



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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13 February 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 February 2026

1. I am pleased to send you the post adjustment multipliers for February 2026. **Note that only duty stations with changes in post adjustment multipliers are listed.**
2. The review of the post adjustment classification for New York 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. Consequently, the post adjustment multiplier for New York is increased from its current level of 72.7 to 75.6, in order to ensure that the 2026 calendar year margin level does not go above 117.0. This means that the new pay index for New York (175.6) is about 2.11 per cent lower than the PAI derived exclusively 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 of all other duty stations have been proportionately scaled down by the same extent as that of New York, that is, by 2.11 per cent. See the attached document ICSC/CIRC/GEN/04/2026 for details.

Group I duty stations

3. Table 1 reflects changes in post adjustment multipliers for group I duty stations due to the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar and the application of the twelve-month review, pursuant to the General Assembly

resolution A/RES/69/251 which states, inter alia, that the post adjustment classification of all headquarters and other group I duty stations are reviewed on the statutory date of the post adjustment classification review for New York (results effective 1 February 2026).

Table 1. Changes to post adjustment multipliers for group I duty stations – February 2026

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	41.0	Italy, Brindisi	25.5
Austria	56.3	Italy, Rome	31.5
Belgium	50.6	Japan, Hiroshima	32.8
Bulgaria	40.1	Japan, Tokyo	49.6
Canada, Montreal	37.8	Latvia	49.4
Canada, Ottawa	47.2	Luxembourg	53.8
Canada, Toronto	54.1	Malta	39.5
China, Hong Kong (SAR)	95.5	Monaco	58.9
Croatia	44.6	Netherlands	50.8
Cyprus	36.5	Norway	53.0
Czech Republic	55.8	Poland	44.4
Denmark	79.4	Portugal, Guimaraes	19.5
Finland	48.6	Portugal, Lisbon	38.1
France, Lyon	55.2	Slovak Republic	43.3
France, Paris	58.9	Slovenia	49.2
French Guiana	41.5	Spain	34.0
Germany, Berlin	47.9	Sweden	52.4
Germany, Bonn	40.2	Switzerland	93.8
Germany, Dresden	40.2	United Kingdom	81.4
Germany, Frankfurt	49.6	USA, El Paso	48.0
Germany, Hamburg	56.2	USA, Miami	49.3
Germany, Munich	62.2	USA, New York	75.6
Gibraltar	81.4	USA, San Diego	71.9
Greece	40.6	USA, San Francisco	79.7
Iceland	45.2	USA, Seattle	50.9
Ireland	57.9	USA, Washington D.C.	54.6

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

4. At its 96th session, the Commission 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.

5. 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 stations, with effect from 1 February 2026, 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 – February 2026

DUTY STATION	MULTIPLIER
Hungary	56.4
Romania	32.2

Group II duty stations

6. 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 February 2026.

Table 3. Changes to post adjustment multipliers as a result of cost-of-living surveys February 2026

DUTY STATION	MULTIPLIER
Argentina	36.4
Kazakhstan	34.9
Peru*	33.5

**Indicates duty station has Personal Transitional Allowance effective February 2026. See Table 5*

7. Cost-of-living survey results did not trigger a change in the multipliers for **Solomon Island** and **United Arab Emirates**.

8. 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 February 2026.

Table 4. Duty stations 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>
Argentina	26	28
Kazakhstan	20	21
United Arab Emirates	24	25

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. The PTA starting date indicates which of the PTA adjustment mechanisms should be used. The PTA became applicable for Peru in February 2026. Table 5 provides a summary of all PTAs in effect as of 1 February 2026.

11. 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 5. Summary of Personal Transitional Allowances (PTAs) as of 1 February 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
Lebanon	5.8	1 April 2023	1 May 2023	1 June 2026
Moldova	9.0	1 September 2025	1 October 2025	1 March 2026
Peru	2.5	1 February 2026	1 March 2026	1 May 2026
Sao Tome and Principe	14.3	1 December 2025	1 January 2026	1 March 2026
Serbia	2.7	1 August 2025	1 September 2025	1 June 2026
Vietnam	3.0	1 July 2025	1 August 2025	1 May 2026

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

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi