



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/615

Approved by:
Larbi Djacta, Chairman

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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 March 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} mars 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. 0.5% Rule

1. 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

2. 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.

3. 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 March 2026, are included in the attached Consolidated Post Adjustment Circular.

VI. The Four-Month Review for Group II duty stations

4. The changes in post adjustment multipliers due to the four-month review for group II duty stations presented in the attached Consolidated Post Adjustment Circular, are effective 1 March 2026.

VII. Cost-of-living surveys

5. 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 March 2026

Duty station	Type o survey	Date of survey
Chad	Housing	November 2025
Fiji	Place-to-place	September 2025
Pakistan	Place-to-place	September 2025
Qatar	Place-to-place	October 2025
Trinidad and Tobago	Place-to-place	October 2025
Uganda	Housing	November 2025

VIII. 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. Table 2 provides a summary of all PTAs in effect as of 1 March 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 March 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	5.2	1 April 2023	1 May 2023	1 June 2026
Moldova	6.0	1 September 2025	1 October 2025	1 July 2026
Peru	3.3	1 February 2026	1 March 2026	1 May 2026
Sao Tome and Principe	8.1	1 December 2025	1 January 2026	1 June 2026
Serbia	2.8	1 August 2025	1 September 2025	1 June 2026
Vietnam	2.9	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*

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2026 (Four Months Review)

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	63.489	137.0	37.4		Nov-25		9	10		Jul-06
Albania /W40	82.96	134.4	35.3	Y	Mar-26	FMR	17	18		Oct-24
Algeria /W40	131.597	143.7	44.6	Y	Mar-26	FMR	19	20		Mar-24
Angola /W40	912.131	155.4	55.4	Y	Mar-26	FMR	14	15		Nov-23
Anguilla /W40 14/	2.7	141.6	47.8		Nov-25		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	141.6	47.8		Nov-25		22	23		Aug-23
Argentina	1399.774	137.7	37.7	Y	Mar-26	FMR	26	28		Feb-26
Armenia	375.8	132.4	33.1	Y	Mar-26	FMR	23	24		Apr-24
Aruba 12/	1.79	155.6	57.6		Nov-25		29	31		Aug-22
Australia	1.408	139.0	40.6	Y	Mar-26	ER	27	29		Oct-23
Austria	0.867	152.2	52.1	Y	Mar-26	ER	19	20		Aug-22
Azerbaijan	1.698	132.9	32.9		Nov-25		16	17		Mar-23
Bahamas	1	163.8	65.3		Nov-25		26	28		Jul-24
Bahrain	0.377	127.1	32.1		Sep-24		22	23		Sep-22
Bangladesh /W40	122.276	141.6	41.6	Y	Mar-26	FMR	17	18		Sep-21
Barbados /W40	2	148.7	59.5		Jul-24		23	24		Aug-23
Belarus	2.926	144.2	44.5	Y	Mar-26	FMR	17	18		Oct-24
Belgium	0.867	145.1	46.6	Y	Mar-26	ER	17	18		Feb-15
Belize	2	144.0	45.6		Nov-25		13	14		Apr-25
Benin	568.815	132.4	33.7	Y	Mar-26	FMR	19	20		Aug-24
Bermuda 16/	1	177.3	78.8		Nov-25		28	30		Nov-25
Bhutan	92.193	135.9	36.2	Y	Mar-26	FMR	10	11		Aug-24
Bolivia	6.859	129.2	29.2	Y	Mar-26	FMR	22	23		Jul-25
Bonaire /W40 14/	1	141.6	47.8		Nov-25		22	23		Aug-23
Bosnia and Herzegovina /W40	1.696	132.3	32.6	Y	Mar-26	FMR	14	15		Apr-25
Botswana	13.661	121.3	22.0	Y	Mar-26	FMR	17	18		Aug-25
Brazil	5.202	126.4	28.8	Y	Mar-26	FMR	21	22		Dec-23
British Virgin Islands /W40	1	144.4	45.5		Nov-25		22	23		Jun-19
Bulgaria	0.867	133.7	36.4	Y	Mar-26	ER	20	21		Jun-23
Burkina Faso /W40	568.815	124.7	28.0	Y	Mar-26	FMR	15	16		Dec-24
Burundi /W40	2949.75	141.0	41.5	Y	Mar-26	FMR	16	17		Sep-24
Cambodia	4003	124.2	26.3		Mar-24		21	22		Oct-25
Cameroon /W40	568.815	139.7	40.3	Y	Mar-26	FMR	15	16		Jul-15
Canada, Montreal	1.36	137.1	37.7	Y	Mar-26	ER	18	19		Aug-22
Canada, Ottawa	1.36	146.5	47.1	Y	Mar-26	L	20	21		Aug-22

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2026 (Four Months Review)

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	1.36	153.3	54.0	Y	Mar-26	L	20	21		May-17
Cape Verde	95.617	133.7	38.3	Y	Mar-26	FMR	18	19		Feb-25
Cayman Islands 17/	0.82	143.2	44.4	Y	Mar-26	L	24	25		Dec-17
Central African Rep. /W40	568.815	145.7	46.2	Y	Mar-26	FMR	17	18		Nov-17
Chad /W40	568.815	141.7	42.7		Nov-25		16	17		Dec-19
Chile	912.05	132.2	33.0	Y	Mar-26	FMR	25	26		Oct-25
China, Beijing	6.875	150.8	52.9	Y	Mar-26	FMR	25	27		Feb-22
China, Hong Kong (SAR)	7.827	193.9	95.2	Y	Mar-26	ER	19	20		Jun-12
China, Macao (SAR)	8.062	139.8	46.4	Y	Mar-26	FMR	25	27		Oct-23
Colombia /W40	3720.48	145.5	46.6	Y	Mar-26	FMR	19	20		Sep-23
Comoros	426.611	136.7	37.3	Y	Mar-26	FMR	16	17		May-24
Congo /W40	568.815	144.0	44.8	Y	Mar-26	FMR	8	8		Jul-23
Congo, Dem. Rep. /W40	2164.509	151.0	52.0		Nov-25		27	29		May-24
Cook Islands 4/	1.701	139.8	41.1	Y	Mar-26	FMR	22	23		Aug-25
Costa Rica	468.98	133.2	34.3	Y	Mar-26	FMR	22	23		Mar-24
Cote d Ivoire /W40	568.815	163.7	65.3	Y	Mar-26	FMR	17	18		May-25
Croatia, Republic of	0.867	137.7	40.8	Y	Mar-26	ER	8	9		Aug-19
Cuba	24	146.1	50.2		Aug-25		21	22		Jul-24
Cyprus	0.867	128.5	32.9	Y	Mar-26	ER	16	17		Jun-23
Czech Republic	21.179	145.6	50.7	Y	Mar-26	ER	19	20		Nov-23
Denmark	6.48	168.6	74.6	Y	Mar-26	ER	25	27		Jun-19
Djibouti	177	139.0	40.0		Nov-25		16	17		Jan-15
Dominica /W40 14/	2.7	141.6	47.8		Nov-25		22	23		Aug-23
Dominican Republic /W40	60.853	129.5	30.1	Y	Mar-26	FMR	17	18		Apr-25
Ecuador /W40	1	122.4	22.9		Nov-25		17	18		Oct-25
Egypt /W40	52.402	124.5	25.1	Y	Mar-26	CFMR	19	20		Nov-25
El Salvador	1	128.6	30.1		Jan-26		25	27		Mar-24
Equatorial Guinea	568.815	138.8	39.4	Y	Mar-26	FMR	15	16		May-25
Eritrea	15	142.2	42.2		Nov-25		11	12		Sep-25
Estonia	0.867	145.0	47.5	Y	Mar-26	FMR	18	19		Feb-01
Eswatini	16.675	119.0	19.6	Y	Mar-26	FMR	12	13		Apr-24
Ethiopia /W40	155.665	135.4	43.8	Y	Mar-26	FMR	22	23		Nov-25
Fiji /W40	2.195	130.8	35.5		Nov-25		23	24		Jan-25
Finland	0.867	142.4	44.6	Y	Mar-26	ER	24	25		May-23
France, Lyon and Elsewhere	0.867	147.7	51.0	Y	Mar-26	L	19	20		Aug-22

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2026 (Four Months Review)

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	0.867	151.3	54.6	Y	Mar-26	ER	25	27		Aug-22
French Guiana	0.867	135.3	37.7	Y	Mar-26	ER	0	0		Jan-00
Gabon	568.815	144.9	45.4	Y	Mar-26	FMR	20	21		Jul-25
Gambia	72.375	136.4	36.6	Y	Mar-26	FMR	17	18		May-24
Georgia, Republic of	2.701	125.4	25.7	Y	Mar-26	FMR	19	20		Aug-24
Germany, Berlin	0.867	140.2	44.0	Y	Mar-26	L	22	23		Jul-23
Germany, Bonn	0.867	132.9	36.5	Y	Mar-26	ER	21	22		Jul-23
Germany, Dresden	0.867	132.9	36.5	Y	Mar-26	A	20	21		Jul-23
Germany, Frankfurt	0.867	141.8	45.6	Y	Mar-26	L	23	24		Jul-23
Germany, Hamburg	0.867	148.1	52.1	Y	Mar-26	L	25	27		Jul-23
Germany, Munich	0.867	153.8	57.9	Y	Mar-26	L	26	28		Jul-23
Ghana	10.82	150.4	50.4	Y	Mar-26	FMR	25	27		Dec-24
Gibraltar 1/	0.748	177.4	77.9	Y	Mar-26	A	29	31		Aug-22
Greece	0.867	134.9	36.9	Y	Mar-26	ER	18	19		Aug-23
Grenada /W40 14/	2.7	141.6	47.8		Nov-25		22	23		Aug-23
Guatemala /W40	7.661	129.8	30.7		Nov-25		17	18		Mar-24
Guinea	8730	141.0	44.0	Y	Mar-26	FMR	19	20		Jan-26
Guinea Bissau	568.815	148.5	49.0	Y	Mar-26	FMR	12	13		Nov-24
Guyana	208.4	147.9	49.0	Y	Mar-26	FMR	19	20		Apr-23
Haiti /W40	130.771	151.0	51.5		Nov-25		19	20		Mar-23
Honduras	26.263	129.1	30.0	Y	Mar-26	FMR	21	22		Mar-24
Hungary	338.57	146.3	50.2	Y	Mar-26	ER	18	19		Jun-23
Iceland	125.31	140.8	41.9	Y	Mar-26	ER	0	0		Jan-00
India /W40	92.193	127.7	30.5	Y	Mar-26	FMR	14	15		Jun-24
Indonesia	16889	129.0	29.2	Y	Mar-26	FMR	24	25		Dec-24
Iran /W40	1381939	128.0	28.4	Y	Mar-26	CFMR	17	18		Jul-25
Iraq	1310	127.3	27.7		Nov-25		14	15		May-02
Ireland	0.867	151.9	53.7	Y	Mar-26	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.125	162.0	69.6	Y	Mar-26	FMR	27	29		Apr-24
Italy, Brindisi	0.867	121.5	22.3	Y	Mar-26	L	10	11		Nov-99
Italy, Rome	0.867	127.2	28.1	Y	Mar-26	ER	21	22		Aug-22
Jamaica	155.398	141.3	42.5	Y	Mar-26	FMR	25	27		Apr-21
Japan, Hiroshima	158.98	129.6	28.4	Y	Mar-26	L	19	20		Nov-23
Japan, Tokyo	158.98	146.0	44.6	Y	Mar-26	ER	21	22		Nov-23
Jerusalem /W40	3.125	153.3	60.7	Y	Mar-26	FMR	26	28		Apr-24

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2026 (Four Months Review)

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	134.2	35.2		Nov-25		18	19		Oct-25
Kazakhstan	489.26	135.9	35.9	Y	Mar-26	FMR	20	21		Feb-26
Kenya /W40	129.15	139.2	39.6		Nov-25		24	25		Feb-24
Kiribati	1.408	147.9	48.0	Y	Mar-26	FMR	14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	146.8	47.5		Nov-25		10	11		Sep-15
Korea, Republic of	1488.93	139.0	42.8	Y	Mar-26	FMR	17	18		Nov-19
Kuwait /W40	0.307	150.8	51.7		Nov-25		16	17		Oct-25
Kyrgyzstan /W40	87.396	127.5	27.7		Nov-25		14	15		Jun-21
Lao Peo. Dem. Rep.	21280.27	134.2	35.4	Y	Mar-26	FMR	17	18		Dec-25
Latvia	0.867	142.1	45.4	Y	Mar-26	ER	13	14		Apr-24
Lebanon /W40 27/	89500	148.6	52.3	Y	Mar-26	FMR	23	24		Sep-25
Lesotho	16.675	130.8	31.3	Y	Mar-26	FMR	13	14		Oct-24
Liberia	182.4	143.8	48.3		Nov-25		21	22		Aug-23
Libya /W40 25/	6.336	130.6	30.9	Y	Mar-26	FMR	18	19		Dec-24
Lithuania	0.867	135.6	35.8	Y	Mar-26	FMR	17	18		Dec-03
Luxembourg	0.867	149.3	49.7	Y	Mar-26	ER	17	18		Dec-17
Madagascar /W40	4366.2	126.9	27.3	Y	Mar-26	FMR	20	21		Feb-25
Malawi	1724	140.4	40.4	Y	Mar-26	FMR	19	20		Jul-25
Malaysia /W40	3.924	151.3	52.5	Y	Mar-26	FMR	14	15		May-25
Maldives	15	136.7	37.4		Nov-25		23	24		Jun-20
Mali /W40	568.815	145.4	46.5	Y	Mar-26	FMR	13	14		Sep-20
Malta	0.867	133.0	35.9	Y	Mar-26	ER	16	17		Aug-23
Marshall Islands 2/	1	139.4	42.0	Y	Mar-26	FMR	21	22		Jun-24
Mauritania /W40	39.508	129.9	30.7	Y	Mar-26	FMR	14	15		Jun-24
Mauritius	45.756	129.1	29.9		Nov-25		20	21		Apr-24
Mexico	17.835	151.4	52.5	Y	Mar-26	FMR	23	24		Apr-25
Micronesia, Fed States of /W40	1	158.7	58.7	Y	Mar-26	FMR	11	12		Dec-23
Moldova	17.21	131.3	34.0	Y	Mar-26	FMR	17	18		Sep-25
Monaco 3/	0.867	151.3	54.6	Y	Mar-26	A	25	27		Aug-22
Mongolia	3559	134.9	34.9	Y	Mar-26	FMR	18	19		Oct-24
Montenegro	0.867	133.2	34.6	Y	Mar-26	FMR	21	22		Mar-25
Morocco /W40	9.388	129.1	30.5	Y	Mar-26	FMR	21	22		May-21
Mozambique /W40	63.25	129.6	30.0		Nov-25		24	25		May-24
Myanmar /W40	3905	132.9	33.6	Y	Mar-26	FMR	11	12		May-24
Namibia	16.675	134.0	34.0	Y	Mar-26	FMR	14	15		Nov-24

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2026 (Four Months Review)

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/	1.408	139.8	41.1	Y	Mar-26	FMR	22	23		Aug-25
Nepal /W40	147.179	120.2	21.3	Y	Mar-26	FMR	12	13		Jan-14
Netherlands	0.867	144.6	46.8	Y	Mar-26	ER	23	24		Oct-23
New Caledonia	103.479	135.9	36.6	Y	Mar-26	FMR	16	17		Sep-05
New Zealand 24/	1.701	139.4	39.4	Y	Mar-26	FMR	24	25		Dec-20
Nicaragua /W40	36.564	129.9	30.3		Nov-25		14	15		May-25
Niger	568.815	142.3	47.2	Y	Mar-26	FMR	15	16		Dec-24
Nigeria /W40	1383.46	153.3	54.4	Y	Mar-26	FMR	21	22		Dec-23
North Macedonia	53.28	128.2	29.8	Y	Mar-26	FMR	16	17		Aug-25
Norway	9.672	149.2	50.1	Y	Mar-26	ER	25	27		May-23
Oman	0.385	124.9	27.9		Nov-24		21	22		Sep-25
Pakistan /W40	279.33	131.7	34.6		Nov-25		18	19		Mar-24
Palau, Republic of 4/	1	139.8	41.1	Y	Mar-26	FMR	22	23		Aug-25
Panama	1	127.6	31.1		Nov-24		24	25		Aug-18
Papua New Guinea	4.189	145.9	45.9	Y	Mar-26	FMR	26	28		Aug-25
Paraguay	6435	127.2	28.0	Y	Mar-26	FMR	17	18		Aug-20
Peru	3.43	129.4	32.7	Y	Mar-26	FMR	21	22		Aug-17
Philippines /W40	59.378	136.3	36.8	Y	Mar-26	FMR	23	24		Jan-24
Poland	3.699	137.7	39.1	Y	Mar-26	ER	22	23		Jun-23
Portugal, Guimaraes	0.867	115.1	16.3	Y	Mar-26	L	13	14		Aug-23
Portugal, Lisbon	0.867	133.1	34.4	Y	Mar-26	ER	20	21		Jan-05
Puerto Rico /W40 13/	1	129.5	30.1	Y	Mar-26	FMR	17	18		Apr-25
Qatar /W40	3.646	144.6	44.6	Y	Mar-26	PP	25	26	Y	Mar-26
Romania	4.416	131.6	29.7	Y	Mar-26	ER	19	20		Jun-23
Russian Federation	79.158	158.9	59.7	Y	Mar-26	FMR	18	19		Oct-25
Rwanda	1452	132.4	32.4	Y	Mar-26	FMR	20	21		Oct-25
Saint Helena 5/	0.748	154.5	54.5	Y	Mar-26	FMR	13	14		Aug-22
St. Lucia	2.7	141.0	42.9		Jul-24		18	19		Mar-21
Samoa	2.65	136.2	38.2	Y	Mar-26	FMR	17	18		Dec-25
Sao Tome and Principe	20.936	144.0	49.6	Y	Mar-26	FMR	14	15		Dec-25
Saudi Arabia /W40	3.751	148.0	48.3		Nov-25		22	23		Feb-24
Senegal /W40	568.815	144.8	46.4	Y	Mar-26	FMR	22	23		Dec-24
Serbia	101.75	125.9	29.6	Y	Mar-26	FMR	18	19		Jul-23
Seychelles	13.304	137.5	42.3	Y	Mar-26	FMR	19	20		Feb-24
Sierra Leone /W40	23.84	144.7	46.5		Jan-26		20	21		Jan-26

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2026 (Four Months Review)

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	1.277	165.0	67.7	Y	Mar-26	FMR	23	24		Jul-19
Sint Maarten /W40 14/	1.79	141.6	47.8		Nov-25		22	23		Sep-25
Slovak Republic	0.867	139.1	39.5	Y	Mar-26	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.867	142.0	45.2	Y	Mar-26	ER	14	15		Jan-20
Solomon Islands /W40	7.918	144.4	48.4		Nov-25		19	20		Mar-24
Somalia /W40 6/	24300	137.3	41.7	Y	Mar-26	FMR	23	24		Feb-24
South Africa	16.675	126.4	27.1	Y	Mar-26	FMR	17	18		Sep-25
South Sudan, Republic of /W40	4568.5	142.1	42.5		Nov-25		10	11		Mar-25
Spain	0.867	130.0	30.5	Y	Mar-26	ER	22	23		Aug-22
Sri Lanka	310.85	125.5	30.5	Y	Mar-26	FMR	23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	141.6	47.8		Nov-25		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	141.6	47.8		Nov-25		22	23		Aug-23
Sudan /W40 28/	3350	142.1	42.5		Nov-25		10	11		Mar-25
Suriname	37.433	131.6	32.4	Y	Mar-26	FMR	18	19		Jun-24
Sweden	9.309	142.8	46.2	Y	Mar-26	ER	27	29		May-23
Switzerland	0.783	184.9	90.5	Y	Mar-26	ER	22	23		Aug-22
Syrian Arab Republic 10/	110.5	106.6	12.2		Jul-19		20	21		Jun-12
Tajikistan /W40	9.459	132.6	32.7	Y	Mar-26	FMR	14	15		Feb-23
Tanzania, United Rep. of /W40	2580	134.9	35.4	Y	Mar-26	FMR	22	23		Oct-21
Thailand /W40	32.03	132.8	34.8	Y	Mar-26	FMR	22	23		Jul-19
Timor-Leste /W40	1	138.1	39.0		Nov-25		16	17		Aug-25
Togo	568.815	142.7	43.5	Y	Mar-26	FMR	15	16		Feb-23
Tonga	2.298	137.5	37.5	Y	Mar-26	FMR	9	10		Jan-09
Trinidad and Tobago /W40	6.714	134.5	36.0		Nov-25		21	22		Feb-23
Tunisia	2.921	123.6	23.6	Y	Mar-26	FMR	17	18		Mar-24
Türkiye, Ankara /W40	44.114	134.0	34.0	Y	Mar-26	FMR	17	18		Sep-25
Türkiye, Gebze /W40 19/	44.114	143.8	43.8	Y	Mar-26	FMR	20	21		Sep-25
Türkiye, Istanbul /W40 15/	44.114	143.8	43.8	Y	Mar-26	FMR	20	21		Sep-25
Turkmenistan /W40	3.5	172.6	74.0		Nov-25		8	9		Oct-21
Tuvalu 11/	1.408	140.5	43.1	Y	Mar-26	FMR	18	19		Jul-24
Uganda /W40	3735.2	133.5	33.5	Y	Mar-26	H	20	21		Apr-25
Ukraine	44.215	126.0	26.2	Y	Mar-26	FMR	16	17		Aug-19
United Arab Emirates /W40	3.673	152.8	55.9		Jan-24		24	25		Feb-26
United Kingdom	0.748	177.4	77.9	Y	Mar-26	ER	29	31		Aug-22

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2026 (Four Months Review)

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	149.0	48.0		Feb-26		13	14		Aug-22
USA, Miami 7/	1	150.3	49.3		Feb-26		25	27		Aug-22
USA, New York	1	176.9	75.6		Feb-26		32	34		Feb-23
USA, San Diego 21/	1	173.1	71.9		Feb-26		29	31		Aug-22
USA, San Francisco 8/	1	181.0	79.7		Feb-26		29	31		Aug-22
USA, Seattle 18/	1	151.9	50.9		Feb-26		25	27		Aug-22
USA, Washington D.C.	1	155.6	54.6		Feb-26		27	29		Apr-11
Uruguay	40.024	140.0	40.1	Y	Mar-26	FMR	27	29		May-22
Uzbekistan /W40	12090	135.3	35.6	Y	Mar-26	FMR	15	16		Jul-23
Vanuatu	115.58	143.3	45.4	Y	Mar-26	FMR	16	17		Jan-24
Venezuela /W40 10/	436.241	79.0	42.7		Mar-18		27	29		Aug-12
Vietnam /W40	26269	118.9	21.3	Y	Mar-26	FMR	18	19		May-24
West Bank & the Gaza Strip,The /W40 9/	3.125	153.3	60.7	Y	Mar-26	FMR	26	28		Apr-24
Yemen, Republic of 26/	526.26	119.0	21.8		Nov-24		21	22		Jul-24
Zambia	19.799	138.2	38.5	Y	Mar-26	FMR	22	23		Apr-23
Zimbabwe	24.825	137.8	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

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2026 (Four Months Review)

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.

**X. 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