adjustment indices so that the margin remains within the established thresholds.

3. The base/floor salary scale is set by reference to the base General Schedule salary scale of the comparator. Periodic adjustments to the base/floor salary scale are made to reflect the combined effect of the movement of gross General Schedule salaries and updates to the United States federal and relevant local tax schemes in the prior year. An increase in the base/floor salary scale is implemented with a commensurate decrease on post adjustment multiplier points so that the net effect is a no gain/no loss of net remuneration.

## V. 0.5% Rule

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

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

5. 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.

6. 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 November 2026, are included in the attached Consolidated Post Adjustment Circular.

## VII. The Four-Month Review for Group II duty stations

7. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in the attached Consolidated Post Adjustment Circular, are effective 1 November 2026.

## VIII. Cost-of-living surveys

8. 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 November 2026**

| Duty station | Type o survey | Date of survey |
|---|---|---|
| Azerbaijan | Housing | May 2026 |
| Côte d'Ivoire | Housing | April 2026 |
| Kyrgyzstan | Place-to-place | March 2026 |
| Mozambique | Place-to-place | April 2026 |
| Paraguay | Housing | April 2026 |
| Tajikistan | Housing | April 2026 |
| Togo | Housing | April 2026 |
| Zambia | Place-to-place | April 2026 |

## IX. 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 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 newcomer**s**. Also, the **maximum duration** is now set at **24 months**, after which PTA is discontinued. Table 2 provides a summary of all PTAs in effect as of **1 November 2026**. The PTA starting date indicates which of the PTA adjustment mechanisms should be used.

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 2: Summary of Personal Transitional Allowances (PTAs), as of 1 November 2026**

| DUTY STATION | Existing PTA* | PTA starting date | Applicable to staff on post before | Date of next revision |
|---|---|---|---|---|
| Armenia | 1.6 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Bosnia and Herzegovina | 13.1 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Cook Islands | 2.1 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Ghana | 1.3 | 01-Apr-26 | 01-May-26 | 01-Jan-27 |
| Moldova | 0.5 | 01-Sep-25 | 01-Oct-25 | 01-Mar-27 |
| Montenegro | 12.0 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Naoero, Republic of | 2.1 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Palau, Republic of | 2.1 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Philippines | 9.0 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Seychelles | 3.1 | 011-Aug-26 | 01-Sep-26 | 01-Feb-27 |
| Zambia | 14.2 | 01-Nov-26 | 01-Dec-26 | 01-Feb-27 |

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

## 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 |