



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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12 September 2025

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 2025

1. I am pleased to send you the post adjustment multipliers for September 2025. **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 2025, are given in Table 1.

Table 1. Changes to post adjustment multipliers for group I duty stations – September 2025

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	34.5	Greece	41.1
Austria	56.4	Iceland	48.0
Belgium	51.2	Ireland	58.5
Bulgaria	40.6	Italy, Brindisi	26.0
Canada, Montreal	37.6	Italy, Rome	32.0
Canada, Ottawa	47.0	Japan, Hiroshima	37.2
Canada, Toronto	53.9	Japan, Tokyo	54.6
China, Hong Kong (SAR)	99.2	Latvia	49.9
Croatia, Republic of	45.2	Luxembourg	54.3
Cyprus	37.0	Malta	40.1
Czech Republic	55.6	Monaco	59.4
Denmark	80.3	Netherlands	51.3
Finland	49.1	Norway	49.3
France, Lyon and Elsewhere	55.7	Poland	43.6
France, Paris	59.4	Portugal, Guimaraes	19.9
French Guiana	42.0	Portugal, Lisbon	38.6
Germany, Berlin	48.4	Slovak Republic	43.8
Germany, Bonn	40.7	Slovenia, Republic of	49.7
Germany, Dresden	40.7	Spain	34.5
Germany, Frankfurt	50.1	Sweden	48.2
Germany, Hamburg	56.8	Switzerland	90.5
Germany, Munich	62.8	United Kingdom	80.7
Gibraltar	80.7		

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

3. 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.

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 2025, 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 2025

DUTY STATION	MULTIPLIER
Hungary	53.5
Romania	33.4

Group II duty stations

5. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 3 below, are effective 1 September 2025.

Table 3. Post adjustment multipliers based on the results of cost-of-living surveys September 2025

DUTY STATION	MULTIPLIER
Eritrea	42.5
Kiribati	46.1
Liberia	49.0
Moldova*	37.8
South Africa	26.0
Türkiye, Ankara	32.2

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

6. Cost-of-living survey results did not trigger a change in the multiplier for **Bahrain, Burundi, Republic of Korea, Oman and Thailand**.
7. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 4 below, are effective 1 September 2025.

Table 4. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Eritrea	11	12
Moldova	17	18
Oman	21	22
South Africa	17	18
Türkiye, Ankara	15	16

8. The waiver of the **40 per cent** of rent limit on rental subsidy is no longer applicable for **Eritrea and South Africa** effective 1 September 2025.
9. The waiver of the **40 per cent** of rent limit on rental subsidy is now applicable for **Türkiye, Ankara** effective 1 September 2025.
10. The revised post adjustment multipliers and applicable rental subsidy thresholds for the following duty stations have been established, effective 1 September 2025 as listed in Table 5, based on the new cost-of-living surveys, to which these duty stations are linked for purposes of post adjustment.

Table 5. Revised post adjustment multipliers and rental subsidy thresholds for linked duty stations – September 2025

DUTY STATION	REFERENCE DUTY STATION	MULTIPLIER	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
			<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Lebanon	Jerusalem and Türkiye, Istanbul	50.8	23	24

Türkiye, Istanbul	Türkiye, Ankara	41.9	19	20
Türkiye, Gebze	Türkiye, Istanbul	41.9	19	20
Tuvalu	Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu	42.8	No change	No change

Duty Stations with Personal Transitional Allowance (PTA)

11. Under the modified operational rules as described in the document *ICSC/CIRCGEN/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 first six months after the implementation of survey results, the PTA will bridge the full gap between the new benchmark NTP and the prevailing NTP at that time. Following this period, the NTP for existing staff will be gradually reduced by 3% every four months, with the PTA adjusted monthly to reflect the difference between the NTP for existing staff and the newcomers. This monthly adjustment process will continue until the NTP for existing staff will coincide with the statutory one. The PTA became applicable for **Moldova** in September 2025. Table 6 provides a summary of all PTAs in effect as of 1 September 2025.

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 6. Summary of Personal Transitional Allowances (PTAs) as of 1 September 2025

DUTY STATION	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Bahrain	3.3	1 September 2024	1 October 2024	1 November 2025
Chad	5.6	1 June 2025	1 July 2025	1 December 2025
Comoros	0.2	1 May 2025	1 June 2025	1 November 2025
Cuba	3.9	1 August 2025	1 September 2025	1 February 2026
Guinea	2.3	1 March 2025	1 April 2025	1 January 2026
Lebanon	18.2	1 April 2023	1 May 2023	1 October 2025
Moldova	8.3	1 September 2025	1 October 2025	1 March 2026
Serbia	5.9	1 August 2025	1 September 2025	1 February 2026

Vietnam	6.2	1 July 2025	1 August 2025	1 January 2026
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13. The gap closure measure is completed for **Tunisia**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 September 2025.

Establishment of a Post Adjustment Classification for Sint Maarten

14. Following the establishment of **Sint Maarten** as a new duty station, the applicable multiplier and rental subsidy thresholds effective 1 September 2025, are shown in Table 7.

Table 7. Multiplier and rental subsidy thresholds for Sint Maarten - 1 September 2025

Duty Station	Reference Duty station	Multiplier	Rental Subsidy Thresholds (Per cent)	
			<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Sint Maarten	Barbados, Trinidad and Tobago	50.1	22	23

Advance Notification Regarding Changes to the Rules Governing Personal Transitional Allowance (PTA)

15. This is to notify stakeholders of the United Nations Common System organizations that, as reported in the circular ICSC/CIRC/GEN/05/2025 published on August 15, 2025 by the ICSC secretariat, the Commission, at its 100th session, decided to amend the parameters governing all future Personal Transitional Allowances (PTAs), beginning with any Gap Closure Measure (GCM) to be implemented in November 2025. The Commission has also decided that existing PTAs (PTAs that began before November 2025, the date of the implementation of the new PTA parameters) will be subject to a maximum duration of 36 months, provided that a minimum advance notice of 12 months is issued.

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi