UNITED NATIONS — NATIONS UNIES

INTERNATIONAL CIVIL SERVICE COMMISSION — COMMISSION DE LA FONCTION PUBLIQUE INTERNATIONALE

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**Reference: ICSC-PADJ-0926-01**

14 September 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 September 2026**

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

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

| Duty Station | Multiplier | Duty Station | Multiplier |
|---|---|---|---|
| Australia | 41.9 | Greece | 37.6 |
| Austria | 52.9 | Iceland | 47.1 |
| Belgium | 47.4 | Ireland | 54.5 |
| Bulgaria | 37.1 | Italy, Brindisi | 22.9 |
| Canada, Montreal | 35.4 | Italy, Rome | 28.7 |
| Canada, Ottawa | 44.7 | Japan, Hiroshima | 32.4 |
| Canada, Toronto | 51.4 | Japan, Tokyo | 49.2 |
| China, Hong Kong (SAR) | 94.9 | Latvia | 46.2 |
| Croatia, Republic of | 41.5 | Luxembourg | 50.4 |
| Cyprus | 33.6 | Malta | 36.6 |
| Czech Republic | 52.5 | Monaco | 55.4 |
| Denmark | 75.5 | Netherlands | 47.5 |
| Finland | 45.4 | Norway | 55.5 |
| France, Lyon and Elsewhere | 51.8 | Poland | 38.3 |
| France, Paris | 55.4 | Portugal, Guimaraes | 16.9 |
| French Guiana | 38.4 | Portugal, Lisbon | 35.1 |
| Germany, Berlin | 44.7 | Slovak Republic | 40.2 |
| Germany, Bonn | 37.2 | Slovenia, Republic of | 45.9 |
| Germany, Dresden | 37.2 | Spain | 31.2 |
| Germany, Frankfurt | 46.4 | Sweden | 41.2 |
| Germany, Hamburg | 52.9 | Switzerland | 83.7 |
| Germany, Munich | 58.8 | United Kingdom | 79.6 |
| Gibraltar | 79.6 | | |

**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 September 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 – September 2026**

| Duty Station | Multiplier |
|---|---|
| Hungary | 58.8 |
| Romania | 27.4 |

**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 September 2026**.

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

| Duty Station | Multiplier |
|---|---|
| Armenia* | 32.9 |
| Bosnia and Herzegovina* | 22.5 |
| Montenegro* | 24.3 |
| Philippines * | 27.4 |

****Indicates that duty station has PTA. See Table***

6. Cost-of-living survey results did not trigger a change in the multipliers for **Belize, Dominican Republic, Nicaragua** and **Tunisia.**

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 September 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** |
| Armenia | 20 | 21 |

8. The revised post adjustment multipliers for the following duty stations have been established, effective 1 September 2026 as listed in Table 5, 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 5. 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* |

***Indicates that duty station has PTA. See Table 6***

## 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 **Armenia, Bosnia and Herzegovina, Cook Islands, Montenegro, Naoero, Republic of, Palau, Republic of** and **Philippines**, in September 2026. Table 6 provides a summary of all PTAs in effect as of 1 September 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 6. 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 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Bosnia and Herzegovina | 11.2 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Cook Islands | 1.7 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Costa Rica | 2.3 | 01-Aug-26 | 01-Sep-26 | 01-Nov-26 |
| Ghana | 5.9 | 01-Apr-26 | 01-May-26 | 01-Oct-26 |
| Lesotho | 3.4 | 01-Aug-26 | 01-Sep-26 | 01-Nov-26 |

| | | | | |
|---|---|---|---|---|
| Moldova | 2.8 | 01-Sep-25 | 01-Oct-25 | 01-Nov-26 |
| Montenegro | 10.0 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Naoero, Republic of | 1.7 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Palau, Republic of | 1.7 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Philippines | 8.3 | 01-Sep-26 | 01-Oct-26 | 01-Dec-26 |
| Seychelles | 7.6 | 1-Aug-26 | 1-Sep-26 | 1-Nov-26 |

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

13. 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.

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi