



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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14 October 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 October 2025

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

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	32.5	Greece	39.4
Austria	54.5	Iceland	47.2
Belgium	49.3	Ireland	56.5
Bulgaria	39.0	Italy, Brindisi	24.5
Canada, Montreal	36.2	Italy, Rome	30.4
Canada, Ottawa	45.5	Japan, Hiroshima	33.3
Canada, Toronto	52.3	Japan, Tokyo	50.2
China, Hong Kong (SAR)	99.4	Latvia	48.1
Croatia, Republic of	43.4	Luxembourg	52.4
Cyprus	35.3	Malta	38.4
Czech Republic	54.0	Monaco	57.5
Denmark	77.9	Netherlands	49.4
Finland	47.3	Norway	46.9
France, Lyon and Elsewhere	53.8	Poland	41.9
France, Paris	57.5	Portugal, Guimaraes	18.5
French Guiana	40.3	Portugal, Lisbon	36.9
Germany, Berlin	46.6	Slovak Republic	42.0
Germany, Bonn	39.0	Slovenia, Republic of	47.9
Germany, Dresden	39.0	Spain	32.9
Germany, Frankfurt	48.3	Sweden	45.7
Germany, Hamburg	54.9	Switzerland	88.7
Germany, Munich	60.8	United Kingdom	78.0
Gibraltar	78.0		

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 October 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 – October 2025

DUTY STATION	MULTIPLIER
Hungary	52.1
Romania	31.8

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 October 2025.

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

DUTY STATION	MULTIPLIER
Chile	31.9
Jordan	36.8
Kenya	41.3
Kuwait	53.9
Rwanda	33.8
Somalia*	44.0

* *Linked to the post adjustment of Ethiopia and Kenya*

6. Cost-of-living survey results did not trigger a change in the multiplier for **Benin, Bhutan Cambodia, Djibouti, Ecuador, Nigeria and Russian Federation.**

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 October 2025.

Table 4. Duty stations with revised rental subsidy thresholds

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Cambodia	21	22
Chile	25	26
Ecuador	17	18
Jordan	18	19
Kuwait	16	17
Russian Federation	18	19
Rwanda	20	21

8. The waiver of the **40 per cent** of rent limit on rental subsidy is no longer applicable for **Djibouti** effective 1 October 2025.

9. The waiver of the **40 per cent** rent limit on rental subsidy is now applicable for **Somalia** effective 1 October 2025.

Duty Stations with Personal Transitional Allowance (PTA)

10. 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.

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 October 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	12.6	1 April 2023	1 May 2023	1 February 2026
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

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

12. 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 15 August 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