

INTERNATIONAL CIVIL SERVICE  
COMMISSIONCOMMISSION DE LA FONCTION  
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**TO: Human Resources Managers of Participating Organizations  
Representatives of Staff Federations**

**FROM: Roberto Pagan, Chief  
Cost-of-Living Division**

**SUBJECT: Impact of the review of the Post Adjustment of New York on the post adjustment  
classification of all duty stations covered by the United Nations Common System  
Organizations effective 1 February 2026**

1. Based on the review of the post adjustment classification for New York, which was conducted in tandem with the Commission's active management of the UN/US net remuneration margin through the operation of the post adjustment system, pursuant to the General Assembly resolution A/RES/70/244, the post adjustment multiplier for New York will be increased from its current level of 72.7 to 75.6 in order to ensure that the 2026 calendar year margin does not rise above 117.0.

2. This means that the new pay index for New York (175.6), is about 2.11 per cent lower than the PAI derived from the evolution of the cost-of-living in New York as of 1 February 2026, which is 179.3. In order to maintain purchasing power parity of net remuneration with New York, the base of the post adjustment system, post adjustment indices for all other duty stations have been proportionately scaled back to the same extent as that in New York, that is, 2.11 per cent. As an example, for a duty station with a PAI of 192.1, a revised PAI would be calculated as  $192.1/1.0211 = 188.1$ .

3. It is important to note that the impact of the scaling-back of the PAIs of all duty stations on the salaries of United Nations common system staff in the Professional and higher categories will be determined on the post adjustment classification review date for each duty station, which is 1 February 2026 for group I duty stations, and 1 March 2026 for group II duty stations. On these dates, the prevailing pay index is compared to the updated scaled-back PAI, and the revised post adjustment multiplier will be determined in accordance with existing operational rules. A real salary increase is granted only if the updated scaled-back PAI exceeds the prevailing pay index.

4. The post adjustment classifications review of all headquarters and other group I duty stations, set in February of each year as the statutory calendar-based review date for group I duty stations, without prejudice to the operation of the 5 per cent rule, or the synchronization principle, as established by the Commission (ICSC/96/R.19), led to real salary increases in 12 (out of 54) group I duty stations whose updated post adjustment indices exceeded their prevailing pay indices (exchange-rate-only adjusted post adjustment multiplier plus 100). For the remaining 42 duty stations, the updated post adjustment index fell below the prevailing pay index and so the prevailing pay index was maintained.

5. Table 1 below shows the revised PAIs and applicable post adjustment multipliers for New York and all group I duty stations whose PACs have been reviewed in February 2026. The applicable multipliers for the month of February 2026 are those indicated in the post-scaling back column of Table 1.

**Table 1: Post Adjustment Classification Review for Group I Duty Stations, February 2026**

DUTY STATION	PAI		MULTIPLIER			Change in Net Remuneration
	Feb-26	Feb-26	Feb-26 0.5% rule	Feb-26	Feb-26	
	Pre Scaling back	Post Scaling back		Pre Scaling back	Post Scaling back	
Australia	141.6	138.7	41.0	41.6	41.0	No change
Austria	159.6	156.3	55.8	59.6	56.3	Increase 0.33%
Belgium	153.6	150.5	50.6	53.6	50.6	No change
Bulgaria	137.3	134.5	40.1	40.1	40.1	No change
Canada - Montreal	140.7	137.8	37.8	40.7	37.8	No change
Canada - Ottawa	150.3	147.2	47.2	50.3	47.2	No change
Canada - Toronto	157.3	154.1	54.1	57.3	54.1	No change
Hong Kong	197.9	193.8	95.5	97.9	95.5	No change
Croatia	141.6	138.7	44.6	44.6	44.6	No change
Cyprus	132.8	130.0	36.5	36.5	36.5	No change
Czech Republic	150.6	147.5	55.8	55.8	55.8	No change
Denmark	177.2	173.6	79.4	79.4	79.4	No change
Finland	147.5	144.5	48.6	48.6	48.6	No change
Lyon	154.8	151.6	55.2	55.2	55.2	No change
France - Paris	158.5	155.2	58.9	58.9	58.9	No change
French Guiana	139.4	136.4	41.5	41.5	41.5	No change
Germany-Berlin	144.9	141.9	47.9	47.9	47.9	No change
Germany - Bonn	137.4	134.6	40.2	40.2	40.2	No change
Germany-Dresden	137.4	134.6	40.2	40.2	40.2	No change
Germany- Frankfurt	146.6	143.5	49.6	49.6	49.6	No change
Germany-Hamburg	153.1	149.9	56.2	56.2	56.2	No change
Germany-Munich	159.0	155.7	62.2	62.2	62.2	No change
Gibraltar	185.2	181.4	79.1	85.2	81.4	Increase 1.27%
Greece	139.8	136.9	40.6	40.6	40.6	No change
Hungary	150.5	147.4	56.4	56.4	56.4	No change
Iceland	146.5	143.4	45.2	46.5	45.2	No change
Ireland	157.8	154.5	57.9	57.9	57.9	No change
Brindisi	126.1	123.5	25.5	26.1	25.5	No change
Italy - Rome	132.1	129.4	31.5	32.1	31.5	No change
Hiroshima	135.6	132.8	30.8	35.6	32.8	Increase 1.59%
Japan	152.8	149.6	47.3	52.8	49.6	Increase 1.59%
Latvia	146.5	143.5	49.4	49.4	49.4	No change
Luxembourg	155.1	151.8	53.8	55.1	53.8	No change
Malta	137.7	134.9	39.5	39.5	39.5	No change
Monaco	158.5	155.2	58.9	58.9	58.9	No change
Netherlands	151.6	148.5	50.8	51.6	50.8	No change

DUTY STATION	PAI		MULTIPLIER			Change in Net Remuneration
	Feb-26	Feb-26	Feb-26 0.5% rule	Feb-26	Feb-26	
	Pre Scaling back	Post Scaling back		Pre Scaling back	Post Scaling back	
Norway	153.3	150.2	53.0	53.3	53.0	No change
Poland	143.1	140.2	44.4	44.4	44.4	No change
Guimaraes	120.0	117.5	19.5	20.0	19.5	No change
Portugal	138.7	135.8	38.1	38.7	38.1	No change
Romania	134.4	131.6	32.2	34.4	32.2	No change
Slovakia	142.7	139.8	43.3	43.3	43.3	No change
Slovenia	146.1	143.0	49.2	49.2	49.2	No change
Spain	136.2	133.4	34.0	36.2	34.0	No change
Sweden	147.5	144.5	52.4	52.4	52.4	No change
Switzerland	192.1	188.1	93.8	93.8	93.8	No change
United Kingdom	185.2	181.4	79.1	85.2	81.4	Increase 1.27%
USA, El Paso	151.1	148.0	46.8	51.1	48.0	Increase 0.85%
USA, Miami	152.4	149.3	48.0	52.4	49.3	Increase 0.85%
USA, New York	179.3	175.6	72.7	79.3	75.6	Increase 1.67%
USA, San Diego	175.5	171.9	69.1	75.5	71.9	Increase 1.67%
USA, San Francisco	183.5	179.7	76.7	83.5	79.7	Increase 1.67%
USA, Seattle	154.1	150.9	49.7	54.1	50.9	Increase 0.85%
USA, Washington D.C.	157.9	154.6	53.3	57.9	54.6	Increase 0.85%