



INTERNATIONAL CIVIL SERVICE  
COMMISSION

COMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE

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12 December 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 December 2025**

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

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	35.3	Greece	41.2
Austria	56.5	Iceland	43.4
Belgium	51.3	Ireland	58.7
Bulgaria	40.8	Italy, Brindisi	26.1
Canada, Montreal	38.4	Italy, Rome	32.1
Canada, Ottawa	47.9	Japan, Hiroshima	31.2
Canada, Toronto	54.7	Japan, Tokyo	47.8
China, Hong Kong (SAR)	99.4	Latvia	50.1
Croatia, Republic of	45.3	Luxembourg	54.5
Cyprus	37.1	Malta	40.2
Czech Republic	56.9	Monaco	59.6
Denmark	80.4	Netherlands	51.5
Finland	49.3	Norway	47.1
France, Lyon and Elsewhere	55.9	Poland	44.9
France, Paris	59.6	Portugal, Guimaraes	20.0
French Guiana	42.1	Portugal, Lisbon	38.7
Germany, Berlin	48.6	Slovak Republic	44.0
Germany, Bonn	40.9	Slovenia, Republic of	49.9
Germany, Dresden	40.9	Spain	34.6
Germany, Frankfurt	50.3	Sweden	49.5
Germany, Hamburg	57.0	Switzerland	91.1
Germany, Munich	63.0	United Kingdom	79.1
Gibraltar	79.1		

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

3. At its 96<sup>th</sup> 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 December 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 – December 2025**

<b>DUTY STATION</b>	<b>MULTIPLIER</b>
Hungary	56.1
Romania	33.1

## 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 December 2025.

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

DUTY STATION	MULTIPLIER
Lao People's Democratic Republic	37.4
Samoa	38.7
Sao Tome and Principe*	51.7

\* 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 **Colombia, Niger and Sri Lanka**.

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 December 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
Lao People's Democratic Republic	17	18
Samoa	17	18
Sao Tome and Principe	14	15

8. The waiver of the **40 per cent** of rent limit on rental subsidy is no longer applicable for **Lao People's Democratic Republic** effective 1 December 2025.

9. The revised post adjustment multipliers for the following duty stations have been established, effective 1 December 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 for linked duty stations – December 2025**

DUTY STATION	REFERENCE DUTY STATION	MULTIPLIER
Marshall Islands	Fiji, Papua New Guinea, <b>Samoa</b> , Solomon Islands	43.6
Tuvalu	Fiji, Kiribati, <b>Samoa</b> , Solomon Islands, Vanuatu	44.3

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

10. 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.

11. 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 6 provides a summary of all PTAs in effect as of 1 December 2025. The PTA starting date indicates which of the PTA adjustment mechanisms should be used. The PTA became applicable for **Sao Tome and Principe** in December 2025. Table 6 provides a summary of all PTAs in effect as of 1 December 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 December 2025**

<b>DUTY STATION</b>	<b>Existing PTA</b>	<b>PTA starting date</b>	<b>Applicable to staff on post before</b>	<b>Date of next revision</b>
Chad	1.9	1 June 2025	1 July 2025	1 April 2026
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
Sao Tome and Principe	14.5	1 December 2025	1 January 2026	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

Cc. Mr. Boguslaw Winid  
Mr. Omar Abdi