



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/612

Approved by:  
Larbi Djacta, Chairman

Date:  
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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 December 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> décembre 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**

7. 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**

8. 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.

9. 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 December 2025, are included in the attached Consolidated Post Adjustment Circular.

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

10. 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 December 2025**

<b>Duty station</b>	<b>Type o survey</b>	<b>Date of survey</b>
Colombia	Housing	May 2025
Lao Peo. Dem. Rep.	Place-to-place	June 2025
Niger	Housing	August 2025
Samoa	Place-to-place	August 2025
Sao Tome and Principe	Place-to-place	July 2025
Sri Lanka	Housing	July 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 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.

6. 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 modifications include: 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 duration** is now set at **24 months**, after which PTA is discontinued. The PTA became applicable for **Sao Tome and Principe** due to low survey result implemented in December 2025. Table 2 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.

7. 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 2: Summary of Personal Transitional Allowances (PTAs), as of 1 December 2025**

DUTY STATION	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
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

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

### VIII. W40 Measure

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.

### IX. Revised post adjustment multipliers for linked duty stations

9. The revised post adjustment multipliers and applicable rental subsidy thresholds for the following duty stations have been established, effective 1 December 2025 as listed in Table 3, based on the new cost-of-living surveys, to which these duty stations are linked for purposes of post adjustment.

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

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

**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 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	66.095	140.5	39.6		Nov-25		9	10		Jul-06
Albania /W40	81.77	138.6	38.2		Nov-25		17	18		Oct-24
Algeria /W40	129.27	148.3	47.4		Nov-25		19	20		Mar-24
Angola /W40	912.144	158.0	57.1		Nov-25		14	15		Nov-23
Anguilla /W40 14/	2.7	145.5	50.2		Nov-25		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	145.5	50.2		Nov-25		22	23		Aug-23
Argentina	1437.493	137.4	36.6		Nov-25		25	27		Apr-24
Armenia	380.02	135.3	34.8		Nov-25		23	24		Apr-24
Aruba 12/	1.79	160.5	60.1		Nov-25		29	31		Aug-22
Australia	1.499	136.6	35.3	Y	Dec-25	ER	27	29		Oct-23
Austria	0.852	158.8	56.5	Y	Dec-25	ER	19	20		Aug-22
Azerbaijan	1.698	135.6	35.0		Nov-25		16	17		Mar-23
Bahamas	1	168.5	67.9		Nov-25		26	28		Jul-24
Bahrain	0.377	130.6	34.2		Sep-24		22	23		Sep-22
Bangladesh /W40	122.029	144.7	44.1		Nov-25		17	18		Sep-21
Barbados /W40	2	152.9	62.1		Jul-24		23	24		Aug-23
Belarus	2.896	147.9	46.3		Nov-25		17	18		Oct-24
Belgium	0.852	153.4	51.3	Y	Dec-25	ER	17	18		Feb-15
Belize	2	148.4	47.9		Nov-25		13	14		Apr-25
Benin	558.594	137.1	35.9		Nov-25		19	20		Aug-24
Bermuda 16/	1	182.3	81.7		Nov-25		28	30		Nov-25
Bhutan	90.36	138.8	39.2		Jul-25		10	11		Aug-24
Bolivia	6.86	132.0	31.2		Nov-25		22	23		Jul-25
Bonaire /W40 14/	1	145.5	50.2		Nov-25		22	23		Aug-23
Bosnia and Herzegovina /W40	1.666	135.9	34.8		Nov-25		14	15		Apr-25
Botswana	14.045	123.3	22.9		Nov-25		17	18		Aug-25
Brazil	5.423	128.0	30.1		Jul-25		21	22		Dec-23
British Virgin Islands /W40	1	148.4	47.8		Nov-25		22	23		Jun-19
Bulgaria	1.666	138.2	40.8	Y	Dec-25	ER	20	21		Jun-23
Burkina Faso /W40	558.594	129.0	30.2		Nov-25		15	16		Dec-24
Burundi /W40	2947.636	144.0	43.9		Nov-25		16	17		Sep-24
Cambodia	4002	127.6	28.3		Mar-24		21	22		Oct-25
Cameroon /W40	558.594	143.9	42.7		Nov-25		15	16		Jul-15

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Effective 1 December 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, Montreal	1.377	140.1	38.4	Y	Dec-25	ER	18	19		Aug-22
Canada, Ottawa	1.377	149.7	47.9	Y	Dec-25	L	20	21		Aug-22
Canada, Toronto	1.377	156.6	54.7	Y	Dec-25	L	20	21		May-17
Cape Verde	93.898	141.4	40.8		Nov-25		18	19		Feb-25
Cayman Islands 17/	0.82	145.6	45.8		Nov-25		24	25		Dec-17
Central African Rep. /W40	558.594	149.7	48.6		Nov-25		17	18		Nov-17
Chad /W40	558.594	145.6	45.0		Nov-25		16	17		Dec-19
Chile	914.35	135.7	34.1		Nov-25		25	26		Oct-25
China, Beijing	7.057	152.9	52.4		Nov-25		25	27		Feb-22
China, Hong Kong (SAR)	7.782	200.7	99.4	Y	Dec-25	ER	19	20		Jun-12
China, Macao (SAR)	8.015	144.3	49.1		Jul-25		25	27		Oct-23
Colombia /W40	3805	147.6	47.8		Nov-25		19	20		Sep-23
Comoros	418.946	140.5	39.6		Nov-25		16	17		May-24
Congo /W40	558.594	148.6	47.2		Nov-25		8	8		Jul-23
Congo, Dem. Rep. /W40	2231.14	155.0	54.4		Nov-25		27	29		May-24
Cook Islands 4/	1.716	143.9	43.1		Nov-25		22	23		Aug-25
Costa Rica	492.39	135.4	34.5		Nov-25		22	23		Mar-24
Cote d'Ivoire /W40	558.594	169.9	68.1		Nov-25		17	18		May-25
Croatia, Republic of	0.852	142.2	45.3	Y	Dec-25	ER	8	9		Aug-19
Cuba	24	150.1	52.6		Aug-25		21	22		Jul-24
Cyprus	0.852	134.7	37.1	Y	Dec-25	ER	16	17		Jun-23
Czech Republic	20.602	152.1	56.9	Y	Dec-25	ER	19	20		Nov-23
Denmark	6.36	179.0	80.4	Y	Dec-25	ER	25	27		Jun-19
Djibouti	177	142.7	42.2		Nov-25		16	17		Jan-15
Dominica /W40 14/	2.7	145.5	50.2		Nov-25		22	23		Aug-23
Dominican Republic /W40	63.36	131.9	31.3		Nov-25		17	18		Apr-25
Ecuador /W40	1	125.4	24.9		Nov-25		17	18		Oct-25
Egypt /W40	47.486	130.6	30.1		Nov-25		19	20		Nov-25
El Salvador	1	129.6	29.7		Nov-24		25	27		Mar-24
Equatorial Guinea	558.594	142.9	41.7		Nov-25		15	16		May-25
Eritrea	15	145.4	44.5		Nov-25		11	12		Sep-25
Estonia	0.852	152.4	50.1		Nov-25		18	19		Feb-01
Eswatini	16.891	121.6	20.7		Nov-25		12	13		Apr-24
Ethiopia /W40	153.767	138.5	46.6		Jul-25		22	23		Nov-25

**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 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		
Fiji /W40	2.259	135.1	37.7		Nov-25		23	24		Jan-25
Finland	0.852	148.2	49.3	Y	Dec-25	ER	24	25		May-23
France, Lyon and Elsewhere	0.852	155.5	55.9	Y	Dec-25	L	19	20		Aug-22
France, Paris	0.852	159.2	59.6	Y	Dec-25	ER	25	27		Aug-22
French Guiana	0.852	140.7	42.1	Y	Dec-25	ER	0	0		Jan-00
Gabon	558.594	149.3	47.8		Nov-25		20	21		Jul-25
Gambia	72.77	139.2	38.6		Nov-25		17	18		May-24
Georgia, Republic of	2.675	128.5	27.6		Nov-25		19	20		Aug-24
Germany, Berlin	0.852	146.1	48.6	Y	Dec-25	L	22	23		Jul-23
Germany, Bonn	0.852	138.6	40.9	Y	Dec-25	ER	21	22		Jul-23
Germany, Dresden	0.852	138.6	40.9	Y	Dec-25	A	20	21		Jul-23
Germany, Frankfurt	0.852	147.8	50.3	Y	Dec-25	L	23	24		Jul-23
Germany, Hamburg	0.852	154.4	57.0	Y	Dec-25	L	25	27		Jul-23
Germany, Munich	0.852	160.3	63.0	Y	Dec-25	L	26	28		Jul-23
Ghana	11.45	151.7	53.6		Jul-25		25	27		Dec-24
Gibraltar 1/	0.745	184.4	79.1	Y	Dec-25	A	29	31		Aug-22
Greece	0.852	140.2	41.2	Y	Dec-25	ER	18	19		Aug-23
Grenada /W40 14/	2.7	145.5	50.2		Nov-25		22	23		Aug-23
Guatemala /W40	7.649	133.3	32.8		Nov-25		17	18		Mar-24
Guinea	8657	146.9	46.4		Nov-25		20	21		Mar-24
Guinea Bissau	558.594	152.8	51.5		Nov-25		12	13		Nov-24
Guyana	208.1	152.1	51.5		Nov-25		19	20		Apr-23
Haiti /W40	130.667	154.8	53.9		Nov-25		19	20		Mar-23
Honduras	26.08	132.7	32.3		Nov-25		21	22		Mar-24
Hungary	326.69	150.8	56.1	Y	Dec-25	ER	18	19		Jun-23
Iceland	126.12	146.3	43.4	Y	Dec-25	ER	0	0		Jan-00
India /W40	90.36	131.8	34.4		Nov-25		14	15		Jun-24
Indonesia	16672	132.2	31.6		Nov-25		24	25		Dec-24
Iran /W40	914902.682	134.3	33.5		Nov-25		17	18		Jul-25
Iraq	1310	130.5	29.7		Nov-25		14	15		May-02
Ireland	0.852	158.2	58.7	Y	Dec-25	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.208	165.4	71.0		Nov-25		27	29		Apr-24
Italy, Brindisi	0.852	125.6	26.1	Y	Dec-25	L	10	11		Nov-99
Italy, Rome	0.852	131.6	32.1	Y	Dec-25	ER	21	22		Aug-22

**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 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		
Jamaica	159.51	143.7	43.9		Jul-25		25	27		Apr-21
Japan, Hiroshima	155.09	135.6	31.2	Y	Dec-25	L	19	20		Nov-23
Japan, Tokyo	155.09	152.7	47.8	Y	Dec-25	ER	21	22		Nov-23
Jerusalem, Jerusalem /W40	3.208	156.6	61.9		Nov-25		26	28		Apr-24
Jordan /W40	0.708	137.9	37.4		Nov-25		18	19		Oct-25
Kazakhstan	520.25	129.9	30.1		Nov-25		16	17		Dec-24
Kenya /W40	128.83	144.3	41.8		Nov-25		24	25		Feb-24
Kiribati	1.499	148.7	47.7		Nov-25		14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	150.7	49.9		Nov-25		10	11		Sep-15
Korea, Republic of	1469.01	143.0	46.0		Nov-25		17	18		Nov-19
Kuwait /W40	0.307	154.7	54.1		Nov-25		16	17		Oct-25
Kyrgyzstan /W40	87.256	130.3	29.7		Nov-25		14	15		Jun-21
Lao Peo. Dem. Rep.	21554.91	137.4	37.4	Y	Dec-25	PP	17	18	Y	Dec-25
Latvia	0.852	147.4	50.1	Y	Dec-25	ER	13	14		Apr-24
Lebanon /W40 27/	89500	152.0	54.1		Nov-25		23	24		Sep-25
Lesotho	16.891	133.8	32.8		Nov-25		13	14		Oct-24
Liberia	176.585	151.4	50.7		Nov-25		21	22		Aug-23
Libya /W40 25/	5.42	135.2	34.4		Nov-25		18	19		Dec-24
Lithuania	0.852	139.2	38.1		Nov-25		17	18		Dec-03
Luxembourg	0.852	156.1	54.5	Y	Dec-25	ER	17	18		Dec-17
Madagascar /W40	4424.03	129.4	28.4		Nov-25		20	21		Feb-25
Malawi	1724	142.3	40.9		Nov-25		19	20		Jul-25
Malaysia /W40	4.104	152.5	51.5		Nov-25		14	15		May-25
Maldives	15	140.2	39.6		Nov-25		23	24		Jun-20
Mali /W40	558.594	149.7	48.9		Nov-25		13	14		Sep-20
Malta	0.852	138.9	40.2	Y	Dec-25	ER	16	17		Aug-23
Marshall Islands 2/	1	143.6	43.6	Y	Dec-25	PP	21	22		Jun-24
Mauritania /W40	39.546	132.8	32.6		Nov-25		14	15		Jun-24
Mauritius	45.771	132.4	32.0		Nov-25		20	21		Apr-24
Mexico	18.1	154.2	53.1		Nov-25		23	24		Apr-25
Micronesia, Fed States of /W40	1	162.1	60.0		Nov-25		11	12		Dec-23
Moldova	16.866	134.6	37.0		Nov-25		17	18		Sep-25
Monaco 3/	0.852	159.2	59.6	Y	Dec-25	A	25	27		Aug-22
Mongolia	3537.5	137.7	36.8		Nov-25		18	19		Oct-24

**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 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		
Montenegro	0.852	137.8	36.9		Nov-25		21	22		Mar-25
Morocco /W40	9.176	134.1	33.1		Nov-25		21	22		May-21
Mozambique /W40	63.29	132.5	32.1		Nov-25		24	25		May-24
Myanmar /W40	3950	135.9	35.6		Nov-25		11	12		May-24
Namibia	16.891	136.4	35.3		Nov-25		14	15		Nov-24
Nauru 4/	1.499	143.9	43.1		Nov-25		22	23		Aug-25
Nepal /W40	144.243	124.3	24.4		Nov-25		12	13		Jan-14
Netherlands	0.852	153.5	51.5	Y	Dec-25	ER	23	24		Oct-23
New Caledonia	101.62	140.4	39.0		Nov-25		16	17		Sep-05
New Zealand 24/	1.716	137.0	36.3		Nov-25		24	25		Dec-20
Nicaragua /W40	36.479	133.0	32.4		Nov-25		14	15		May-25
Niger	558.594	148.5	50.5		Nov-25		15	16		Dec-24
Nigeria /W40	1451.65	155.7	55.9		Nov-25		21	22		Dec-23
North Macedonia	52.35	133.0	32.0		Nov-25		16	17		Aug-25
Norway	10.08	148.9	47.1	Y	Dec-25	ER	25	27		May-23
Oman	0.385	127.9	29.9		Nov-24		21	22		Sep-25
Pakistan /W40	280.35	137.5	36.8		Nov-25		18	19		Mar-24
Palau, Republic of 4/	1	143.9	43.1		Nov-25		22	23		Aug-25
Panama	1	131.2	33.2		Nov-24		24	25		Aug-18
Papua New Guinea	4.153	148.8	47.3		Nov-25		26	28		Aug-25
Paraguay	6685	129.5	27.5		Nov-25		17	18		Aug-20
Peru	3.364	138.7	38.2		Nov-25		21	22		Aug-17
Philippines /W40	58.98	139.8	39.2		Nov-25		23	24		Jan-24
Poland	3.598	143.6	44.9	Y	Dec-25	ER	22	23		Jun-23
Portugal, Guimaraes	0.852	120.7	20.0	Y	Dec-25	L	13	14		Aug-23
Portugal, Lisbon	0.852	139.5	38.7	Y	Dec-25	ER	20	21		Jan-05
Puerto Rico /W40 13/	1	131.9	31.3		Nov-25		17	18		Apr-25
Qatar /W40	3.644	140.4	46.6		Nov-23		28	30		Oct-19
Romania	4.333	135.0	33.1	Y	Dec-25	ER	19	20		Jun-23
Russian Federation	79.035	163.8	60.7		Nov-25		18	19		Oct-25
Rwanda	1444.25	135.5	34.7		Nov-25		20	21		Oct-25
Saint Helena 5/	0.745	160.7	57.8		Nov-25		13	14		Aug-22
St. Lucia	2.7	145.4	45.2		Jul-24		18	19		Mar-21
Samoa	2.762	138.7	38.7	Y	Dec-25	PP	17	18	Y	Dec-25

**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 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		
Sao Tome and Principe	21.136	147.2	51.7	Y	Dec-25	GCM	14	15	Y	Dec-25
Saudi Arabia /W40	3.752	151.4	50.7		Nov-25		22	23		Feb-24
Senegal /W40	558.594	150.6	48.9		Nov-25		22	23		Dec-24
Serbia	100.152	129.9	31.8		Nov-25		18	19		Jul-23
Seychelles	14.046	138.0	43.0		Nov-25		19	20		Feb-24
Sierra Leone /W40	23.82	147.9	47.4		Nov-25		19	20		May-18
Singapore /W40	1.291	168.6	68.1		Nov-25		23	24		Jul-19
Sint Maarten /W40 14/	1.79	145.5	50.2		Nov-25		22	23		Sep-25
Slovak Republic	0.852	143.5	44.0	Y	Dec-25	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.852	146.5	49.9	Y	Dec-25	ER	14	15		Jan-20
Solomon Islands /W40	8.052	151.9	50.8		Nov-25		19	20		Mar-24
Somalia /W40 6/	24300	141.4	44.2		Nov-25		23	24		Feb-24
South Africa	16.891	128.8	28.1		Nov-25		17	18		Sep-25
South Sudan, Republic of /W40	4555.528	145.6	44.8		Nov-25		10	11		Mar-25
Spain	0.852	136.7	34.6	Y	Dec-25	ER	22	23		Aug-22
Sri Lanka	308.52	128.7	32.8		Nov-25		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	145.5	50.2		Nov-25		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	145.5	50.2		Nov-25		22	23		Aug-23
Sudan /W40 28/	2400	145.6	44.8		Nov-25		10	11		Mar-25
Suriname	38.538	134.8	34.2		Nov-25		18	19		Jun-24
Sweden	9.245	145.9	49.5	Y	Dec-25	ER	27	29		May-23
Switzerland	0.794	189.4	91.1	Y	Dec-25	ER	22	23		Aug-22
Syrian Arab Republic 10/	11055	108.2	14.0		Jul-19		20	21		Jun-12
Tajikistan /W40	9.232	136.1	35.3		Nov-25		14	15		Feb-23
Tanzania, United Rep. of /W40	2437.24	140.1	39.6		Nov-25		22	23		Oct-21
Thailand /W40	31.685	137.1	36.2		Nov-25		22	23		Jul-19
Timor-Leste /W40	1	141.8	41.2		Nov-25		16	17		Aug-25
Togo	558.594	147.2	45.9		Nov-25		15	16		Feb-23
Tonga	2.362	137.6	37.1		Nov-25		9	10		Jan-09
Trinidad and Tobago /W40	6.754	138.1	38.2		Nov-25		21	22		Feb-23
Tunisia	2.914	126.8	25.8		Jul-25		17	18		Mar-24
Türkiye, Ankara /W40	42.615	137.3	36.3		Nov-25		17	18		Sep-25
Türkiye, Gebze /W40 19/	42.615	147.4	46.2		Nov-25		20	21		Sep-25

**X. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 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/	42.615	147.4	46.2		Nov-25		20	21		Sep-25
Turkmenistan /W40	3.5	177.4	76.8		Nov-25		8	9		Oct-21
Tuvalu 11/	1.499	144.2	44.3	Y	Dec-25	PP	18	19		Jul-24
Uganda /W40	3551.25	136.1	35.3		Nov-25		20	21		Apr-25
Ukraine	42.18	130.9	30.3		Nov-25		16	17		Aug-19
United Arab Emirates /W40	3.673	156.0	58.4		Jan-24		25	27		Feb-25
United Kingdom	0.745	184.4	79.1	Y	Dec-25	ER	29	31		Aug-22
USA, El Paso 20/	1	153.7	49.2		Feb-25		13	14		Aug-22
USA, Miami 7/	1	155.0	50.5		Feb-25		25	27		Aug-22
USA, New York	1	182.1	75.5		Feb-25		32	34		Feb-23
USA, San Diego 21/	1	178.2	71.8		Feb-25		29	31		Aug-22
USA, San Francisco 8/	1	186.3	79.6		Feb-25		29	31		Aug-22
USA, Seattle 18/	1	156.7	52.2		Feb-25		25	27		Aug-22
USA, Washington D.C.	1	160.5	55.8		Feb-25		27	29		Apr-11
Uruguay	39.16	143.6	42.6		Nov-25		27	29		May-22
Uzbekistan /W40	12025	138.6	38.0		Nov-25		15	16		Jul-23
Vanuatu	118.02	146.8	46.6		Nov-25		16	17		Jan-24
Venezuela /W40 10/	257.928	81.0	45.0		Mar-18		27	29		Aug-12
Vietnam /W40	26325	122.0	23.1		Nov-25		18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.208	156.6	61.9		Nov-25		26	28		Apr-24
Yemen, Republic of 26/	529.73	121.9	23.7		Nov-24		21	22		Jul-24
Zambia	22.95	136.2	36.4		Nov-25		22	23		Apr-23
Zimbabwe	26.648	141.5	41.1		Nov-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

## X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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.

**XI. 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