



INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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14 April 2026

TO: Recipients of Post Adjustment
Classification Memo

THROUGH: Mr. Larbi Djacta
Chairman

FROM: Mr. Thierno Aliou Balde
Officer-in-charge, Cost-of-Living Division

SUBJECT: Post adjustment classification memo for April 2026

1. I am pleased to send you the post adjustment multipliers for April 2026. **Note that only duty stations with changes in post adjustment multipliers are listed.**

Group I duty stations

2. The post adjustment multipliers, applicable to group I duty stations, as a result of the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar, with effect from 1 April 2026, are given in Table 1.

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

DUTY STATION	MULTIPLIER	DUTY STATION	MULTIPLIER
Australia	40.0	Greece	38.7
Austria	54.2	Iceland	45.0
Belgium	48.6	Ireland	55.8
Bulgaria	38.2	Italy, Brindisi	23.9
Canada, Montreal	35.9	Italy, Rome	29.8
Canada, Ottawa	45.2	Japan, Hiroshima	27.9
Canada, Toronto	51.9	Japan, Tokyo	44.1
China, Hong Kong (SAR)	95.1	Latvia	47.4
Croatia, Republic of	42.7	Luxembourg	51.7
Cyprus	34.7	Malta	37.7
Czech Republic	53.1	Monaco	56.7
Denmark	77.0	Netherlands	48.7
Finland	46.6	Norway	52.8
France, Lyon and Elsewhere	53.0	Poland	41.5
France, Paris	56.7	Portugal, Guimaraes	17.8
French Guiana	39.6	Portugal, Lisbon	36.2
Germany, Berlin	45.9	Slovak Republic	41.4
Germany, Bonn	38.3	Slovenia, Republic of	47.2
Germany, Dresden	38.3	Spain	32.2
Germany, Frankfurt	47.5	Sweden	47.1
Germany, Hamburg	54.1	Switzerland	89.4
Germany, Munich	60.0	United Kingdom	79.0
Gibraltar	79.0		

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

3. 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.

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 the following group I duty stations, with effect from 1 April 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 – April 2026

DUTY STATION	MULTIPLIER
Hungary	59.7
Romania	31.1

Group II duty stations

5. 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 April 2026.

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

DUTY STATION	MULTIPLIER
Congo	45.3
Ghana*	40.2
United Republic of Tanzania*	32.5

** Indicates that duty stations have PTA. See Table 6*

6. Cost-of-living survey results did not trigger a change in the multipliers for **Algeria, Comoros, Guatemala, Jerusalem and Vanuatu.**

7. 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 April 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>
Ghana	24	25
Jerusalem	25	27

8. The waiver of the 40 per cent rent limit on rental subsidy is no longer applicable for **Israel, Tel Aviv, Jerusalem, the West Bank & Gaza Strip** and **United Republic of Tanzania** effective 1 April 2026.

9. The revised rental subsidy thresholds for the following duty stations have been established, effective 1 April 2026 as listed in Table 5, based on the new cost-of-living survey, to which these duty stations are linked for purposes of post adjustment.

Table 5. Revised rental subsidy thresholds for linked duty stations – April 2026

DUTY STATION	REFERENCE DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
		<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Israel, Tel Aviv	Jerusalem	26	28
West Bank & the Gaza Stripe	Jerusalem	25	27

Duty Stations with Personal Transitional Allowance (PTA)

10. 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.

11. 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 **Ghana** and **United Republic of Tanzania**, in April 2026. Table 6 provides a summary of all PTAs in effect as of 1 April 2026.

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 6. Summary of Personal Transitional Allowances (PTAs) as of 1 April 2026

DUTY STATION	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Ghana	10.2	1 April 2026	1 May 2026	1 July 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
United Republic of Tanzania	2.9	1 April 2026	1 May 2026	1 July 2026

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

Cc. Mr. Boguslaw Winid
Mr. Omar Abdi