



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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13 November 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 November 2025

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

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

DUTY STATION	MULTIPLIER
Australia	32.9
China, Hong Kong (SAR)	99.6
Czech Republic	54.5
Denmark	78.0
Gibraltar	75.1
Iceland	42.5
Japan, Hiroshima	31.3
Japan, Tokyo	47.9
Poland	42.8
Sweden	46.4
Switzerland	90.0
United Kingdom	75.1

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 station, with effect from 1 November 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 – November 2025

DUTY STATION	MULTIPLIER
Hungary	53.9

Group II duty stations

The application of the Modified operational rules for group II duty stations

5. At its 97th session, the ICSC decided to transition at the earliest possible occasion all group II duty stations for application of the modified **Four-Month Review (FMR), 10-Point rule (TPR)** and calculation of the **Personal Transitional Allowance (PTA)**, as approved by the Commission at its 90th session, and as clarified by the Commission at its 97th session. Document **ICSC/CIRC/GEN/04/2024** issued on 5th July 2024 and published on the ICSC website provides additional details, including examples, on the application of the modified operational rules.

6. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in Table 3 below are effective 1 November 2025.

Table 3. Post adjustment multipliers for group II duty stations – November 2025

DUTY STATION	MULTIPLIER	REASON FOR CHANGE
Afghanistan	39.6	Four Months Review
Albania	38.2	Four Months Review
Algeria	47.4	Four Months Review
Angola	57.1	Four Months Review
Anguilla	50.2	Four Months Review
Antigua and Barbuda	50.2	Four Months Review
Argentina	36.6	Four Months Review
Armenia	34.8	Four Months Review
Aruba	60.1	Four Months Review
Azerbaijan	35.0	Four Months Review
Bangladesh	44.1	Four Months Review
Belarus	46.3	Four Months Review
Belize	47.9	Four Months Review
Benin	35.9	Four Months Review

Bolivia	31.2	Four Months Review
Bonaire	50.2	Four Months Review
Bosnia and Herzegovina	34.8	Four Months Review
Botswana	22.9	Four Months Review
British Virgin Islands	47.8	Four Months Review
Burkina Faso	30.2	Four Months Review
Burundi	43.9	Four Months Review
Cameroon	42.7	Four Months Review
Cape Verde	40.8	Four Months Review
Cayman Islands	45.8	Four Months Review
Central African Rep.	48.6	Four Months Review
Chad *	45.0	Four Months Review
Chile	34.1	Four Months Review
China, Beijing	52.4	Four Months Review
Colombia	47.8	Four Months Review
Comoros	39.6	Four Months Review
Congo	47.2	Four Months Review
Congo, Dem. Rep.	54.4	Four Months Review
Cook Islands	43.1	Four Months Review
Costa Rica	34.5	Four Months Review
Cote d'Ivoire	68.1	Four Months Review
Djibouti	42.2	Four Months Review
Dominica	50.2	Four Months Review
Dominican Republic	31.3	Four Months Review
Ecuador	24.9	Four Months Review
Equatorial Guinea	41.7	Four Months Review
Eritrea	44.5	Four Months Review
Estonia	50.1	Four Months Review
Eswatini	20.7	Four Months Review
Fiji	37.7	Four Months Review
Gabon	47.8	Four Months Review
Gambia	38.6	Four Months Review
Georgia, Republic of	27.6	Four Months Review

Grenada	50.2	Four Months Review
Guatemala	32.8	Four Months Review
Guinea*	46.4	Four Months Review
Guinea Bissau	51.5	Four Months Review
Guyana	51.5	Four Months Review
Haiti	53.9	Four Months Review
Honduras	32.3	Four Months Review
India	34.4	Four Months Review
Indonesia	31.6	Four Months Review
Iran	33.5	Four Months Review
Iraq	29.7	Four Months Review
Israel, Tel Aviv	71.0	Four Months Review
Jerusalem, Jerusalem	61.9	Four Months Review
Jordan	37.4	Four Months Review
Kazakhstan	30.1	Four Months Review
Kenya	41.8	Four Months Review
Kiribati	47.7	Four Months Review
Korea, Dem. Peo. Rep. of	49.9	Four Months Review
Korea, Republic of	46.0	Capped; Four Months Review
Kuwait	54.1	Four Months Review
Kyrgyzstan	29.7	Four Months Review
Lao Peo. Dem. Rep.	30.4	Four Months Review
Lebanon*	54.1	Four Months Review
Lesotho	32.8	Four Months Review
Liberia	50.7	Four Months Review
Lithuania	38.1	Four Months Review
Madagascar	28.4	Four Months Review
Malawi	40.9	Four Months Review
Malaysia	51.5	Four Months Review
Maldives	39.6	Four Months Review
Marshall Islands	42.2	Four Months Review
Mauritania	32.6	Four Months Review
Mauritius	32.0	Four Months Review

Mexico	53.1	Four Months Review
Micronesia, Fed States of	60.0	Four Months Review
Moldova*	37.0	Four Months Review
Mongolia	36.8	Four Months Review
Montenegro	36.9	Four Months Review
Morocco	33.1	Four Months Review
Mozambique	32.1	Four Months Review
Myanmar	35.6	Four Months Review
Namibia	35.3	Four Months Review
Nauru	43.1	Four Months Review
Nepal	24.4	Four Months Review
New Caledonia	39.0	Four Months Review
New Zealand	36.3	Four Months Review
Nicaragua	32.4	Four Months Review
Niger	50.5	Four Months Review
Nigeria	55.9	Four Months Review
North Macedonia	32.0	Four Months Review
Pakistan	36.8	Four Months Review
Palau, Republic of	43.1	Four Months Review
Papua New Guinea	47.3	Four Months Review
Paraguay	27.5	Four Months Review
Peru	38.2	Four Months Review
Philippines	39.2	Four Months Review
Puerto Rico	31.3	Four Months Review
Russian Federation	60.7	Four Months Review
Rwanda	34.7	Four Months Review
Saint Helena	57.8	Four Months Review
Sao Tome and Principe	66.2	Four Months Review
Saudi Arabia	50.7	Four Months Review
Senegal	48.9	Four Months Review
Serbia*	31.8	Four Months Review
Seychelles	43.0	Four Months Review
Sierra Leone	47.4	Four Months Review

Singapore	68.1	Four Months Review
Sint Maarten	50.2	Four Months Review
Solomon Islands	50.8	Four Months Review
Somalia	44.2	Four Months Review
South Africa	28.1	Four Months Review
South Sudan, Republic of	44.8	Four Months Review
Sri Lanka	32.8	Four Months Review
St. Kitts and Nevis	50.2	Four Months Review
St. Vincent and the Grenadines	50.2	Four Months Review
Sudan	44.8	Four Months Review
Suriname	34.2	Four Months Review
Tajikistan	35.3	Four Months Review
Tanzania, United Rep. of	39.6	Four Months Review
Thailand	36.2	Four Months Review
Timor-Leste	41.2	Four Months Review
Togo	45.9	Four Months Review
Tonga	37.1	Four Months Review
Trinidad and Tobago	38.2	Four Months Review
Türkiye, Ankara	36.3	Four Months Review
Türkiye, Gebze	46.2	Four Months Review
Türkiye, Istanbul	46.2	Four Months Review
Turkmenistan	76.8	Four Months Review
Tuvalu	43.1	Four Months Review
Uganda	35.3	Four Months Review
Ukraine	30.3	Four Months Review
Uruguay	42.6	Four Months Review
Uzbekistan	38.0	Four Months Review
Vanuatu	46.6	Four Months Review
Vietnam*	23.1	Four Months Review
West Bank & the Gaza Strip, The	61.9	Four Months Review
Zambia	36.4	Four Months Review
Zimbabwe	41.1	Four Months Review

* Indicates that duty station has an existing PTA. See Table 7

7. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for the duty stations listed in Table 4 below are effective 1 November 2025.

**Table 4. Post adjustment multipliers based on the results of cost-of-living surveys
November 2025**

DUTY STATION	MULTIPLIER
Bahamas	67.9
Egypt	30.1
Mali	48.9

8. Cost-of-living survey results did not trigger a change in the multiplier for **Brazil, China, Macao (SAR) and Ethiopia.**

9. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds for the duty stations listed in Table 5 below are effective 1 November 2025.

Table 5. 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
Egypt	19	20
Ethiopia	22	23

10. The revised post adjustment multipliers and applicable rental subsidy thresholds for the following duty stations have been established, effective 1 November 2025 as listed in Table 6, based on the new cost-of-living surveys, to which these duty stations are linked for purposes of post adjustment.

Table 6. Revised post adjustment multipliers and rental subsidy thresholds for linked duty stations – November 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

Bermuda	Bahamas	81.7	28	30
Libya	Egypt, Tunisia, Algeria	34.4	No change	No change

Duty Stations with Personal Transitional Allowance (PTA)

11. 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.

12. 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. Table 7 provides a summary of all PTAs in effect as of 1 November 2025. The PTA starting date indicates which of the PTA adjustment mechanisms should be used.

13. 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 7. Summary of Personal Transitional Allowances (PTAs) as of 1 November 2025

DUTY STATION	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Chad	5.9	1 June 2025	1 July 2025	1 December 2025
Cuba	3.9	1 August 2025	1 September 2025	1 February 2026
Guinea	2.2	1 March 2025	1 April 2025	1 January 2026
Lebanon	10.3	1 April 2023	1 May 2023	1 February 2026
Moldova	9.1	1 September 2025	1 October 2025	1 March 2026
Serbia	6.3	1 August 2025	1 September 2025	1 February 2026
Vietnam	6.5	1 July 2025	1 August 2025	1 January 2026

14. The gap closure measure is completed for **Bahrain** and **Comoros**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 November 2025.

Suspension of Four-Month Review (FMR) rule for Jamaica

15. In light of the impact of Hurricane Melissa in Jamaica and its effects on the human and market retail infrastructures, the application of the Four-Month Review (FMR) rule is suspended for one review cycle, pending further evaluations.

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

16. This is to inform stakeholders of organizations within the United Nations Common System that, as stated in circular **ICSC/CIRC/GEN/05/2025** issued by the ICSC secretariat on August 15, 2025, the modified rules governing Personal Transitional Allowance (PTAs) have been implemented effective 1 November 2025.

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi