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INTERNATIONAL CIVIL SERVICE
COMMISSIONCOMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

INTEROFFICE MEMORANDUM

MEMORANDUM INTERIEUR

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14 January 2026

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 January 2026

1. I am pleased to report to you the post adjustment multipliers for January 2026.
2. Pursuant to General Assembly resolution **A/RES/80/263**, the base/floor salary scale for the professional and higher categories of staff is increased by 1.60 per cent at all grades and steps with effect from 1 January 2026. The revised scale reflects a consolidation of 1.6 per cent of post adjustment into net base salary, on a “no gain, no loss” basis, meaning that the post adjustment is reduced by the same rate as the net base salary is increased. Thus, there is no change in net remuneration, apart from some minor rounding effects. The methodology for implementing the consolidation is outlined in the document **ICSC/CIRC/GEN/02/2026**.

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

3. At its ninety-sixth 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 **Hungary** and **Romania**, with effect from 1 January 2026, are given in Table 1.

5. Table 1 below reflects changes in post adjustment multipliers for all duty stations before (A, pre-consolidation) and after (B, post-consolidation) due to the implementation of the revised base/floor salary scale. The post adjustment multipliers in column (B) are the final multipliers to be implemented effective 1 January 2026.

Table 1. Pre-and Post-consolidation post adjustment multipliers – effective 1 January 2026

DUTY STATION	(A) PRE- CONSOLIDATION	(B) POST- CONSOLIDATION	REMARKS
Afghanistan	39.6	37.4	
Albania	38.2	36.0	
Algeria	47.4	45.1	
Angola	57.1	54.6	
Anguilla	50.2	47.8	
Antigua and Barbuda	50.2	47.8	
Argentina	36.6	34.4	
Armenia	34.8	32.7	
Aruba	60.1	57.6	
Australia	35.4	33.3	Group I Country
Austria	55.6	53.1	Group I Country
Azerbaijan	35.0	32.9	
Bahamas	67.9	65.3	
Bahrain	34.2	32.1	
Bangladesh	44.1	41.8	
Barbados	62.1	59.5	
Belarus	46.3	44.0	
Belgium	50.4	48.0	Group I Country
Belize	47.9	45.6	
Benin	35.9	33.8	
Bermuda	81.7	78.8	
Bhutan	39.2	37.0	
Bolivia	31.2	29.1	
Bonaire	50.2	47.8	
Bosnia and Herzegovina	34.8	32.7	
Botswana	22.9	21.0	
Brazil	30.1	28.1	
British Virgin Islands	47.8	45.5	
Bulgaria	39.9	37.7	Group I Country
Burkina Faso	30.2	28.1	
Burundi	43.9	41.6	
Cambodia	28.3	26.3	
Cameroon	42.7	40.5	

DUTY STATION	(A)	(B)	REMARKS
	PRE-CONSOLIDATION	POST-CONSOLIDATION	
Canada, Montreal	37.4	35.2	Group I Country
Canada, Ottawa	46.8	44.4	Montreal x 1.0684
Canada, Toronto	53.6	51.2	Montreal x 1.1181
Cape Verde	40.8	38.6	PP Survey
Cayman Islands	45.8	43.5	
Central African Rep.	48.6	46.3	
Chad*	45.0	42.7	
Chile	34.1	32.0	
China, Beijing	52.4	50.0	
China, Hong Kong (SAR)	98.9	95.8	Group I Country
China, Macao (SAR)	49.1	46.8	
Colombia	47.8	45.5	
Comoros	39.6	37.4	
Congo	47.2	44.9	
Congo, Dem. Rep.	54.4	52.0	
Cook Islands	43.1	40.8	
Costa Rica	34.5	32.4	
Cote d Ivoire	68.1	65.5	
Croatia, Republic of	44.4	42.1	Group I Country
Cuba*	52.6	50.2	
Cyprus	36.3	34.2	Group I Country
Czech Republic	55.6	53.2	Group I Country
Denmark	79.0	76.2	Group I Country
Djibouti	42.2	40.0	
Dominica	50.2	47.8	
Dominican Republic	31.3	29.2	
Ecuador	24.9	22.9	
Egypt	30.1	28.1	
El Salvador	32.2	30.1	Housing survey
Equatorial Guinea	41.7	39.5	
Eritrea	44.5	42.2	
Estonia	50.1	47.7	
Eswatini	20.7	18.8	
Ethiopia	46.6	44.3	
Fiji	37.7	35.5	
Finland	48.3	46.0	Group I Country
France, Lyon and Elsewhere	54.9	52.5	Paris x 0.9767
France, Paris	58.6	56.1	Group I Country
French Guiana	41.3	39.0	Group I Country
Gabon	47.8	45.5	
Gambia	38.6	36.4	
Georgia, Republic of	27.6	25.6	
Germany, Berlin	47.7	45.3	Bonn x 1.05465
Germany, Bonn	40.0	37.8	Group I Country
Germany, Dresden	40.0	37.8	Assimilated To Bonn

DUTY STATION	(A)	(B)	REMARKS
	PRE-CONSOLIDATION	POST-CONSOLIDATION	
Germany, Frankfurt	49.3	47.0	Bonn x 1.06669
Germany, Hamburg	56.0	53.5	Bonn x 1.11418
Germany, Munich	62.0	59.4	Bonn x 1.15709
Ghana	53.6	51.2	
Gibraltar	79.3	76.5	Assimilated To London
Greece	40.4	38.2	Group I Country
Grenada	50.2	47.8	
Guatemala	32.8	30.7	
Guinea	46.4	44.1	Housing survey
Guinea Bissau	51.5	49.1	
Guyana	51.5	49.1	
Haiti	53.9	51.5	
Honduras	32.3	30.2	
Hungary	54.3	51.9	Group I Country
Iceland	43.7	41.5	Group I Country
India	34.4	32.3	
Indonesia	31.6	29.5	
Iran	33.5	31.4	
Iraq	29.7	27.7	
Ireland	57.7	55.2	Group I Country
Israel, Tel Aviv	71.0	68.3	
Italy, Brindisi	25.4	23.4	Rome x 0.9547
Italy, Rome	31.3	29.3	Group I Country
Jamaica	43.9	41.6	
Japan, Hiroshima	28.4	26.3	Tokyo x 0.88766
Japan, Tokyo	44.6	42.3	Group I Country
Jerusalem	61.9	59.4	
Jordan	37.4	35.2	
Kazakhstan	30.1	28.1	
Kenya	41.8	39.6	
Kiribati	47.7	45.4	
Korea, Dem. Peo. Of	49.9	47.5	
Korea, Republic of	46.0	43.7	
Kuwait	54.1	51.7	
Kyrgyzstan	29.7	27.7	
Lao Peo. Dem. Rep.	37.4	35.2	
Latvia	49.2	46.8	Group I Country
Lebanon*	54.1	51.7	
Lesotho	32.8	30.7	
Liberia	50.7	48.3	
Libya	34.4	32.3	
Lithuania	38.1	35.9	
Luxembourg	53.5	51.1	Group I Country
Madagascar	28.4	26.4	
Malawi	40.9	38.7	

DUTY STATION	(A)	(B)	REMARKS
	PRE-CONSOLIDATION	POST-CONSOLIDATION	
Malaysia	51.5	49.1	
Maldives	39.6	37.4	
Mali	48.9	46.6	
Malta	39.3	37.2	Group I Country
Marshall Islands	43.6	41.4	
Mauritania	32.6	30.5	
Mauritius	32.0	29.9	
Mexico	53.1	50.7	
Micronesia, Fed States of	60.0	57.5	
Moldova*	37.0	34.8	
Monaco	58.6	56.1	Assimilated to Paris
Mongolia	36.8	34.6	
Montenegro	36.9	34.7	
Morocco	33.1	31.0	
Mozambique	32.1	30.0	
Myanmar	35.6	33.5	
Namibia	35.3	33.2	
Nauru	43.1	40.8	
Nepal	24.4	22.4	
Netherlands	50.5	48.1	Group I Country
New Caledonia	39.0	36.8	
New Zealand	36.3	34.2	
Nicaragua	32.4	30.3	
Niger	50.5	48.1	
Nigeria	55.9	53.4	
The Republic of North Macedonia	32.0	29.9	
Norway	47.1	44.8	Group I Country
Oman	29.9	27.9	
Pakistan	36.8	34.6	
Palau, Republic of	43.1	40.8	
Panama	33.2	31.1	
Papua New Guinea	47.3	45.0	
Paraguay	27.5	25.5	
Peru	38.2	36.0	
Philippines	39.2	37.0	
Poland	44.3	42.0	Group I Country
Portugal, Guimaraes	19.3	17.4	Lisbon x 0.86525
Portugal, Lisbon	37.9	35.7	Group I Country
Puerto Rico	31.3	29.2	
Qatar	46.6	44.3	
Romania	32.4	30.3	Group I Country
Russian Federation	60.7	58.2	
Rwanda	34.7	32.6	
Saint Helena	57.8	55.3	
St. Lucia	45.2	42.9	

DUTY STATION	(A)	(B)	REMARKS
	PRE-CONSOLIDATION	POST-CONSOLIDATION	
Samoa	38.7	36.5	
Sao Tome and Principe*	51.7	49.3	
Saudi Arabia	50.7	48.3	
Senegal	48.9	46.6	
Serbia*	31.8	29.7	
Seychelles	43.0	40.7	
Sierra Leone	48.8	46.5	Housing survey
Singapore	68.1	65.5	
Sint Maarten	50.2	47.8	
Slovak Republic	43.1	40.8	Group I Country
Slovenia, Republic of	48.9	46.6	Group I Country
Solomon Islands	50.8	48.4	
Somalia	44.2	42.0	
South Africa	28.1	26.1	
South Sudan, Republic of	44.8	42.5	
Spain	33.8	31.7	Group I Country
Sri Lanka	32.8	30.7	
St. Kitts and Nevis	50.2	47.8	
St. Vincent and the Grenadines	50.2	47.8	
Sudan	44.8	42.5	
Suriname	34.2	32.1	
Sweden	50.1	47.7	Group I Country
Switzerland	89.8	86.8	Group I Country
Syrian Arab Republic	14.0	12.2	
Tajikistan	35.3	33.2	
Tanzania, United Rep. of	39.6	37.4	
Thailand	36.2	34.1	
Timor-Leste	41.2	39.0	
Togo	45.9	43.6	
Tonga	37.1	34.9	
Trinidad and Tobago	38.2	36.0	
Tunisia	25.8	23.8	
Turkey, Ankara	36.3	34.2	
Turkey, Gebze	46.2	43.9	
Turkey, Istanbul	46.2	43.9	
Turkmenistan	76.8	74.0	
Tuvalu	44.3	42.0	
Uganda	35.3	33.2	
Ukraine	30.3	28.2	
United Arab Emirates	58.4	55.9	
United Kingdom	79.3	76.5	Group I Country
USA, El Paso	49.2	46.8	Washington DC x 0.9574
USA, Miami	50.5	48.1	Washington DC x 0.9656
USA, New York	75.5	72.7	Group I Country
USA, San Diego	71.8	69.1	New York x 0.9790

DUTY STATION	(A)	(B)	REMARKS
	PRE-CONSOLIDATION	POST-CONSOLIDATION	
USA, San Francisco	79.6	76.7	New York x 1.0234
USA, Seattle	52.2	49.8	Washington DC x 0.9763
USA, Washington D.C.	55.8	53.3	Group I Country
Uruguay	42.6	40.4	
Uzbekistan	38.0	35.8	
Vanuatu	46.6	44.3	
Venezuela	45.0	42.7	
Vietnam*	23.1	21.2	
West Bank & the Gaza Strip, The	61.9	59.4	
Yemen, Republic of	23.7	21.8	
Zambia	36.4	34.3	
Zimbabwe	41.1	38.9	

*Indicates duty station has PTA. Please see Table 3

6. The post adjustment multipliers based on the results of the most recent cost-of-living surveys for **El Salvador** and **Sierra Leone**, with effect from 1 January 2026 are also listed in Table 1 above.

7. Cost-of-living survey results did not trigger a change in multiplier for **Cape Verde** and **Guinea**.

8. Based on the most recent cost-of-living survey results, the revised applicable rental subsidy thresholds effective 1 January 2026, are listed in Table 2 below.

Table 2. Duty station 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>
Guinea	19	20
Sierra Leone	20	21

Duty Stations with Personal Transitional Allowance (PTA)

9. 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.

10. 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 3 provides a summary of all PTAs in effect as of 1 January 2026. The PTA starting date indicates which of the PTA adjustment mechanisms should be used.

11. Due to the consolidation of the base/floor salary scale for staff in the Professional and higher categories in January 2026, as outlined above, and to prevent undue increases in remuneration levels, the existing Personal Transitional Allowances (PTAs) were adjusted effective 1 January 2026, as detailed in Table 3, in accordance with **ICSC/CIRC/GEN/05/2020 Par.7(d)**.

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 3. Summary of Personal Transitional Allowances (PTAs) as of 1 January 2026

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	3.8	1 August 2025	1 September 2025	1 February 2026
Lebanon	10.1	1 April 2023	1 May 2023	1 February 2026
Moldova	9.0	1 September 2025	1 October 2025	1 March 2026
Sao Tome and Principe	14.3	1 December 2025	1 January 2026	1 March 2026
Serbia	6.2	1 August 2025	1 September 2025	1 February 2026
Vietnam	3.0	1 July 2025	1 August 2025	1 May 2026

13. The gap closure measure is completed for **Guinea**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 January 2026.

cc. Mr. Boguslaw Winid
Mr. Omar Abdi