INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/623

Approved by:
Larbi Djacta, Chairman

Date:
15 November 2026

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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***

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2026

Country or area	Exchange rate	Post Adjustment (New York, **December 2002 = 100**)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	65.27	130.6	37.4		Nov-25		9	10		Jul-06
Albania /W40	81.46	123.9	33.3	Y	Nov-26	FMR	17	18		Oct-24
Algeria /W40	136.246	135.1	43.5	Y	Nov-26	FMR	19	20		Mar-24
Angola /W40	913	147.4	55.4		Mar-26		14	15		Nov-23
Anguilla /W40 14/	2.7	135.8	47.7		Jul-26		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	135.8	47.7		Jul-26		22	23		Aug-23
Argentina	1543.5	135.8	39.1	Y	Nov-26	FMR	26	28		Feb-26
Armenia	359.5	128.8	33.0	Y	Nov-26	FMR	20	21		Sep-26
Aruba 12/	1.79	153.7	60.0		Jul-26		29	31		Aug-22
Australia	1.465	131.8	35.8	Y	Nov-26	ER	27	29		Oct-23
Austria	0.901	145.2	47.1	Y	Nov-26	ER	19	20		Aug-22
Azerbaijan	1.698	128.5	34.0		Jul-26		16	17		Mar-23
Bahamas	1	158.6	65.5		Jul-26		26	28		Jul-24
Bahrain	0.377	123.3	32.1		Sep-24		22	23		Sep-22
Bangladesh /W40	124.75	137.0	42.1	Y	Nov-26	FMR	17	18		Sep-21
Barbados /W40	2	142.6	59.5		Jul-24		23	24		Aug-23
Belarus	2.992	139.1	45.4	Y	Nov-26	FMR	18	19		May-26
Belgium	0.901	140.3	41.8	Y	Nov-26	ER	17	18		Feb-15
Belize	2	140.6	46.1		Jul-26		13	14		Apr-25
Benin	591.272	125.5	31.8	Y	Nov-26	FMR	19	20		Aug-24
Bermuda 16/	1	171.6	79.1		Jul-26		28	30		Nov-25
Bhutan	94.03	130.6	36.2	Y	Nov-26	FMR	10	11		Aug-24
Bolivia	11.7	118.5	27.4	Y	Nov-26	CFMR	22	23		Jul-25
Bonaire /W40 14/	1	135.8	47.7		Jul-26		22	23		Aug-23
Bosnia and Herzegovina /W40	1.763	117.5	20.6	Y	Nov-26	FMR	14	15		Apr-25
Botswana	13.405	118.1	23.6	Y	Nov-26	FMR	17	18		Aug-25
Brazil	5.6	119.4	26.5	Y	Nov-26	CFMR	21	22		Dec-23
British Virgin Islands /W40	1	139.6	45.7		Jul-26		22	23		Jun-19
Bulgaria	0.901	127.6	31.9	Y	Nov-26	ER	20	21		Jun-23
Burkina Faso /W40	591.272	131.3	37.1	Y	Nov-26	FMR	14	15		Jul-26
Burundi /W40	2998	136.4	42.4	Y	Nov-26	FMR	16	17		Sep-24
Cambodia	4068	119.1	26.3		Mar-24		21	22		Oct-25
Cameroon /W40	591.272	132.1	38.1	Y	Nov-26	FMR	15	16		Jul-15

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2026

Country or area	Exchange rate	Post Adjustment (New York, **December 2002 = 100**)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Canada, Montreal	1.424	129.0	32.3		Oct-26		18	19		Aug-22
Canada, Ottawa	1.424	137.8	41.3		Oct-26		20	21		Aug-22
Canada, Toronto	1.424	144.2	47.9		Oct-26		20	21		May-17
Cape Verde	99.392	128.6	37.2	Y	Nov-26	FMR	18	19		Feb-25
Cayman Islands 17/	0.82	136.6	43.8	Y	Nov-26	L	24	25		Dec-17
Central African Rep. /W40	591.272	139.4	45.3	Y	Nov-26	FMR	17	18		Nov-17
Chad /W40	591.272	136.2	41.7	Y	Nov-26	FMR	16	17		Dec-19
Chile	992.75	124.3	29.9	Y	Nov-26	CFMR	25	26		Oct-25
China, Beijing	6.668	147.2	55.6	Y	Nov-26	FMR	25	27		Feb-22
China, Hong Kong (SAR)	7.845	185.8	94.8	Y	Nov-26	ER	19	20		Jun-12
China, Macao (SAR)	8.08	134.2	46.2	Y	Nov-26	FMR	25	27		Oct-23
Colombia /W40	3292.98	147.7	54.0	Y	Nov-26	FMR	19	20		Sep-23
Comoros	443.454	131.7	36.3	Y	Nov-26	FMR	16	17		May-24
Congo /W40	591.272	138.6	44.2	Y	Nov-26	FMR	8	8		Jul-23
Congo, Dem. Rep. /W40	2301.06	143.0	52.0		Nov-25		26	28		Jun-26
Cook Islands 4/	1.798	132.7	38.5	Y	Nov-26	FMR	22	23		Aug-25
Costa Rica	445.58	129.3	33.3	Y	Nov-26	FMR	22	23		Mar-24
Cote d Ivoire /W40	591.272	156.6	64.5		Jul-26		17	18		May-25
Croatia, Republic of	0.901	131.8	36.2	Y	Nov-26	ER	8	9		Aug-19
Cuba	24	140.2	50.2		Aug-25		21	22		Jul-24
Cyprus	0.901	124.3	28.6	Y	Nov-26	ER	16	17		Jun-23
Czech Republic	21.972	137.5	45.9	Y	Nov-26	ER	19	20		Nov-23
Denmark	6.738	160.9	68.6	Y	Nov-26	ER	25	27		Jun-19
Djibouti	177	133.2	40.0		Nov-25		16	17		Jan-15
Dominica /W40 14/	2.7	135.8	47.7		Jul-26		22	23		Aug-23
Dominican Republic /W40	60.377	128.3	30.3	Y	Nov-26	FMR	17	18		Apr-25
Ecuador /W40	1	117.9	23.1		Jul-26		17	18		Oct-25
Egypt /W40	53.39	121.4	26.7	Y	Nov-26	FMR	19	20		Nov-25
El Salvador	1	124.8	30.1		Jan-26		25	27		Mar-24
Equatorial Guinea /W40	591.272	125.6	35.2	Y	Nov-26	FMR	12	13		May-26
Eritrea	15	137.6	43.3		Jul-26		11	12		Sep-25
Estonia	0.901	136.9	44.5	Y	Nov-26	FMR	18	19		Feb-01
Eswatini	16.698	111.8	19.1	Y	Nov-26	FMR	12	13		Apr-24
Ethiopia /W40	161	130.6	43.2	Y	Nov-26	FMR	22	23		Nov-25

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2026

Country or area	Exchange rate	Post Adjustment (New York, **December 2002 = 100**)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Fiji /W40	2.25	125.4	34.2	Y	Nov-26	FMR	23	24		Jan-25
Finland	0.901	135.2	39.8	Y	Nov-26	ER	24	25		May-23
France, Lyon and Elsewhere	0.901	140.5	46.0	Y	Nov-26	L	19	20		Aug-22
France, Paris	0.901	143.9	49.5	Y	Nov-26	ER	25	27		Aug-22
French Guiana	0.901	127.2	33.2	Y	Nov-26	ER	0	0		Jan-00
Gabon	591.272	138.4	44.1	Y	Nov-26	FMR	20	21		Jul-25
Gambia	73.427	131.8	37.3	Y	Nov-26	FMR	17	18		May-24
Georgia, Republic of	2.582	121.9	27.4	Y	Nov-26	FMR	19	20		Aug-24
Germany, Berlin	0.901	133.0	39.2	Y	Nov-26	L	22	23		Jul-23
Germany, Bonn	0.901	126.2	32.0	Y	Nov-26	ER	21	22		Jul-23
Germany, Dresden	0.901	126.2	32.0	Y	Nov-26	A	20	21		Jul-23
Germany, Frankfurt	0.901	134.6	40.8	Y	Nov-26	L	23	24		Jul-23
Germany, Hamburg	0.901	140.6	47.1	Y	Nov-26	L	25	27		Jul-23
Germany, Munich	0.901	146.0	52.7	Y	Nov-26	L	26	28		Jul-23
Ghana	11.69	128.7	38.7	Y	Nov-26	FMR	24	25		Apr-26
Gibraltar 1/	0.754	173.5	76.6	Y	Nov-26	A	29	31		Aug-22
Greece	0.901	130.9	32.4	Y	Nov-26	ER	18	19		Aug-23
Grenada /W40 14/	2.7	135.8	47.7		Jul-26		22	23		Aug-23
Guatemala /W40	7.638	123.9	30.7	Y	Nov-26	FMR	17	18		Mar-24
Guinea	8816.17	135.8	43.7	Y	Nov-26	FMR	19	20		Jan-26
Guinea Bissau	591.272	141.2	47.9	Y	Nov-26	FMR	12	13		Nov-24
Guyana	208.2	143.2	49.1		Jul-26		19	20		Apr-23
Haiti	130.639	147.7	53.8		Jul-26		19	20		Mar-23
Honduras	26.916	125.7	29.5	Y	Nov-26	FMR	21	22		Mar-24
Hungary	328.76	141.6	53.4	Y	Nov-26	ER	18	19		Jun-23
Iceland	123.03	141.6	44.2	Y	Nov-26	ER	0	0		Jan-00
India /W40	94.03	123.3	29.6	Y	Nov-26	FMR	14	15		Jun-24
Indonesia	18228	122.8	27.2	Y	Nov-26	FMR	24	25		Dec-24
Iran /W40	2176704.525	121.4	26.0	Y	Nov-26	CFMR	17	18		Jul-25
Iraq 29/	1520	124.6	30.5		Jul-26		17	18		May-26
Ireland	0.901	143.7	48.6	Y	Nov-26	ER	24	25		May-98
Israel, Tel Aviv 22/	3.195	158.1	67.1	Y	Nov-26	FMR	26	28		Apr-26
Italy, Brindisi	0.901	115.4	18.3	Y	Nov-26	L	10	11		Nov-99
Italy, Rome	0.901	120.8	23.9	Y	Nov-26	ER	21	22		Aug-22

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2026

Country or area	Exchange rate	Post Adjustment (New York, **December 2002 = 100**)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Jamaica	157.75	134.9	41.9	Y	Nov-26	FMR	25	27		Apr-21
Japan, Hiroshima	159.64	125.8	27.9	Y	Nov-26	L	19	20		Nov-23
Japan, Tokyo	159.64	141.8	44.1	Y	Nov-26	ER	21	22		Nov-23
Jerusalem, Jerusalem	3.195	149.6	58.4	Y	Nov-26	FMR	25	27		Apr-26
Jordan /W40	0.708	129.3	35.3		Jul-26		18	19		Oct-25
Kazakhstan	443.71	135.2	40.3	Y	Nov-26	FMR	20	21		Feb-26
Kenya /W40	129.9	134.9	40.6	Y	Nov-26	FMR	24	25		Feb-24
Kiribati	1.465	142.0	47.9	Y	Nov-26	FMR	14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	140.9	47.5		Nov-25		10	11		Sep-15
Korea, Republic of	1332.5	141.0	50.0	Y	Nov-26	FMR	17	18		Nov-19
Kuwait /W40	0.305	147.1	53.0		Jul-26		16	17		Oct-25
Kyrgyzstan /W40	87.428	124.6	28.6		Jul-26		14	15		Jun-21
Lao Peo. Dem. Rep.	22401	129.9	34.8		Jul-26		17	18		Dec-25
Latvia	0.901	135.4	40.6	Y	Nov-26	ER	13	14		Apr-24
Lebanon /W40 27/	89500	145.2	51.6	Y	Nov-26	FMR	23	24		Sep-25
Lesotho	16.698	124.7	28.3	Y	Nov-26	FMR	13	14		Oct-24
Liberia	180.757	137.9	48.3		Nov-25		21	22		Aug-23
Libya /W40 25/	6.422	125.2	31.1	Y	Nov-26	FMR	18	19		Dec-24
Lithuania	0.901	129.2	34.9	Y	Nov-26	FMR	17	18		Dec-03
Luxembourg	0.901	140.4	44.7	Y	Nov-26	ER	17	18		Dec-17
Madagascar /W40	4525.47	121.6	27.0	Y	Nov-26	FMR	20	21		Feb-25
Malawi	1724	138.1	43.3		Jul-26		19	20		Jul-25
Malaysia /W40	4.076	143.1	50.0	Y	Nov-26	FMR	14	15		May-25
Maldives	15	132.3	37.9		Jul-26		20	21		Jul-26
Mali /W40	591.272	139.7	45.4	Y	Nov-26	FMR	13	14		Sep-20
Malta	0.901	127.5	31.4	Y	Nov-26	ER	16	17		Aug-23
Marshall Islands 2/	1	134.2	41.2	Y	Nov-26	FMR	21	22		Jun-24
Mauritania /W40	40.319	125.6	30.7	Y	Nov-26	FMR	14	15		Jun-24
Mauritius	47.388	123.3	28.7	Y	Nov-26	FMR	20	21		Apr-24
Mexico	18.627	143.2	51.1	Y	Nov-26	CFMR	23	24		Apr-25
Micronesia, Fed States of /W40	1	151.6	58.7		Mar-26		11	12		Dec-23
Moldova	18.05	126.8	32.3	Y	Nov-26	FMR	17	18		Sep-25
Monaco 3/	0.901	143.9	49.5	Y	Nov-26	A	25	27		Aug-22
Mongolia	3597	125.9	34.7	Y	Nov-26	FMR	16	17		Jul-26

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2026

Country or area	Exchange rate	Post Adjustment (New York, **December 2002 = 100**)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Montenegro	0.901	118.9	22.3	Y	Nov-26	FMR	21	22		Mar-25
Morocco /W40	9.848	123.4	28.7	Y	Nov-26	FMR	21	22		May-21
Mozambique /W40	63.604	131.1	31.1	Y	Nov-26	PP	23	24	Y	Nov-26
Myanmar /W40	4195	128.1	33.6	Y	Nov-26	FMR	11	12		May-24
Namibia	16.698	124.9	33.7	Y	Nov-26	FMR	14	15		Nov-24
Naoero, Republic of 4/	1.465	132.7	38.5	Y	Nov-26	FMR	22	23		Aug-25
Nepal	150.368	125.1	25.1	Y	Nov-26	FMR	15	16		Aug-26
Netherlands	0.901	139.1	41.9	Y	Nov-26	ER	23	24		Oct-23
New Caledonia	107.564	127.8	34.1	Y	Nov-26	FMR	16	17		Sep-05
New Zealand 24/	1.798	132.2	37.1	Y	Nov-26	FMR	24	25		Dec-20
Nicaragua /W40	36.345	124.8	30.9		Jul-26		14	15		May-25
Niger	591.272	136.4	45.4	Y	Nov-26	FMR	15	16		Dec-24
Nigeria /W40	1345.06	150.8	56.7	Y	Nov-26	FMR	21	22		Dec-23
North Macedonia	55.288	123.2	29.0	Y	Nov-26	FMR	16	17		Aug-25
Norway	9.543	147.4	51.9	Y	Nov-26	ER	25	27		May-23
Oman	0.385	121.1	27.9	Y	Nov-26	FMR	21	22		Sep-25
Pakistan /W40	276.613	128.7	34.8	Y	Nov-26	FMR	18	19		Mar-24
Palau, Republic of 4/	1	132.7	38.5	Y	Nov-26	FMR	22	23		Aug-25
Panama	1	122.7	31.1		Nov-24		24	25		Aug-18
Papua New Guinea	4.355	140.5	45.5	Y	Nov-26	FMR	26	28		Aug-25
Paraguay	6199.2	128.2	29.9		Jul-26		17	18		Aug-20
Peru	3.41	125.9	32.9	Y	Nov-26	FMR	21	22		Aug-17
Philippines /W40	63.68	123.2	26.7	Y	Nov-26	FMR	23	24		Jan-24
Poland	3.972	128.6	30.8	Y	Nov-26	ER	22	23		Jun-23
Portugal, Guimaraes	0.901	110.1	12.5	Y	Nov-26	L	13	14		Aug-23
Portugal, Lisbon	0.901	127.2	30.0	Y	Nov-26	ER	20	21		Jan-05
Puerto Rico /W40 13/	1	128.3	30.3	Y	Nov-26	FMR	17	18		Apr-25
Qatar /W40	3.641	140.3	46.0		Jul-26		25	26		Mar-26
Romania	4.819	124.0	22.0	Y	Nov-26	ER	19	20		Jun-23
Russian Federation	82.425	151.7	60.4	Y	Nov-26	CFMR	18	19		Oct-25
Rwanda	1470.478	131.0	34.7	Y	Nov-26	FMR	20	21		Oct-25
Saint Helena 5/	0.754	151.1	57.7	Y	Nov-26	FMR	13	14		Aug-22
St. Lucia	2.7	137.9	42.9		Jul-24		18	19		Mar-21
Samoa	2.715	131.7	37.1	Y	Nov-26	FMR	17	18		Dec-25

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2026

Country or area	Exchange rate	Post Adjustment (New York, **December 2002 = 100**)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Sao Tome and Principe	21.384	139.4	49.0	Y	Nov-26	FMR	14	15		Dec-25
Saudi Arabia /W40	3.753	143.8	49.5		Jul-26		22	23		Feb-24
Senegal /W40	591.272	135.3	43.4	Y	Nov-26	FMR	22	23		Dec-24
Serbia	105.951	120.3	28.3	Y	Nov-26	FMR	18	19		Jul-23
Seychelles	13.853	130.6	33.8	Y	Nov-26	FMR	19	20		Feb-24
Sierra Leone /W40	24.65	140.0	45.8	Y	Nov-26	FMR	20	21		Jan-26
Singapore /W40	1.285	158.4	67.0	Y	Nov-26	FMR	23	24		Jul-19
Sint Maarten /W40 14/	1.79	135.8	47.7		Jul-26		22	23		Sep-25
Slovak Republic	0.901	132.0	34.9	Y	Nov-26	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.901	136.7	40.4	Y	Nov-26	ER	14	15		Jan-20
Solomon Islands /W40	7.981	139.3	48.0	Y	Nov-26	FMR	19	20		Mar-24
Somalia /W40 6/	24300	132.7	41.9	Y	Nov-26	FMR	23	24		Feb-24
South Africa	16.698	122.4	27.7	Y	Nov-26	FMR	17	18		Sep-25
South Sudan, Republic of /W40	5866.118	136.6	42.5	Y	Nov-26	FMR	10	11		Mar-25
Spain	0.901	124.4	26.2	Y	Nov-26	ER	22	23		Aug-22
Sri Lanka	332.43	120.1	28.4	Y	Nov-26	FMR	23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	135.8	47.7		Jul-26		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	135.8	47.7		Jul-26		22	23		Aug-23
Sudan /W40 28/	8600	136.6	42.5	Y	Nov-26	FMR	10	11		Mar-25
Suriname	37.277	126.5	32.4		Mar-26		18	19		Jun-24
Sweden	9.976	131.0	37.6		Oct-26		27	29		May-23
Switzerland	0.833	170.8	80.1	Y	Nov-26	ER	22	23		Aug-22
Syrian Arab Republic 29/	122	124.6	30.5		Jul-26		17	18		May-26
Tajikistan /W40	9.157	127.9	34.4		Jul-26		14	15		Feb-23
Tanzania, United Rep. of	2629.7	123.8	32.1	Y	Nov-26	FMR	22	23		Oct-21
Thailand /W40	33.76	125.7	32.1	Y	Nov-26	FMR	22	23		Jul-19
Timor-Leste /W40	1	132.3	39.0		Nov-25		16	17		Aug-25
Togo	591.272	136.3	43.7		Jul-26		14	15	Y	Nov-26
Tonga	2.332	132.6	37.9	Y	Nov-26	FMR	9	10		Jan-09
Trinidad and Tobago /W40	6.729	128.9	35.9		Jul-26		21	22		Feb-23
Tunisia	3.017	119.1	23.1	Y	Nov-26	FMR	17	18		Mar-24
Türkiye, Ankara /W40	50.257	131.1	35.0	Y	Nov-26	FMR	17	18		Sep-25
Türkiye, Gebze /W40 19/	50.257	140.7	44.8	Y	Nov-26	FMR	20	21		Sep-25

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2026

Country or area	Exchange rate	Post Adjustment (New York, **December 2002 = 100**)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Türkiye, Istanbul /W40 15/	50.257	140.7	44.8	Y	Nov-26	FMR	20	21		Sep-25
Turkmenistan /W40	3.5	166.3	74.0		Nov-25		8	9		Oct-21
Tuvalu 11/	1.465	135.2	42.4	Y	Nov-26	FMR	18	19		Jul-24
Uganda /W40	4115.39	127.7	33.3	Y	Nov-26	FMR	20	21		Apr-25
Ukraine	45.386	122.6	27.6	Y	Nov-26	FMR	16	17		Aug-19
United Arab Emirates /W40	3.673	148.8	55.9		Jan-24		24	25		Feb-26
United Kingdom	0.754	173.5	76.6	Y	Nov-26	ER	29	31		Aug-22
USA, El Paso 20/	1	147.2	48.0		Feb-26		13	14		Aug-22
USA, Miami 7/	1	148.4	49.3		Feb-26		25	27		Aug-22
USA, New York	1	176.5	75.6		Feb-26		32	34		Feb-23
USA, San Diego 21/	1	172.8	71.9		Feb-26		29	31		Aug-22
USA, San Francisco 8/	1	180.6	79.7		Feb-26		29	31		Aug-22
USA, Seattle 18/	1	150.1	50.9		Feb-26		25	27		Aug-22
USA, Washington D.C.	1	153.7	54.6		Feb-26		27	29		Apr-11
Uruguay	40.548	137.1	41.9	Y	Nov-26	FMR	27	29		May-22
Uzbekistan /W40	11964	131.1	36.5	Y	Nov-26	FMR	15	16		Jul-23
Vanuatu	116.83	137.8	45.0	Y	Nov-26	FMR	16	17		Jan-24
Venezuela /W40 10/	897.538	75.8	42.7		Mar-18		27	29		Aug-12
Vietnam	25678	119.4	25.2	Y	Nov-26	FMR	20	21		Jun-26
West Bank & the Gaza Strip,The 9/	3.195	149.6	58.4	Y	Nov-26	FMR	25	27		Apr-26
Yemen, Republic of 26/	527	115.4	21.8	Y	Nov-26	FMR	21	22		Jul-24
Zambia	20.4	125.1	28.8	Y	Nov-26	GCM	19	20	Y	Nov-26
Zimbabwe	25.667	132.8	39.0		Jul-26		20	21		Aug-25

NOTES:

W40	=	40 per cent of rent maximum subsidy limit has been waived
ER	=	Change in exchange rate
PP	=	Place-to-place survey
H	=	Housing survey
FMR	=	Four month review
CFMR	=	Capped Four month review
FPR	=	Five percent rule
TMR	=	Twelve month rule
TPR	=	Ten point rule
OMR	=	One month rule
GCM	=	Gap closure measure

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 November 2026

Country or area	Exchange rate	Post Adjustment (New York, **December 2002 = 100**)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		

IM	=	Interim Multiplier
L	=	Linked through intercity coefficient
A	=	Assimilated to another duty station

* Ten point rule triggered, frozen pending implementation of survey.

1/ Same post adjustment classification as for London, United Kingdom.

2/ Average PAM of Fiji, Papua New Guinea, Samoa and Solomon Islands until results of a new P/P survey are implemented.

3/ Same post adjustment classification/rental threshold as for Paris, France.

4/ Average PAM of Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.

5/ London PAI x 0.8711 until results of a new P/P survey are implemented.

6/ Average PAM of Ethiopia and Kenya until results of a new P/P survey are implemented.

7/ Washington D.C. x 0.9656.

8/ New York PAI x 1.0234.

9/ Same post adjustment classification/rental threshold as for Jerusalem.

10/ Multiplier maintained until a survey can be conducted.

11/ Average PAM of Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.

12/ Same post adjustment classification as for United States, Washington D.C.

13/ Same post adjustment classification as for Dominican Republic.

14/ Average PAM of Barbados and Trinidad & Tobago until results of a new P/P survey are implemented.

15/ Türkiye, Ankara PAI x 1.073.

16/ Bahamas PAI x 1.082.

17/ Jamaica PAI x 1.013.

18/ Washington D.C. x 0.9763.

19/ Same post adjustment classification/rental threshold as for Istanbul Türkiye.

20/ Washington D.C. x 0.9574.

21/ New York x 0.9790.

22/ Jerusalem x 1.0565

23/ Average PAM of Croatia and Hungary until results of a new P/P survey are implemented.

24/ Australia PAI x 1.0029 until results of a new P/P survey are implemented.

25/ Average PAM of Algeria, Egypt and Tunisia until results of a new P/P survey are implemented.

26/ Oman PAI x 0.9528.

27/ Average PAM of Jerusalem and Türkiye, Istanbul until results of a new P/P survey are implemented.

28/ Same post adjustment classification/rental threshold as for South Sudan.

29/ Jordan PAI x 0.964.

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