



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/610

Approved by:  
Larbi Djacta, Chairman

Date:  
15 October 2025

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UN Tourism



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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 October 2025**, 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 **1<sup>er</sup> octobre 2025** 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 not 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. 0.5% Rule**

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

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

2. 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.

3. 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 October 2025, are included in the attached Consolidated Post Adjustment Circular.

#### **VI. Cost-of-living surveys**

4. 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 October 2025**

<b>Duty station</b>	<b>Type o survey</b>	<b>Date of survey</b>
Benin	Housing	May 2025
Bhutan	Housing	May 2025
Cambodia	Place-to-place	May 2025
Chile	Place-to-place	May 2025
Djibouti	Place-to-place	May 2025
Ecuador	Place-to-place	May 2025
Jordan	Place-to-place	May 2025
Kenya	Housing	May 2025
Kuwait	Housing	May 2025
Nigeria	Housing	May 2025
Russian Federation	Housing	May 2025
Rwanda	Housing	May 2025

## **VII. Duty Stations with Personal Transitional Allowance (PTA)**

5. Under the modified operational rules as described in the document **ICSC/CIRC/GEN/04/2024** published on 5th 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. Table 2 provides a summary of all PTAs in effect as of 1 October 2025.

6. It should be noted that the PTA is 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 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

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

**VIII. W40 Measure**

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 The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Djibouti**, effective 1 October 2025.

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

**IX. Revised post adjustment multiplier for linked duty station**

9. The revised post adjustment multiplier for the following duty station has been established, effective 1 October 2025 as listed in Table 3, based on the new cost-of-living survey, to which this duty station is linked for purposes of post adjustment.

**Table 3: Revised post adjustment multipliers for linked duty station**

DUTY STATION	REFERENCE DUTY STATION	MULTIPLIER
Somalia	Ethiopia and <b>Kenya</b>	44.0

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

10. 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 100<sup>th</sup> 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 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.

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 October 2025

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	65.964	138.6	36.6		Nov-24		9	10		Jul-06
Albania /W40	80.77	137.9	36.5		Jul-25		17	18		Oct-24
Algeria /W40	129.993	146.7	44.8		Jul-25		19	20		Mar-24
Angola /W40	911.978	155.6	51.9		Jul-25		14	15		Nov-23
Anguilla /W40 14/	2.7	144.8	50.1		Nov-24		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	144.8	50.1		Nov-24		22	23		Aug-23
Argentina	1347.648	136.7	37.1		Jul-25		25	27		Apr-24
Armenia	381	134.2	34.7		Jul-25		23	24		Apr-24
Aruba 12/	1.79	159.6	59.4		Nov-24		29	31		Aug-22
Australia	1.535	133.7	32.5	Y	Oct-25	ER	27	29		Oct-23
Austria	0.865	155.7	54.5	Y	Oct-25	ER	19	20		Aug-22
Azerbaijan	1.698	134.0	34.0		Mar-25		16	17		Mar-23
Bahamas	1	165.4	66.4		Mar-24		26	28		Jul-24
Bahrain	0.377	129.8	34.2		Sep-24		22	23		Sep-22
Bangladesh /W40	121.25	143.6	40.7		Mar-25		17	18		Sep-21
Barbados /W40	2	152.3	62.1		Jul-24		23	24		Aug-23
Belarus	3.039	144.9	43.2		Jul-25		17	18		Oct-24
Belgium	0.865	151.6	49.3	Y	Oct-25	ER	17	18		Feb-15
Belize	2	147.6	45.5		Jul-25		13	14		Apr-25
Benin	567.241	135.4	35.8		Jul-25		19	20		Aug-24
Bermuda 16/	1	179.0	80.1		Mar-24		38	40		Sep-23
Bhutan	88.673	137.6	39.2		Jul-25		10	11		Aug-24
Bolivia	6.854	130.8	28.5		Jul-25		22	23		Jul-25
Bonaire /W40 14/	1	144.8	50.1		Nov-24		22	23		Aug-23
Bosnia and Herzegovina /W40	1.691	134.0	32.2		Jul-25		14	15		Apr-25
Botswana	14.124	122.0	24.8		Jul-25		17	18		Aug-25
Brazil	5.454	131.2	30.1		Jul-25		21	22		Dec-23
British Virgin Islands /W40	1	147.1	46.1		Nov-24		22	23		Jun-19
Bulgaria	1.691	136.5	39.0	Y	Oct-25	ER	20	21		Jun-23
Burkina Faso /W40	567.241	127.8	30.7		Jul-25		15	16		Dec-24
Burundi /W40	2934.495	142.7	44.0		Jul-25		16	17		Sep-24
Cambodia	4018	126.7	28.3		Mar-24		21	22	Y	Oct-25
Cameroon /W40	567.241	142.0	43.4		Jul-25		15	16		Jul-15
Canada, Montreal	1.403	138.1	36.2	Y	Oct-25	ER	18	19		Aug-22
Canada, Ottawa	1.403	147.5	45.5	Y	Oct-25	L	20	21		Aug-22

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 October 2025

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Canada, Toronto	1.403	154.4	52.3	Y	Oct-25	L	20	21		May-17
Cape Verde	95.352	139.3	41.2		Jul-25		18	19		Feb-25
Cayman Islands 17/	0.82	144.3	45.9		Jul-25		24	25		Dec-17
Central African Rep. /W40	567.241	147.8	48.2		Jul-25		17	18		Nov-17
Chad /W40	567.241	143.2	45.3		Jul-25		16	17		Dec-19
Chile	957.21	131.9	31.9	Y	Oct-25	PP	25	26	Y	Oct-25
China, Beijing	7.13	151.3	51.8		Mar-25		25	27		Feb-22
China, Hong Kong (SAR)	7.779	199.2	99.4	Y	Oct-25	ER	19	20		Jun-12
China, Macao (SAR)	8.012	149.0	49.1		Jul-25		25	27		Oct-23
Colombia /W40	3923.53	143.4	40.5		Jul-25		19	20		Sep-23
Comoros	425.43	138.7	39.9		Jul-25		16	17		May-24
Congo /W40	567.241	147.1	46.2		Jul-25		8	8		Jul-23
Congo, Dem. Rep. /W40	2357.64	153.6	52.2		Nov-24		27	29		May-24
Cook Islands 4/	1.747	142.7	42.5		Aug-25		22	23		Aug-25
Costa Rica	502.51	133.9	33.2		Jul-25		22	23		Mar-24
Cote d Ivoire /W40	567.241	168.1	67.1		Jul-25		17	18		May-25
Croatia, Republic of	0.865	139.8	43.4	Y	Oct-25	ER	8	9		Aug-19
Cuba	24	149.1	52.6		Aug-25		21	22		Jul-24
Cyprus	0.865	133.3	35.3	Y	Oct-25	ER	16	17		Jun-23
Czech Republic	21.04	149.4	54.0	Y	Oct-25	ER	19	20		Nov-23
Denmark	6.458	175.6	77.9	Y	Oct-25	ER	25	27		Jun-19
Djibouti	177	141.5	41.6		Nov-24		16	17		Jan-15
Dominica /W40 14/	2.7	144.8	50.1		Nov-24		22	23		Aug-23
Dominican Republic /W40	62.851	131.0	30.1		Jul-25		17	18		Apr-25
Ecuador /W40	1	124.4	24.6		Jul-24		17	18	Y	Oct-25
Egypt /W40	47.653	128.3	25.1		Jul-25		18	19		Dec-24
El Salvador	1	128.7	29.7		Nov-24		25	27		Mar-24
Equatorial Guinea	567.241	140.9	40.7		Jul-25		15	16		May-25
Eritrea	15	143.6	42.5		Sep-25		11	12		Sep-25
Estonia	0.865	149.2	47.5		Jul-25		18	19		Feb-01
Eswatini	17.312	119.7	18.2		Jul-25		12	13		Apr-24
Ethiopia /W40	146.42	135.5	46.6		Jul-25		23	24		Nov-24
Fiji /W40	2.25	134.8	38.6		Jul-25		23	24		Jan-25
Finland	0.865	145.9	47.3	Y	Oct-25	ER	24	25		May-23
France, Lyon and Elsewhere	0.865	154.1	53.8	Y	Oct-25	L	19	20		Aug-22

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 October 2025

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
France, Paris	0.865	157.8	57.5	Y	Oct-25	ER	25	27		Aug-22
French Guiana	0.865	137.9	40.3	Y	Oct-25	ER	0	0		Jan-00
Gabon	567.241	147.0	44.9		Jul-25		20	21		Jul-25
Gambia	72.63	137.6	35.4		Jul-25		17	18		May-24
Georgia, Republic of	2.713	127.1	26.0		Aug-25		19	20		Aug-24
Germany, Berlin	0.865	146.5	46.6	Y	Oct-25	L	22	23		Jul-23
Germany, Bonn	0.865	138.9	39.0	Y	Oct-25	ER	21	22		Jul-23
Germany, Dresden	0.865	138.9	39.0	Y	Oct-25	A	20	21		Jul-23
Germany, Frankfurt	0.865	148.1	48.3	Y	Oct-25	L	23	24		Jul-23
Germany, Hamburg	0.865	154.7	54.9	Y	Oct-25	L	25	27		Jul-23
Germany, Munich	0.865	160.7	60.8	Y	Oct-25	L	26	28		Jul-23
Ghana	11.8	149.3	53.6		Jul-25		25	27		Dec-24
Gibraltar 1/	0.75	183.1	78.0	Y	Oct-25	A	29	31		Aug-22
Greece	0.865	137.7	39.4	Y	Oct-25	ER	18	19		Aug-23
Grenada /W40 14/	2.7	144.8	50.1		Nov-24		22	23		Aug-23
Guatemala /W40	7.653	132.3	32.7		Jul-25		17	18		Mar-24
Guinea	8630.75	145.7	46.3		Jul-25		20	21		Mar-24
Guinea Bissau	567.241	151.9	50.5		Jul-25		12	13		Nov-24
Guyana	208.1	149.9	49.3		Jul-25		19	20		Apr-23
Haiti /W40	130.69	153.0	51.0		Nov-24		19	20		Mar-23
Honduras	25.984	131.7	31.4		Jul-25		21	22		Mar-24
Hungary	338.91	148.1	52.1	Y	Oct-25	ER	18	19		Jun-23
Iceland	122.36	148.0	47.2	Y	Oct-25	ER	0	0		Jan-00
India /W40	88.673	131.5	35.0		Jul-25		14	15		Jun-24
Indonesia	16555	131.3	30.7		Jul-25		24	25		Dec-24
Iran /W40	696640	135.0	31.6		Jul-25		17	18		Jul-25
Iraq	1310	128.8	26.8		Nov-24		14	15		May-02
Ireland	0.865	155.6	56.5	Y	Oct-25	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.283	163.2	68.6		Jul-25		27	29		Apr-24
Italy, Brindisi	0.865	123.8	24.5	Y	Oct-25	L	10	11		Nov-99
Italy, Rome	0.865	129.7	30.4	Y	Oct-25	ER	21	22		Aug-22
Jamaica	159.678	142.5	43.9		Jul-25		25	27		Apr-21
Japan, Hiroshima	152.32	136.4	33.3	Y	Oct-25	L	19	20		Nov-23
Japan, Tokyo	152.32	153.6	50.2	Y	Oct-25	ER	21	22		Nov-23
Jerusalem /W40	3.283	154.5	59.6		Jul-25		26	28		Apr-24

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 October 2025

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Jordan /W40	0.708	136.8	36.8	Y	Oct-25	PP	18	19	Y	Oct-25
Kazakhstan	537.3	127.9	30.2		Jul-25		16	17		Dec-24
Kenya /W40	129.05	141.3	41.3	Y	Oct-25	H	24	25		Feb-24
Kiribati	1.535	146.7	46.1		Sep-25		14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	149.0	47.5		Nov-24		10	11		Sep-15
Korea, Republic of	1427.3	144.4	49.0		Jul-25		17	18		Nov-19
Kuwait /W40	0.305	153.9	53.9	Y	Oct-25	H	16	17	Y	Oct-25
Kyrgyzstan /W40	87.2	129.0	28.5		Jul-25		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	21789	129.2	29.0		Jul-25		15	16		Oct-24
Latvia	0.865	145.3	48.1	Y	Oct-25	ER	13	14		Apr-24
Lebanon /W40 27/	89500	149.7	51.8		Sep-25		23	24		Sep-25
Lesotho	17.312	131.7	28.9		Jul-25		13	14		Oct-24
Liberia	181.792	149.9	49.0		Sep-25		21	22		Aug-23
Libya /W40 25/	5.425	133.4	31.9		Jul-25		18	19		Dec-24
Lithuania	0.865	137.7	36.0		Jul-25		17	18		Dec-03
Luxembourg	0.865	153.0	52.4	Y	Oct-25	ER	17	18		Dec-17
Madagascar /W40	4464.64	127.9	28.2		Jul-25		20	21		Feb-25
Malawi	1751	139.8	35.5		Jul-25		19	20		Jul-25
Malaysia /W40	4.226	149.4	48.4		Jul-25		14	15		May-25
Maldives	15	140.2	37.9		Jul-25		23	24		Jun-20
Mali /W40	567.241	148.2	46.8		Jul-25		13	14		Sep-20
Malta	0.865	137.2	38.4	Y	Oct-25	ER	16	17		Aug-23
Marshall Islands 2/	1	163.0	41.4		Aug-25		21	22		Jun-24
Mauritania /W40	39.88	131.2	32.5		Nov-24		14	15		Jun-24
Mauritius	45.139	132.1	30.0		Jul-25		20	21		Apr-24
Mexico	18.448	151.8	51.6		Jul-25		23	24		Apr-25
Micronesia, Fed States of /W40	1	163.0	59.5		Jul-25		11	12		Dec-23
Moldova	16.76	133.5	37.8		Sep-25		17	18		Sep-25
Monaco 3/	0.865	157.8	57.5	Y	Oct-25	A	25	27		Aug-22
Mongolia	3587	135.8	33.6		Mar-25		18	19		Oct-24
Montenegro	0.865	136.1	34.6		Jul-25		21	22		Mar-25
Morocco /W40	9.191	133.1	33.9		Jul-25		21	22		May-21
Mozambique /W40	63.25	131.4	29.8		Jul-25		24	25		May-24
Myanmar /W40	4000	134.2	34.9		Mar-25		11	12		May-24
Namibia	17.312	134.2	30.8		Jul-25		14	15		Nov-24

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 October 2025

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Nauru 4/	1.535	142.7	42.5		Aug-25		22	23		Aug-25
Nepal /W40	141.712	124.1	24.7		Jul-25		12	13		Jan-14
Netherlands	0.865	150.7	49.4	Y	Oct-25	ER	23	24		Oct-23
New Caledonia	103.193	139.1	39.1		Jul-25		16	17		Sep-05
New Zealand 24/	1.747	134.1	36.0		Jul-25		24	25		Dec-20
Nicaragua /W40	36.494	131.8	29.9		Jul-25		14	15		May-25
Niger	567.241	147.9	51.0		Jul-25		15	16		Dec-24
Nigeria /W40	1454.25	154.3	55.6		Jul-25		21	22		Dec-23
North Macedonia	53.15	130.6	29.8		Aug-25		16	17		Aug-25
Norway	10.095	147.6	46.9	Y	Oct-25	ER	25	27		May-23
Oman	0.384	127.2	29.9		Nov-24		21	22		Sep-25
Pakistan /W40	281.4	135.4	34.4		Jul-25		18	19		Mar-24
Palau, Republic of 4/	1	142.7	42.5		Aug-25		22	23		Aug-25
Panama	1	130.7	33.2		Nov-24		24	25		Aug-18
Papua New Guinea	4.191	146.8	45.6		Aug-25		26	28		Aug-25
Paraguay	7017.5	127.0	24.2		Jul-25		17	18		Aug-20
Peru	3.422	136.9	35.0		Jul-25		21	22		Aug-17
Philippines /W40	58.23	139.5	39.8		Jul-25		23	24		Jan-24
Poland	3.683	140.8	41.9	Y	Oct-25	ER	22	23		Jun-23
Portugal, Guimaraes	0.865	118.5	18.5	Y	Oct-25	L	13	14		Aug-23
Portugal, Lisbon	0.865	136.9	36.9	Y	Oct-25	ER	20	21		Jan-05
Puerto Rico /W40 13/	1	131.0	30.1		Jul-25		17	18		Apr-25
Qatar /W40	3.645	139.3	46.6		Nov-23		28	30		Oct-19
Romania	4.396	132.9	31.8	Y	Oct-25	ER	19	20		Jun-23
Russian Federation	79.606	159.7	61.8		Jul-25		18	19	Y	Oct-25
Rwanda	1441	133.8	33.8	Y	Oct-25	H	20	21	Y	Oct-25
Saint Helena 5/	0.75	159.5	60.1		Jul-25		13	14		Aug-22
St. Lucia	2.7	144.2	45.2		Jul-24		18	19		Mar-21
Samoa	2.72	133.0	32.8		Jul-25		16	17		Dec-23
Sao Tome and Principe	20.98	162.1	66.9		Jul-25		25	27		Nov-24
Saudi Arabia /W40	3.75	150.0	47.6		Jul-25		22	23		Feb-24
Senegal /W40	567.241	148.0	47.4		Jul-25		22	23		Dec-24
Serbia	101.226	129.1	32.2		Aug-25		18	19		Jul-23
Seychelles	14.252	136.1	41.0		Jul-25		19	20		Feb-24
Sierra Leone /W40	23.78	146.8	46.1		Jul-25		19	20		May-18

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 October 2025

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Singapore /W40	1.299	167.1	70.1		Jul-25		23	24		Jul-19
Sint Maarten /W40 14/	1.79	144.8	50.1		Sep-25		22	23		Sep-25
Slovak Republic	0.865	141.4	42.0	Y	Oct-25	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.865	143.9	47.9	Y	Oct-25	ER	14	15		Jan-20
Solomon Islands /W40	8.117	150.0	48.5		Jul-25		19	20		Mar-24
Somalia /W40 6/	24300	138.4	44.0	Y	Oct-25	H	23	24		Feb-24
South Africa	17.312	126.9	26.0		Sep-25		17	18		Sep-25
South Sudan, Republic of /W40	4592.5396	143.9	42.5		Nov-24		10	11		Mar-25
Spain	0.865	133.9	32.9	Y	Oct-25	ER	22	23		Aug-22
Sri Lanka	302.26	129.8	33.2		Jul-25		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	144.8	50.1		Nov-24		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	144.8	50.1		Nov-24		22	23		Aug-23
Sudan /W40 28/	2400	143.9	42.5		Dec-24		10	11		Mar-25
Suriname	39.063	133.0	32.7		Mar-25		18	19		Jun-24
Sweden	9.516	142.6	45.7	Y	Oct-25	ER	27	29		May-23
Switzerland	0.805	187.3	88.7	Y	Oct-25	ER	22	23		Aug-22
Syrian Arab Republic 10/	11055	106.4	14.0		Jul-19		20	21		Jun-12
Tajikistan /W40	9.315	134.5	32.7		Jul-25		14	15		Feb-23
Tanzania, United Rep. of /W40	2425	139.0	34.8		Jul-25		22	23		Oct-21
Thailand /W40	32.72	134.2	37.2		Jul-25		22	23		Jul-19
Timor-Leste /W40	1	140.5	38.9		Aug-25		16	17		Aug-25
Togo	567.241	146.4	44.8		Jul-25		15	16		Feb-23
Tonga	2.35	136.3	36.1		Jul-25		9	10		Jan-09
Trinidad and Tobago /W40	6.759	137.2	38.1		Nov-24		21	22		Feb-23
Tunisia	2.939	125.3	25.8		Jul-25		17	18		Mar-24
Türkiye, Ankara /W40	41.8	135.1	34.2		Sep-25		17	18		Sep-25
Türkiye, Gebze /W40 19/	41.8	145.0	44.0		Sep-25		20	21		Sep-25

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 October 2025

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Türkiye, Istanbul /W40 15/	41.8	145.0	44.0		Sep-25		20	21		Sep-25
Turkmenistan /W40	3.5	176.0	76.4		Jul-23		8	9		Oct-21
Tuvalu 11/	1.535	142.1	42.8		Sep-25		18	19		Jul-24
Uganda /W40	3428	135.4	32.7		Jul-25		20	21		Apr-25
Ukraine	41.4	130.5	28.4		Jul-25		16	17		Aug-19
United Arab Emirates /W40	3.672	154.9	58.4		Jan-24		25	27		Feb-25
United Kingdom	0.75	183.1	78.0	Y	Oct-25	ER	29	31		Aug-22
USA, El Paso 20/	1	152.8	49.2		Feb-25		13	14		Aug-22
USA, Miami 7/	1	154.1	50.5		Feb-25		25	27		Aug-22
USA, New York	1	181.1	75.5		Feb-25		32	34		Feb-23
USA, San Diego 21/	1	177.3	71.8		Feb-25		29	31		Aug-22
USA, San Francisco 8/	1	185.3	79.6		Feb-25		29	31		Aug-22
USA, Seattle 18/	1	155.8	52.2		Feb-25		25	27		Aug-22
USA, Washington D.C.	1	159.6	55.8		Feb-25		27	29		Apr-11
Uruguay	40.1	141.9	42.0		Jul-25		27	29		May-22
Uzbekistan /W40	11965	137.2	33.7		Jul-25		15	16		Jul-23
Vanuatu	117.25	146.1	47.9		Jul-25		16	17		Jan-24
Venezuela /W40 10/	191.366	80.2	45.0		Mar-18		27	29		Aug-12
Vietnam /W40	26335	121.1	23.4		Jul-25		18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.283	154.5	59.6		Jul-25		26	28		Apr-24
Yemen, Republic of 26/	529.73	121.2	23.7		Nov-24		21	22		Jul-24
Zambia	22.601	135.2	32.7		Jul-25		22	23		Apr-23
Zimbabwe	26.648	142.5	39.9		Aug-25		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

## XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 October 2025

Country or area	Exchange rate	Post Adjustment (New York, July 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.

**XII. LIST OF COUNTRIES AND AREAS IN FRENCH AND ENGLISH  
LISTE DES PAYS ET LOCALITÉS EN FRANÇAIS ET EN ANGLAIS**

Afghanistan	Afghanistan	El Salvador	El Salvador
Afrique du Sud	South Africa	Émirats arabes unis	United Arab Emirates (the)
Albanie	Albania	Équateur	Ecuador
Algérie	Algeria	Érythrée	Eritrea
Allemagne*	Germany*	Espagne*	Spain*
Angola	Angola	Estonie	Estonia
Anguilla	Anguilla	Etats-Unis d'Amérique*	United States of America (the)*
Antigua-et-Barbuda	Antigua and Barbuda	Éthiopie	Ethiopia
Arabie saoudite	Saudi Arabia	Fédération de Russie	Russian Federation (the)
Argentine	Argentina	Fidji	Fiji
Arménie	Armenia	Finlande*	Finland*
Aruba	Aruba	Français-Guyane*	French-Guiana*
Australie*	Australia*	France*	France*
Autriche*	Austria*	Gabon	Gabon
Azerbaïdjan	Azerbaijan	Gambie	Gambia (the)
Bahamas	Bahamas (the)	Gaza	Gaza
Bahreïn	Bahrain	Géorgie	Georgia
Bangladesh	Bangladesh	Ghana	Ghana
Barbade	Barbados	Gibraltar*	Gibraltar*
Bélarus	Belarus	Grèce*	Greece*
Belgique*	Belgium*	Grenade	Grenada
Belize	Belize	Guatemala	Guatemala
Bénin	Benin	Guinée	Guinea
Bhoutan	Bhutan	Guinée équatoriale	Equatorial Guinea
Bolivie (État plurinational de)	Bolivia (Plurinational State of)	Guinée-Bissau	Guinea-Bissau
Bonaire	Bonaire	Guyana	Guyana
Bosnie-Herzégovine	Bosnia and Herzegovina	Haïti	Haiti
Botswana	Botswana	Honduras	Honduras
Brésil	Brazil	Hong Kong, RAS de*	Hong Kong SAR*
Bulgarie*	Bulgaria*	Hongrie*	Hungary*
Burkina Faso	Burkina Faso	Îles Salomon	Solomon Islands
Burundi	Burundi	Îles Vierges britanniques	British Virgin Islands
Cabo Verde	Cabo Verde	Inde	India
Cambodge	Cambodia	Indonésie	Indonesia
Cameroun	Cameroon	Iran (République islamique d')	Iran (Islamic Republic of)
Canada*	Canada*	Iraq	Iraq
Chili	Chile	Irlande*	Ireland*
Chine	China	Islande*	Iceland*
Chypre*	Cyprus*	Israël	Israel
Colombie	Colombia	Italie*	Italy*
Comores	Comoros (the)	Jamaïque	Jamaica
Congo	Congo (the)	Japon*	Japan*
Costa Rica	Costa Rica	Jérusalem	Jerusalem
Côte d'Ivoire	Côte d'Ivoire	Jordanie	Jordan
Croatie*	Croatia*	Kazakhstan	Kazakhstan
Cuba	Cuba	Kenya	Kenya
Danemark*	Denmark*	Kirghizistan	Kyrgyzstan
Djibouti	Djibouti	Kiribati	Kiribati
Dominique	Dominica	Koweït	Kuwait
Égypte	Egypt		

L'Eswatini	Eswatini	République démocratique du Congo	Democratic Republic of the Congo (the)
Les Îles Cook	Cook Islands	République démocratique populaire lao	Lao People's Democratic Republic (the)
Lesotho	Lesotho	République dominicaine	Dominican Republic (the)
Lettonie*	Latvia*	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
Liban	Lebanon	République slovaque	Slovak Republic*
Libéria	Liberia	République tchèque*	Czech Republic*
Libye	Libya	République-Unie de Tanzanie	United Republic of Tanzania (the)
Lituanie	Lithuania	Roumanie*	Romania*
Luxembourg*	Luxembourg*	Royaume-Uni de Grande-Bretagne et d'Irlande du Nord*	United Kingdom of Great Britain and Northern Ireland (the)*
Macédoine du Nord, la République de	North Macedonia, the Republic of	Rwanda	Rwanda
Madagascar	Madagascar	Sainte-Hélène	Saint Helena
Malaisie	Malaysia	Sainte-Lucie	Saint Lucia
Malawi	Malawi	Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Maldives	Maldives	Saint-Vincent-et-les-Grenadines	Saint Vincent and the Grenadines
Mali	Mali	Samoa	Samoa
Malte*	Malta*	Sao Tomé-et-Principe	Sao Tome and Principe
Maroc	Morocco	Sénégal	Senegal
Maurice	Mauritius	Serbie	Serbia
Mauritanie	Mauritania	Seychelles	Seychelles
Mexique	Mexico	Sierra Leone	Sierra Leone
Micronésie (États fédérés de)	Micronesia (Federated States of)	Singapour	Singapore
Monaco*	Monaco*	Sint Maarten	Sint Maarten
Mongolie	Mongolia	Slovénie*	Slovenia*
Monténégro	Montenegro	Somalie	Somalia
Mozambique	Mozambique	Soudan	Sudan (the)
Myanmar	Myanmar	Soudan du Sud	South Sudan
Nauru	Nauru	Sri Lanka	Sri Lanka
Namibie	Namibia	Suède*	Sweden*
Népal	Nepal	Suisse*	Switzerland*
Nicaragua	Nicaragua	Suriname	Suriname
Niger	Niger (the)	Tadjikistan	Tajikistan
Nigéria	Nigeria	Tchad	Chad
Norvège*	Norway*	Thaïlande	Thailand
Nouvelle-Calédonie	New Caledonia	Timor-Leste	Timor-Leste
Nouvelle-Zélande	New Zealand	Togo	Togo
Oman	Oman	Tonga	Tonga
Ouganda	Uganda	Trinité-et-Tobago	Trinidad and Tobago
Ouzbékistan	Uzbekistan	Tunisie	Tunisia
Pakistan	Pakistan	Turkménistan	Turkmenistan
Palaos	Palau	Turquie	Türkiye
Panama	Panama	Tuvalu	Tuvalu
Papouasie-Nouvelle-Guinée	Papua New Guinea	Ukraine	Ukraine
Paraguay	Paraguay	Uruguay	Uruguay
Pays-Bas*	Netherlands (the)*	Vanuatu	Vanuatu
Pérou	Peru	Venezuela	Venezuela (Bolivarian Republic of)
Philippines	Philippines (the)	Viet Nam	Viet Nam
Pologne*	Poland*	Yémen	Yemen
Porto Rico	Puerto Rico	Zambie	Zambia
Portugal*	Portugal*	Zimbabwe	Zimbabwe
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)		

\* Lieu d'affectation du groupe 1

\* Group 1 duty station