



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/614

Approved by:
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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 February 2026**, 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^{er} février 2026** 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. Post Adjustment Classification Review for New York

1. 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.

V. Impact of the post adjustment for New York on the post adjustment classification for all duty stations

2. 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. A more detailed explanation of the impact of the increase in post adjustment for New York is provided in the interoffice memorandum ICSC/CIRC/GEN/04/2026 issued on 13 February 2026.

VI. 0.5% Rule and 12 Month Review for group I duty stations

3. The attached Consolidated Post Adjustment Circular 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 decision of the Commission (ICSC/96/R.19) which states that 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.

VII. The application of the modified 0.5% Rule for group I duty stations

4. 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.

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 **Hungary** and **Romania**, with effect from 1 February 2026, are included in the attached Consolidated Post Adjustment Circular.

VIII. Cost-of-living surveys

6. 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 February 2026

Duty station	Type o survey	Date of survey
Argentina	Housing	October 2025
Kazakhstan	Place-to-place	August 2025
Peru	Place-to-place	August 2025
Solomon Islands	Housing	September 2025
United Arab Emirates	Housing	October 2025

IX. Duty Stations with Personal Transitional Allowance (PTA)

7. 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.

8. 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 **Peru** due to low survey results implemented for **Peru** in February 2026. Table 2 provides a summary of all PTAs in effect as of 1 February 2026. The PTA starting date indicates which of the PTA adjustment mechanisms should be used.

9. 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 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

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

10. 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.

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2026

Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	63.717	136.5	37.4		Nov-25		9	10		Jul-06
Albania /W40	80.69	135.0	36.0		Nov-25		17	18		Oct-24
Algeria /W40	129.035	144.1	45.1		Nov-25		19	20		Mar-24
Angola /W40	912.253	153.8	54.6		Nov-25		14	15		Nov-23
Anguilla /W40 14/	2.7	141.2	47.8		Nov-25		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	141.2	47.8		Nov-25		22	23		Aug-23
Argentina	1391.37	136.4	36.4	Y	Feb-26	H	26	28	Y	Feb-26
Armenia	376	131.5	32.7		Nov-25		23	24		Apr-24
Aruba 12/	1.79	154.6	57.6		Nov-25		29	31		Aug-22
Australia	1.403	138.7	41.0	Y	Feb-26	ER	27	29		Oct-23
Austria	0.841	156.3	56.3	Y	Feb-26	TMR	19	20		Aug-22
Azerbaijan	1.698	131.7	32.9		Nov-25		16	17		Mar-23
Bahamas	1	163.2	65.3		Nov-25		26	28		Jul-24
Bahrain	0.377	126.6	32.1		Sep-24		22	23		Sep-22
Bangladesh /W40	122.029	140.8	41.8		Nov-25		17	18		Sep-21
Barbados /W40	2	148.3	59.5		Jul-24		23	24		Aug-23
Belarus	2.868	144.3	44.0		Nov-25		17	18		Oct-24
Belgium	0.841	150.5	50.6	Y	Feb-26	ER	17	18		Feb-15
Belize	2	143.8	45.6		Nov-25		13	14		Apr-25
Benin	551.874	133.6	33.8		Nov-25		19	20		Aug-24
Bermuda 16/	1	176.6	78.8		Nov-25		28	30		Nov-25
Bhutan	90.59	134.9	37.0		Jul-25		10	11		Aug-24
Bolivia	6.862	128.5	29.1		Nov-25		22	23		Jul-25
Bonaire /W40 14/	1	141.2	47.8		Nov-25		22	23		Aug-23
Bosnia and Herzegovina /W40	1.645	132.6	32.7		Nov-25		14	15		Apr-25
Botswana	13.55	121.0	21.0		Nov-25		17	18		Aug-25
Brazil	5.16	126.4	28.1		Jul-25		21	22		Dec-23
British Virgin Islands /W40	1	144.0	45.5		Nov-25		22	23		Jun-19
Bulgaria	0.841	134.5	40.1	Y	Feb-26	ER	20	21		Jun-23
Burkina Faso /W40	551.874	125.5	28.1		Nov-25		15	16		Dec-24
Burundi /W40	2947	141.1	41.6		Nov-25		16	17		Sep-24
Cambodia	4015	123.7	26.3		Mar-24		21	22		Oct-25
Cameroon /W40	551.874	140.4	40.5		Nov-25		15	16		Jul-15
Canada, Montreal	1.359	137.8	37.8	Y	Feb-26	ER	18	19		Aug-22
Canada, Ottawa	1.359	147.2	47.2	Y	Feb-26	L	20	21		Aug-22

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Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Canada, Toronto	1.359	154.1	54.1	Y	Feb-26	L	20	21		May-17
Cape Verde	92.769	133.6	38.6		Nov-25		18	19		Feb-25
Cayman Islands 17/	0.82	142.7	43.5		Nov-25		24	25		Dec-17
Central African Rep. /W40	551.874	145.8	46.3		Nov-25		17	18		Nov-17
Chad /W40	551.874	141.8	42.7		Nov-25		16	17		Dec-19
Chile	853.4	135.2	32.0		Nov-25		25	26		Oct-25
China, Beijing	6.9	150.0	50.0		Nov-25		25	27		Feb-22
China, Hong Kong (SAR)	7.816	193.8	95.5	Y	Feb-26	ER	19	20		Jun-12
China, Macao (SAR)	8.051	139.7	46.8		Jul-25		25	27		Oct-23
Colombia /W40	3662.85	144.8	45.5		Nov-25		19	20		Sep-23
Comoros	413.905	136.9	37.4		Nov-25		16	17		May-24
Congo /W40	551.874	144.9	44.9		Nov-25		8	8		Jul-23
Congo, Dem. Rep. /W40	2223.79	150.4	52.0		Nov-25		27	29		May-24
Cook Islands 4/	1.649	139.4	40.8		Nov-25		22	23		Aug-25
Costa Rica	484	131.9	32.4		Nov-25		22	23		Mar-24
Cote d Ivoire /W40	551.874	165.6	65.5		Nov-25		17	18		May-25
Croatia, Republic of	0.841	138.7	44.6	Y	Feb-26	ER	8	9		Aug-19
Cuba	24	145.6	50.2		Aug-25		21	22		Jul-24
Cyprus	0.841	130.0	36.5	Y	Feb-26	ER	16	17		Jun-23
Czech Republic	20.398	147.5	55.8	Y	Feb-26	ER	19	20		Nov-23
Denmark	6.286	173.6	79.4	Y	Feb-26	ER	25	27		Jun-19
Djibouti	177	138.5	40.0		Nov-25		16	17		Jan-15
Dominica /W40 14/	2.7	141.2	47.8		Nov-25		22	23		Aug-23
Dominican Republic /W40	62.397	128.2	29.2		Nov-25		17	18		Apr-25
Ecuador /W40	1	121.7	22.9		Nov-25		17	18		Oct-25
Egypt /W40	46.79	127.8	28.1		Nov-25		19	20		Nov-25
El Salvador	1	128.2	30.1		Jan-26		25	27		Mar-24
Equatorial Guinea	551.874	139.3	39.5		Nov-25		15	16		May-25
Eritrea	15	141.5	42.2		Nov-25		11	12		Sep-25
Estonia	0.841	147.4	47.7		Nov-25		18	19		Feb-01
Eswatini	15.827	120.1	18.8		Nov-25		12	13		Apr-24
Ethiopia /W40	155.158	134.6	44.3		Jul-25		22	23		Nov-25
Fiji /W40	2.195	132.4	35.5		Nov-25		23	24		Jan-25
Finland	0.841	144.5	48.6	Y	Feb-26	ER	24	25		May-23
France, Lyon and Elsewhere	0.841	151.6	55.2	Y	Feb-26	L	19	20		Aug-22

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2026

Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
France, Paris	0.841	155.2	58.9	Y	Feb-26	ER	25	27		Aug-22
French Guiana	0.841	136.4	41.5	Y	Feb-26	ER	0	0		Jan-00
Gabon	551.874	145.6	45.5		Nov-25		20	21		Jul-25
Gambia	72.375	135.6	36.4		Nov-25		17	18		May-24
Georgia, Republic of	2.66	125.0	25.6		Nov-25		19	20		Aug-24
Germany, Berlin	0.841	141.9	47.9	Y	Feb-26	L	22	23		Jul-23
Germany, Bonn	0.841	134.6	40.2	Y	Feb-26	ER	21	22		Jul-23
Germany, Dresden	0.841	134.6	40.2	Y	Feb-26	A	20	21		Jul-23
Germany, Frankfurt	0.841	143.5	49.6	Y	Feb-26	L	23	24		Jul-23
Germany, Hamburg	0.841	149.9	56.2	Y	Feb-26	L	25	27		Jul-23
Germany, Munich	0.841	155.7	62.2	Y	Feb-26	L	26	28		Jul-23
Ghana	10.98	149.1	51.2		Jul-25		25	27		Dec-24
Gibraltar 1/	0.732	181.4	81.4	Y	Feb-26	A	29	31		Aug-22
Greece	0.841	136.9	40.6	Y	Feb-26	ER	18	19		Aug-23
Grenada /W40 14/	2.7	141.2	47.8		Nov-25		22	23		Aug-23
Guatemala /W40	7.661	129.2	30.7		Nov-25		17	18		Mar-24
Guinea	8730	140.5	44.1		Nov-25		19	20		Jan-26
Guinea Bissau	551.874	148.8	49.1		Nov-25		12	13		Nov-24
Guyana	208.1	147.7	49.1		Nov-25		19	20		Apr-23
Haiti /W40	130.62	150.6	51.5		Nov-25		19	20		Mar-23
Honduras	26.217	128.6	30.2		Nov-25		21	22		Mar-24
Hungary	318.75	147.4	56.4	Y	Feb-26	ER	18	19		Jun-23
Iceland	122.08	143.4	45.2	Y	Feb-26	ER	0	0		Jan-00
India /W40	90.59	127.8	32.3		Nov-25		14	15		Jun-24
Indonesia	16822	128.2	29.5		Nov-25		24	25		Dec-24
Iran /W40	1330966.683	127.4	31.4		Nov-25		17	18		Jul-25
Iraq	1310	126.7	27.7		Nov-25		14	15		May-02
Ireland	0.841	154.5	57.9	Y	Feb-26	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.062	162.9	68.3		Nov-25		27	29		Apr-24
Italy, Brindisi	0.841	123.5	25.5	Y	Feb-26	L	10	11		Nov-99
Italy, Rome	0.841	129.4	31.5	Y	Feb-26	ER	21	22		Aug-22
Jamaica	155.31	140.9	41.6		Jul-25		25	27		Apr-21
Japan, Hiroshima	152.97	132.8	32.8	Y	Feb-26	L	19	20		Nov-23
Japan, Tokyo	152.97	149.6	49.6	Y	Feb-26	TMR	21	22		Nov-23
Jerusalem /W40	3.062	154.2	59.4		Nov-25		26	28		Apr-24

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2026

Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Jordan /W40	0.708	133.6	35.2		Nov-25		18	19		Oct-25
Kazakhstan	494.55	134.9	34.9	Y	Feb-26	PP	20	21	Y	Feb-26
Kenya /W40	128.86	138.7	39.6		Nov-25		24	25		Feb-24
Kiribati	1.403	147.3	45.4		Nov-25		14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	146.4	47.5		Nov-25		10	11		Sep-15
Korea, Republic of	1435.01	140.7	43.7		Nov-25		17	18		Nov-19
Kuwait /W40	0.307	150.2	51.7		Nov-25		16	17		Oct-25
Kyrgyzstan /W40	87.396	126.5	27.7		Nov-25		14	15		Jun-21
Lao Peo. Dem. Rep.	21348.3	133.6	35.2		Dec-25		17	18		Dec-25
Latvia	0.841	143.5	49.4	Y	Feb-26	ER	13	14		Apr-24
Lebanon /W40 27/	89500	148.5	51.7		Nov-25		23	24		Sep-25
Lesotho	15.827	131.7	30.7		Nov-25		13	14		Oct-24
Liberia	183.125	143.3	48.3		Nov-25		21	22		Aug-23
Libya /W40 25/	6.259	132.1	32.3		Nov-25		18	19		Dec-24
Lithuania	0.841	135.6	35.9		Nov-25		17	18		Dec-03
Luxembourg	0.841	151.8	53.8	Y	Feb-26	ER	17	18		Dec-17
Madagascar /W40	4434.81	125.8	26.4		Nov-25		20	21		Feb-25
Malawi	1751	138.8	38.7		Nov-25		19	20		Jul-25
Malaysia /W40	3.9	151.1	49.1		Nov-25		14	15		May-25
Maldives	15	136.1	37.4		Nov-25		23	24		Jun-20
Mali /W40	551.874	145.9	46.6		Nov-25		13	14		Sep-20
Malta	0.841	134.9	39.5	Y	Feb-26	ER	16	17		Aug-23
Marshall Islands 2/	1	139.3	41.4		Dec-25		21	22		Jun-24
Mauritania /W40	39.505	129.1	30.5		Nov-25		14	15		Jun-24
Mauritius	45.729	128.5	29.9		Nov-25		20	21		Apr-24
Mexico	17.145	153.4	50.7		Nov-25		23	24		Apr-25
Micronesia, Fed States of /W40	1	157.9	57.5		Nov-25		11	12		Dec-23
Moldova	16.73	131.3	34.8		Nov-25		17	18		Sep-25
Monaco 3/	0.841	155.2	58.9	Y	Feb-26	A	25	27		Aug-22
Mongolia	3559	133.7	34.6		Nov-25		18	19		Oct-24
Montenegro	0.841	134.0	34.7		Nov-25		21	22		Mar-25
Morocco /W40	9.129	130.3	31.0		Nov-25		21	22		May-21
Mozambique /W40	63.25	128.6	30.0		Nov-25		24	25		May-24
Myanmar /W40	3915	132.3	33.5		Nov-25		11	12		May-24
Namibia	15.827	134.8	33.2		Nov-25		14	15		Nov-24

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2026

Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Nauru 4/	1.403	139.4	40.8		Nov-25		22	23		Aug-25
Nepal /W40	144.944	120.3	22.4		Nov-25		12	13		Jan-14
Netherlands	0.841	148.5	50.8	Y	Feb-26	ER	23	24		Oct-23
New Caledonia	100.397	136.7	36.8		Nov-25		16	17		Sep-05
New Zealand 24/	1.649	139.1	34.2		Nov-25		24	25		Dec-20
Nicaragua /W40	36.537	129.2	30.3		Nov-25		14	15		May-25
Niger	551.874	144.1	48.1		Nov-25		15	16		Dec-24
Nigeria /W40	1353.86	153.9	53.4		Nov-25		21	22		Dec-23
North Macedonia	51.72	129.5	29.9		Nov-25		16	17		Aug-25
Norway	9.468	150.2	53.0	Y	Feb-26	ER	25	27		May-23
Oman	0.385	124.1	27.9		Nov-24		21	22		Sep-25
Pakistan /W40	279.523	133.6	34.6		Nov-25		18	19		Mar-24
Palau, Republic of 4/	1	139.4	40.8		Nov-25		22	23		Aug-25
Panama	1	127.1	31.1		Nov-24		24	25		Aug-18
Papua New Guinea	4.182	144.2	45.0		Nov-25		26	28		Aug-25
Paraguay	6540	126.4	25.5		Nov-25		17	18		Aug-20
Peru	3.352	129.6	33.5	Y	Feb-26	GCM	21	22		Aug-17
Philippines /W40	58.095	136.9	37.0		Nov-25		23	24		Jan-24
Poland	3.545	140.2	44.4	Y	Feb-26	ER	22	23		Jun-23
Portugal, Guimaraes	0.841	117.5	19.5	Y	Feb-26	L	13	14		Aug-23
Portugal, Lisbon	0.841	135.8	38.1	Y	Feb-26	ER	20	21		Jan-05
Puerto Rico /W40 13/	1	128.2	29.2		Nov-25		17	18		Apr-25
Qatar /W40	3.646	136.1	44.3		Nov-23		28	30		Oct-19
Romania	4.283	131.6	32.2	Y	Feb-26	ER	19	20		Jun-23
Russian Federation	76.975	159.4	58.2		Nov-25		18	19		Oct-25
Rwanda	1448.5	132.0	32.6		Nov-25		20	21		Oct-25
Saint Helena 5/	0.732	158.0	55.3		Nov-25		13	14		Aug-22
St. Lucia	2.7	140.4	42.9		Jul-24		18	19		Mar-21
Samoa	2.653	136.5	36.5		Dec-25		17	18		Dec-25
Sao Tome and Principe	20.789	143.5	49.3		Dec-25		14	15		Dec-25
Saudi Arabia /W40	3.75	147.2	48.3		Nov-25		22	23		Feb-24
Senegal /W40	551.874	146.5	46.6		Nov-25		22	23		Dec-24
Serbia	98.711	126.4	29.7		Nov-25		18	19		Jul-23
Seychelles	13.51	136.1	40.7		Nov-25		19	20		Feb-24
Sierra Leone /W40	23.837	144.1	46.5		Jan-26		20	21		Jan-26

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2026

Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Singapore /W40	1.261	166.0	65.5		Nov-25		23	24		Jul-19
Sint Maarten /W40 14/	1.79	141.2	47.8		Nov-25		22	23		Sep-25
Slovak Republic	0.841	139.8	43.3	Y	Feb-26	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.841	143.0	49.2	Y	Feb-26	ER	14	15		Jan-20
Solomon Islands /W40	7.911	143.9	48.4		Nov-25		19	20		Mar-24
Somalia /W40 6/	24300	136.6	42.0		Nov-25		23	24		Feb-24
South Africa	15.827	127.8	26.1		Nov-25		17	18		Sep-25
South Sudan, Republic of /W40	4550.419	141.5	42.5		Nov-25		10	11		Mar-25
Spain	0.841	133.4	34.0	Y	Feb-26	ER	22	23		Aug-22
Sri Lanka	309.27	124.8	30.7		Nov-25		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	141.2	47.8		Nov-25		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	141.2	47.8		Nov-25		22	23		Aug-23
Sudan /W40 28/	3349.999	141.5	42.5		Nov-25		10	11		Mar-25
Suriname	37.868	130.9	32.1		Nov-25		18	19		Jun-24
Sweden	8.884	144.5	52.4	Y	Feb-26	ER	27	29		May-23
Switzerland	0.768	188.1	93.8	Y	Feb-26	ER	22	23		Aug-22
Syrian Arab Republic 10/	110.5	105.8	12.2		Jul-19		20	21		Jun-12
Tajikistan /W40	9.32	132.2	33.2		Nov-25		14	15		Feb-23
Tanzania, United Rep. of /W40	2560.9	134.4	37.4		Nov-25		22	23		Oct-21
Thailand /W40	30.974	134.1	34.1		Nov-25		22	23		Jul-19
Timor-Leste /W40	1	137.7	39.0		Nov-25		16	17		Aug-25
Togo	551.874	143.4	43.6		Nov-25		15	16		Feb-23
Tonga	2.307	134.5	34.9		Nov-25		9	10		Jan-09
Trinidad and Tobago /W40	6.714	134.0	36.0		Nov-25		21	22		Feb-23
Tunisia	2.837	124.4	23.8		Jul-25		17	18		Mar-24
Türkiye, Ankara /W40	43.648	133.1	34.2		Nov-25		17	18		Sep-25
Türkiye, Gebze /W40 19/	43.648	142.8	43.9		Nov-25		20	21		Sep-25
Türkiye, Istanbul /W40 15/	43.648	142.8	43.9		Nov-25		20	21		Sep-25
Turkmenistan /W40	3.5	172.1	74.0		Nov-25		8	9		Oct-21
Tuvalu 11/	1.403	140.7	42.0		Dec-25		18	19		Jul-24
Uganda /W40	3535.77	132.1	33.2		Nov-25		20	21		Apr-25
Ukraine	43	126.5	28.2		Nov-25		16	17		Aug-19
United Arab Emirates /W40	3.673	152.1	55.9		Jan-24		24	25	Y	Feb-26
United Kingdom	0.732	181.4	81.4	Y	Feb-26	TMR	29	31		Aug-22

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2026

Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
USA, El Paso 20/	1	148.0	48.0	Y	Feb-26	L	13	14		Aug-22
USA, Miami 7/	1	149.3	49.3	Y	Feb-26	L	25	27		Aug-22
USA, New York	1	175.6	75.6	Y	Feb-26	TMR	32	34		Feb-23
USA, San Diego 21/	1	171.9	71.9	Y	Feb-26	L	29	31		Aug-22
USA, San Francisco 8/	1	179.7	79.7	Y	Feb-26	L	29	31		Aug-22
USA, Seattle 18/	1	150.9	50.9	Y	Feb-26	L	25	27		Aug-22
USA, Washington D.C.	1	154.6	54.6	Y	Feb-26	TMR	27	29		Apr-11
Uruguay	38.688	140.1	40.4		Nov-25		27	29		May-22
Uzbekistan /W40	12255	134.3	35.8		Nov-25		15	16		Jul-23
Vanuatu	115.65	143.5	44.3		Nov-25		16	17		Jan-24
Venezuela /W40 10/	388.739	78.7	42.7		Mar-18		27	29		Aug-12
Vietnam /W40	25959	118.7	21.2		Nov-25		18	19		May-24
West Bank & the Gaza Strip,The /W40 9/	3.062	154.2	59.4		Nov-25		26	28		Apr-24
Yemen, Republic of 26/	529.003	118.2	21.8		Nov-24		21	22		Jul-24
Zambia	18.5	139.2	34.3		Nov-25		22	23		Apr-23
Zimbabwe	25.001	137.9	38.9		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
IM	=	Interim Multiplier
L	=	Linked through intercity coefficient
A	=	Assimilated to another duty station

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Effective 1 February 2026

Country or area	Exchange rate	Post Adjustment (New York, December 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		

* 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 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