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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/531

Approved by:
Larbi Djacta, Chairman

Date:
15 March 2019

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CONTENTS

- I. Introduction
- II. Description of data appearing in PAC circulars
- III. Nature des données figurant dans les circulaires PAC
- IV. Cost-of-living surveys
- V. Gap Closure Measure
- VI. Duty Stations with Personal Transitional Allowance (PTA)
- VII. Special Measure: Angola
- VIII. Corrigendum to ICSC/CIRC/PAC/530
- IX. Consolidated post adjustment circular
- X. List of countries and areas in French and English

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 2019**, 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 **1er mars 2019** 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 DONNEES 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. Cost-of-living surveys

1. 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 2019

Duty station	Type of survey	Date of survey	Survey materials received
Central African Republic	Place-to-place	September 2018	October 2018
Comoros	Place-to-place	September 2018	October 2018
Myanmar	Place-to-place	August 2018	September 2018
Papua New Guinea	Place-to-place	July 2018	September 2018

V. Gap Closure Measure

2. The Commission, at the request of the General Assembly, established the gap closure measure, to be applied in situations where the implementation of a place-to-place survey results in a significantly lower post adjustment index (PAI) than the existing pay index. Details of these procedures are contained in the Commission's report of the work of its thirty-fifth session ICSC/35/R.17, para. 61 (d) and in the post adjustment circulars ICSC/CIRC/PAC/208 and ICSC/CIRC/PAC/281 of 6 April 1992 and 4 May 1998, respectively. This measure has been applicable for all cost-of-living surveys conducted under the 2010 round.

3. The Commission, at its eighty-fifth session, established a revised gap closure measure to be implemented in the 2016 round of surveys. Details of these procedures are contained in ICSC/CIRC/GEN/04/2017-rev 1 of 31 July 2017.

4. In accordance with the above-mentioned gap closure measure:
- The updated PAI derived from the survey (updated to the month of implementation), is augmented by **3 per cent** to derive a revised Post Adjustment multiplier (PAM) for the duty station;
 - The revised PAM is applicable to all Professional staff members in the duty station. Existing staff members, already at the duty station before the implementation date of the survey results, receive the revised PAM, plus a PTA;
 - The personal transitional allowance (PTA) is the difference between the revised and prevailing PAMs;
 - The PTA is paid in full for the first **6 months** after the implementation date; and adjusted downward by **3 per cent every 4 months**, until it is phased out;

- e. During an adjustment month, the new PTA is calculated by taking the difference between the prevailing pay index and the pay index applicable to existing staff (that is, the prevailing pay index plus the existing PTA), reduced by **3 per cent**.

5. The table below shows the steps in the calculation of the PTA effective 1 March 2019 for **Papua New Guinea** under the gap closure measure.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 March 2019

Duty station	Existing PAM	Existing pay index (2) + 100	Updated Survey PAI	Updated Survey PAI plus 3% (4) x 1.03	Revised PAM	PTA (2) - (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Papua New Guinea	86.7	186.7	175.3	180.6	80.6	6.1

VI. Duty Stations with Personal Transitional Allowance (PTA)

6. The PTA is adjusted periodically until it is phased out. During an adjustment month, the new PTA is calculated by reducing the pay index for existing staff by 5 per cent for surveys conducted in the 2010 round and 3 per cent for surveys conducted in the 2016 round, and then subtracting the prevailing pay index. Table 3 is a summary of all PTAs in effect as of 1 March 2019. Also shown is the corresponding date of the next revision of the PTA.

Table 3: Summary of personal transitional allowances (PTAs), as of 1 March 2019

Duty Station	Applicable multiplier points	Date of next revision
Angola*	10.6	Frozen until implementation of survey results, April 2019
Eritrea	5.1	July 2019
Papua New Guinea	6.1	September 2019

* 2010 round of surveys

VII. Special Measure: Angola

7. Due to the continued depreciation of its local currency relative to the US dollar and the unforeseen delay of cost-of-living survey results for Angola, as a special exception to the 10-point rule approved by the ICSC Chair, the existing post adjustment multiplier of 85.3 and the PTA of 10.6 will be maintained for one month pending completion of the cost-of-living survey in March 2019. It should be noted that, in the absence of cost-of-living survey results, the existing PAM would be reduced by 10 points, effective 1 April 2019.

VIII. Corrigendum to ICSC/CIRC/PAC/530

8. Based on the revised consumer price index data for Papua New Guinea, the Post Adjustment Index for February 2019 is amended to 188.2. The Post Adjustment Multiplier remains unchanged for February 2019.

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2019 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	75.19	139.6	47.2		Nov-11		9	10		Jul-06
Albania	107.35	117.5	21.1	Y	Mar-19	FMR	16	17		Feb-09
Algeria /W40	118.4650	134.3	34.3	Y	Mar-19	FMR	27	29		Aug-18
Angola /W40	309.244	167.1	85.3		Jul-18		30	32		Jul-18
Anguilla /W40 14/	2.7	147.3	47.4	Y	Mar-19	FMR	23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	147.3	47.4	Y	Mar-19	FMR	23	24		Oct-17
Argentina	38.747	142.3	42.3	Y	Mar-19	FMR	26	28		Nov-18
Armenia	489.0	120.1	21.0	Y	Mar-19	FMR	15	16		Sep-11
Aruba 12/	1.79	147.8	47.8	Y	Mar-19	A				
Australia	1.402	131.4	30.6	Y	Mar-19	ER	21	22		Aug-03
Austria	0.879	144.1	44.1	Y	Mar-19	ER	18	19		May-14
Azerbaijan	1.6991	127.2	27.2	Y	Mar-19	FMR	26	28		Feb-18
Bahamas	1.00	170.1	70.1	Y	Mar-19	FMR	32	34		Apr-13
Bahrain	0.37701	137.8	40.7		Nov-18		22	23		Aug-08
Bangladesh /W40	84.05	134.1	34.1	Y	Mar-19	FMR	15	16		Sep-11
Barbados /W40	2.0	152.7	52.8		Jul-18		19	20		Sep-05
Belarus	2.1398	132.6	32.6	Y	Mar-19	FMR	17	18		Oct-18
Belgium	0.879	144.6	43.4	Y	Mar-19	ER	17	18		Feb-15
Belize	2.00	127.8	27.8	Y	Mar-19	FMR	13	14		Sep-13
Benin /W40	576.665	125.9	32.3	Y	Mar-19	FMR	14	15		Oct-16
Bermuda 16/	1.00	184.0	84.0	Y	Mar-19	L	35	37		Dec-17
Bhutan /W40	71.24	125.1	25.1	Y	Mar-19	FMR	10	11		Oct-09
Bolivia	6.89	129.3	29.3	Y	Mar-19	FMR	15	16		Oct-16
Bonaire /W40 14/	1.00	147.3	47.4	Y	Mar-19	FMR	23	24		Oct-17
Bosnia and Herzegovina /W40	1.719	118.5	18.5	Y	Mar-19	FMR	16	17		Dec-11
Botswana	10.5042	119.2	19.2	Y	Mar-19	FMR	15	16		Jan-09
Brazil/W40	3.741	134.5	34.5	Y	Mar-19	FMR	23	24		Aug-18
British Virgin Islands 14/	1.00	147.3	47.4	Y	Mar-19	FMR	23	24		Mar-18
Bulgaria	1.719	119.7	18.5	Y	Mar-19	ER	16	17		Feb-15
Burkina Faso /W40	576.665	130.6	31.3		Nov-18		12	13		Mar-09
Burundi /W40	1799.805	127.2	34.2	Y	Mar-19	FMR	13	14		Oct-13
Cambodia /W40	4000	128.1	28.1	Y	Mar-19	FMR	21	22		Sep-18
Cameroon /W40	576.665	129.7	31.3		Nov-18		15	16		Jul-15
Canada, Montreal	1.316	140.0	40.0	Y	Mar-19	ER	17	18		May-17
Canada, Ottawa	1.316	149.2	49.2	Y	Mar-19	L	18	19		May-17
Canada, Toronto	1.316	156.6	56.5	Y	Mar-19	L	20	21		May-17
Cape Verde	96.936	124.5	27.6		Nov-18		16	17		Jul-11

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Effective 1 March 2019 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Cayman Islands 17/	0.82	145.7	45.7	Y	Mar-19	L	24	25		Dec-17
Central African Rep. /W40	576.665	157.8	63.4		Nov-18		17	18		Nov-17
Chad /W40	576.665	138.7	38.7	Y	Mar-19	FMR	13	14		Jul-15
Chile /W40	651	132.5	33.0	Y	Mar-19	FMR	14	15		Mar-08
China, Beijing /W40	6.687	158.6	59.5	Y	Mar-19	FMR	23	24		Jan-18
China, Hong Kong (SAR)	7.850	207.7	107.0	Y	Mar-19	ER	19	20		Jun-12
China, Macao (SAR)	8.08	155.8	55.8	Y	Mar-19	FMR	21	22		Jul-18
Colombia	3073	128.2	28.2	Y	Mar-19	FMR	21	22		May-18
Comoros	432.499	140.0	40.0	Y	Mar-19	PP	14	15	Y	Mar-19
Congo /W40	576.665	153.3	53.3	Y	Mar-19	FMR	6	6		Nov-04
Congo, Dem. Rep. /W40	1637	142.6	42.6	Y	Mar-19	FMR	22	23		Jan-18
Costa Rica /W40	608.29	127.8	27.8	Y	Mar-19	FMR	19	20		Aug-12
Cote d Ivoire /W40	576.665	139.0	40.8	Y	Mar-19	FMR	15	16		Dec-12
Croatia, Republic of /W40	6.530	136.6	44.0	Y	Mar-19	FMR	20	21		Feb-07
Cuba * /W40	0.99	138.3	38.3	Y	Mar-19	FMR	23	24		Aug-11
Cyprus	0.879	114.3	14.7	Y	Mar-19	ER	19	20		Mar-12
Czech Republic	22.56	134.4	34.0	Y	Mar-19	ER	21	22		Sep-06
Denmark	6.559	154.3	53.2	Y	Mar-19	ER	22	23		Feb-15
Djibouti /W40	177	144.2	45.3		Mar-18		16	17		Jan-15
Dominica /W40 14/	2.7	147.3	47.4	Y	Mar-19	FMR	23	24		Oct-17
Dominican Republic	50.647	127.1	32.9	Y	Mar-19	FMR	21	22		Sep-13
Ecuador/W40	1.00	126.0	26.0	Y	Mar-19	FMR	16	17		Jul-11
Egypt /W40	17.514	125.6	25.6	Y	Mar-19	FMR	19	20		Jul-18
El Salvador	1.00	124.5	28.9		Jul-18		21	22		Nov-15
Equatorial Guinea	576.665	132.4	32.4	Y	Mar-19	FMR	17	18		Mar-18
Eritrea	15.00	150.2	53.8		Jan-19		11	12		Dec-17
Estonia	0.879	130.8	30.8	Y	Mar-19	FMR	18	19		Feb-01
Eswatini	13.9400	116.1	23.0	Y	Mar-19	FMR	11	12		Sep-03
Ethiopia /W40	28.62	140.1	40.1	Y	Mar-19	FMR	20	21		Sep-18
Fiji /W40	2.090	135.1	36.7	Y	Mar-19	FMR	20	21		Sep-11
Finland	0.879	139.5	38.8	Y	Mar-19	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.879	142.9	42.6	Y	Mar-19	L	17	18		Jul-01
France, Paris	0.879	146.3	46.0	Y	Mar-19	ER	21	22		Jan-04
French Guiana	0.879	135.5	35.4	Y	Mar-19	ER				
Gabon	576.67	150.2	50.2	Y	Mar-19	FMR	16	17		Nov-12
Gambia /W40	49.810	126.5	26.5	Y	Mar-19	FMR	14	15		May-18
Georgia, Republic of /W40	2.660	120.4	21.7	Y	Mar-19	FMR	17	18		May-14

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2019 (Four Months Review)

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Berlin	0.879	134.0	33.2	Y	Mar-19	L	25	27		Aug-06
Germany, Bonn	0.879	130.2	29.4	Y	Mar-19	ER	19	20		Feb-15
Germany, Dresden	0.879	130.2	29.4	Y	Mar-19	A	18	19		Aug-06
Germany, Hamburg	0.879	132.1	31.3	Y	Mar-19	L	20	21		Feb-15
Germany, Munich	0.8790	137.9	37.0	Y	Mar-19	L	19	20		Jul-17
Ghana /W40	5.518	135.7	36.0	Y	Mar-19	FMR	24	25		Dec-18
Gibraltar 1/	0.751	164.3	64.2	Y	Mar-19	A				
Greece	0.9	119.0	20.0	Y	Mar-19	ER	15	16		Apr-07
Grenada /W40 14/	2.70000	147.3	47.4	Y	Mar-19	FMR	23	24		Oct-17
Guatemala /W40	7.72	133.4	35.8	Y	Mar-19	FMR	16	17		Jan-09
Guinea	9230.000	135.5	35.5	Y	Mar-19	FMR	20	21		Feb-18
Guinea Bissau	576.7	130.3	34.4		Nov-18		13	14		Nov-15
Guyana /W40	207.2000	135.5	35.5	Y	Mar-19	FMR	19	20		May-18
Haiti /W40	83.42	134.9	34.9	Y	Mar-19	FMR	18	19		Nov-11
Honduras /W40	24.42	123.4	23.7	Y	Mar-19	FMR	17	18		Jul-09
Hungary	278.35	121.3	20.4	Y	Mar-19	ER	20	21		Feb-15
Iceland	119.64	135.0	39.4	Y	Mar-19	ER				
India /W40	71	130.2	30.2	Y	Mar-19	FMR	24	25		Feb-18
Indonesia	14030	130.2	32.3	Y	Mar-19	FMR	24	25		Sep-11
Iran	86461	131.1	31.1	Y	Mar-19	FMR	24	25		May-16
Iraq	1170.000	130.5	38.0		Nov-11		14	15		May-02
Ireland	0.879	139.1	38.6	Y	Mar-19	ER	24	25		May-98
Israel /W40	3.624	149.3	50.4	Y	Mar-19	FMR	21	22		Sep-13
Italy, Brindisi	0.879	126.1	27.5	Y	Mar-19	L	10	11		Nov-99
Italy, Rome	0.8790	132.1	33.6	Y	Mar-19	ER	20	21		Jul-01
Jamaica /W40	134.94	143.9	43.9	Y	Mar-19	FMR	24	25		Oct-17
Japan, Hiroshima	110.80	155.9	55.0	Y	Mar-19	L				
Japan, Tokyo	110.800	179.8	78.8	Y	Mar-19	ER	26	28		Nov-06
Jordan /W40	0.71	145.6	45.6	Y	Mar-19	FMR	20	21		Aug-17
Kazakhstan /W40	376.59	122.9	26.7	Y	Mar-19	FMR	18	19		Sep-17
Kenya /W40	100.070	136.0	36.0	Y	Mar-19	FMR	21	22		Feb-19
Kiribati	1.40	140.2	40.2	Y	Mar-19	FMR	8	8		Dec-96
Korea, Dem. Peo. Of *	106.92	135.6	38.4		Oct-16		10	11		Sep-15
Korea, Republic of	1118.860	165.2	65.2	Y	Mar-19	FMR	18	19		Mar-09
Kuwait /W40	0.3	139.9	39.9	Y	Mar-19	FMR	20	21		Aug-17
Kyrgyzstan	69.60	120.0	20.0	Y	Mar-19	FMR	13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8575.000	132.3	34.0	Y	Mar-19	FMR	13	14		Oct-03

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2019 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Latvia	0.88	133.6	36.6		Nov-18		19	20		Dec-03
Lebanon /W40	1510.65	145.0	46.4		Nov-13		22	23		Sep-11
Lesotho	13.940	121.5	21.5	Y	Mar-19	FMR	14	15		Jan-11
Liberia	160.809	139.5	43.5	Y	Mar-19	FMR	19	20		Jun-10
Libya	1.392	122.6	24.3	Y	Mar-19	FMR	12	13		Nov-05
Lithuania	0.879	128.8	29.6		Nov-18		17	18		Dec-03
Luxembourg	0.88	145.6	45.8	Y	Mar-19	ER	17	18		Dec-17
Madagascar	3473.690	129.4	30.5	Y	Mar-19	FMR	20	21		Oct-18
Malawi /W40	729.0000	133.2	33.2	Y	Mar-19	FMR	18	19		Mar-11
Malaysia /W40	4.07	134.3	34.3	Y	Mar-19	FMR	19	20		Jan-09
Maldives	15.000	158.4	58.4	Y	Mar-19	FMR	27	29		Aug-18
Mali /W40	576.665	130.2	30.2	Y	Mar-19	FMR	12	13		Jul-15
Malta	0.88	133.6	33.4	Y	Mar-19	ER	14	15		Oct-06
Mauritania /W40	36.3300	123.9	23.9	Y	Mar-19	FMR	12	13		May-18
Mauritius /W40	34.25	128.0	28.0	Y	Mar-19	FMR	11	12		Sep-13
Mexico	19.23	139.9	39.9	Y	Mar-19	FMR	24	25		May-18
Micronesia, Fed States of 2/	1.000	148.6	53.7	Y	Mar-19	FMR	23	24		Feb-07
Moldova	17.160	126.5	27.0		Nov-18		15	16		Apr-16
Monaco 3/	0.88	146.3	46.0	Y	Mar-19	A	21	22		Jan-04
Mongolia	2632.210	127.1	27.8	Y	Mar-19	FMR	16	17		Jan-14
Montenegro	0.879	120.8	20.8	Y	Mar-19	FMR	20	21		Sep-18
Morocco /W40	9.56	126.6	26.6	Y	Mar-19	FMR	19	20		Jan-19
Mozambique	62	138.9	43.3	Y	Mar-19	FMR	30	32		Apr-17
Myanmar /W40	1530.00	138.6	40.8		Nov-18		25	27		Dec-17
Namibia	13.9400	123.1	23.1	Y	Mar-19	FMR	23	24		Mar-17
Nepal /W40	113.920	125.1	25.1	Y	Mar-19	FMR	12	13		Jan-14
Netherlands	0.879	136.1	35.0	Y	Mar-19	ER	23	24		Nov-96
New Caledonia	104.907	143.2	44.4	Y	Mar-19	FMR	16	17		Sep-05
New Zealand	1.4620	116.7	16.7	Y	Mar-19	FMR	22	23		Oct-80
Nicaragua	32.700	129.8	29.8	Y	Mar-19	FMR	21	22		May-18
Niger /W40	576.67	132.7	33.1		Nov-18		10	11		Mar-09
Nigeria /W40	361.350	132.8	32.8	Y	Mar-19	FMR	20	21		May-18
Norway	8.547	142.4	41.8	Y	Mar-19	ER	24	25		Feb-15
Oman	0.385	135.5	38.2		Feb-15		19	20		Feb-15
Pakistan	139.42	122.4	24.3	Y	Mar-19	FMR	19	20		Jun-08
Palau, Republic of 4/	1.00	148.2	51.7	Y	Mar-19	FMR				
Panama /W40	1.000	142.8	42.8	Y	Mar-19	FMR	24	25		Aug-18

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2019 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Papua New Guinea /W40	3.3	175.3	80.6	Y	Mar-19	GCM	30	32		Feb-18
Paraguay /W40	6108.0000	125.2	25.2	Y	Mar-19	FMR	13	14		Jan-09
Peru	3.308	134.1	39.1	Y	Mar-19	FMR	21	22		Aug-17
Philippines /W40	51.828	143.4	43.4	Y	Mar-19	FMR	22	23		Oct-18
Poland	3.798	114.7	13.5	Y	Mar-19	ER	16	17		Apr-15
Portugal, Guimaraes	0.879	108.0	7.3	Y	Mar-19	L				
Portugal, Lisbon	0.88	131.5	30.7	Y	Mar-19	ER	20	21		Jan-05
Puerto Rico 13/	1.000	127.1	32.9	Y	Mar-19	A				
Qatar	3.656	166.8	77.9	Y	Mar-19	FMR	35	37		Aug-17
Romania	4.17	104.2	3.3	Y	Mar-19	ER	20	21		Feb-12
Russian Federation /W40	65.980	144.3	53.8	Y	Mar-19	FMR	20	21		Mar-16
Rwanda /W40	903.450	126.5	26.9	Y	Mar-19	FMR	16	17		Apr-13
Saint Helena 5/	0.8	137.8	44.0	Y	Mar-19	IM, FMR				
St. Lucia	2.700	130.1	33.7		Nov-14		16	17		Feb-12
Samoa /W40	2.539	137.2	41.8	Y	Mar-19	FMR	15	16		Oct-17
Sao Tome and Principe	21.579	137.2	37.2	Y	Mar-19	FMR	16	17		Jun-18
Saudi Arabia /W40	3.750	142.4	51.7		Jul-18		21	22		Nov-17
Senegal /W40	576.665	130.9	36.8		Nov-18		17	18		Jul-15
Serbia /W40	103.8990	122.1	22.9	Y	Mar-19	FMR	18	19		Jul-12
Seychelles	14	153.3	53.3	Y	Mar-19	FMR	20	21		Jan-19
Sierra Leone /W40	7950.000	147.7	47.7	Y	Mar-19	FMR	19	20		May-18
Singapore	1.349	171.7	72.3	Y	Mar-19	FMR	22	23		Jun-08
Slovak Republic	0.879	123.6	22.9	Y	Mar-19	ER	16	17		Feb-12
Slovenia, Republic of	0.8790	118.4	17.8	Y	Mar-19	ER	21	22		Nov-03
Solomon Islands /W40	8	146.9	49.7	Y	Mar-19	FMR	18	19		Dec-07
Somalia 6/	24300.00	138.1	38.1	Y	Mar-19	FMR	15	16		Sep-99
South Africa /W40	13.940	126.8	31.1	Y	Mar-19	FMR	19	20		Apr-17
South Sudan, Republic of /W40	154.746	156.0	56.0	Y	Mar-19	FMR	14	15		Sep-17
Spain	0.9	129.5	28.9	Y	Mar-19	ER	19	20		Nov-08
Sri Lanka	179.9	131.5	31.5	Y	Mar-19	FMR	26	28		Sep-17
St. Kitts and Nevis /W40 14/ St. Vincent and the Grenadines /W40 14/	2.7	147.3	47.4	Y	Mar-19	FMR	23	24		Oct-17
	2.700	147.3	47.4	Y	Mar-19	FMR	23	24		Oct-17
Sudan /W40	47.500	126.7	30.4	Y	Mar-19	FMR	17	18		Mar-16
Suriname	7.420	130.4	30.4	Y	Mar-19	FMR	16	17		Oct-12
Sweden	9.270	136.4	35.1	Y	Mar-19	ER	22	23		Feb-15

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2019 (Four Months Review)

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Switzerland	0.999	166.4	67.6	Y	Mar-19	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.00	134.7	32.8		Mar-15		20	21		Jun-12
Tajikistan	9.4384	125.5	25.5	Y	Mar-19	FMR	19	20		Oct-18
Tanzania, United Rep. of	2340.44	134.1	35.6	Y	Mar-19	FMR	29	31		Jun-11
Thailand /W40	31.43	139.9	39.9	Y	Mar-19	FMR	19	20		Sep-06
The former Yugoslav Republic of Macedonia	54.1108	117.5	19.8		Nov-18		14	15		Oct-16
Timor-Leste /W40	1.00	143.5	50.0		Apr-18		15	16		Jul-11
Togo /W40	576.6650	126.9	33.5		Nov-18		13	14		Nov-11
Tonga	2.2758	132.6	32.6	Y	Mar-19	FMR	9	10		Jan-09
Trinidad and Tobago	6.7804	141.9	41.9	Y	Mar-19	FMR	26	28		Oct-08
Tunisia /W40	3.0278	107.7	17.3	Y	Mar-19	FMR	13	14		Jun-17
Turkey, Ankara /W40	5.3177	114.6	14.6	Y	Mar-19	FMR	18	19		Mar-18
Turkey, Istanbul /W40 15/	5.3177	123.5	23.5	Y	Mar-19	L	22	23		Mar-14
Turkmenistan	3.50	139.0	39.0	Y	Mar-19	FMR	13	14		May-18
Tuvalu 11/	1.402	140.9	43.0	Y	Mar-19	FMR				
Uganda /W40	3675.67	125.1	25.1	Y	Mar-19	FMR	24	25		May-14
Ukraine /W40	29.000	120.6	20.6	Y	Mar-19	FMR	23	24		Mar-17
United Arab Emirates	3.673	165.5	65.5	Y	Mar-19	FMR	32	34		Aug-11
United Kingdom	0.751	164.3	64.2	Y	Mar-19	ER	27	29		Feb-14
USA, Miami 7/	1.00	140.4	40.2		Feb-19					
USA, New York	1.00	167.9	67.5		Feb-19		28	30		Apr-11
USA, San Francisco 8/	1.00	159.3	59.0		Feb-19					
USA, Seattle 18/	1.00	140.8	40.5		Feb-19		22	23		Aug-18
USA, Washington D.C.	1.00	147.8	47.6		Feb-19		27	29		Apr-11
Uruguay	32.630	140.8	42.7	Y	Mar-19	FMR	24	25		Jan-18
Uzbekistan /W40	8401.00	128.4	28.4	Y	Mar-19	FMR	20	21		Aug-12
Vanuatu /W40	110.30	145.1	46.6		Nov-18		15	16		Aug-12
Venezuela /W40 10/	3299.530	81.8	69.0		Mar-18		27	29		Aug-12
Vietnam	23200	121.6	22.9	Y	Mar-19	FMR	21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.624	149.3	50.4	Y	Mar-19	A	21	22		Sep-13
Yemen, Republic of 10/	554.840	114.4	28.1		Jul-17		12	13		Nov-10
Zambia	12.030	121.7	25.3	Y	Mar-19	FMR	21	22		Apr-06
Zimbabwe /W40	1.000	155.9	55.9	Y	Mar-19	FMR	16	17		Dec-18

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2019 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		

NOTES:

W40	=	40 per cent of rent maximum subsidy limit has been waived
*	=	Post adjustment classification based on government housing
ER	=	Change in exchange rate
PP	=	Place-to-place survey
H	=	Housing survey
FMR	=	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

- 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 0.8389 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 0.9497.
- 8/ New York PAI x 0.9491.
- 9/ Same post adjustment classification/rental threshold as for Israel.
- 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 index 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/ Turkey, Ankara PAI x 1.078.
- 16/ Bahamas PAI x 1.082.
- 17/ Jamaica PAI x 1.013.
- 18/ Washington D.C. x 0.9522.

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	Jordanie	Jordan
Côte d'Ivoire	Côte d'Ivoire	Kazakhstan	Kazakhstan
Croatie	Croatia	Kenya	Kenya
Cuba	Cuba	Kirghizistan	Kyrgyzstan
Danemark*	Denmark*	Kiribati	Kiribati
Djibouti	Djibouti	Koweït	Kuwait
Dominique	Dominica	L'Eswatini	Eswatini
Égypte	Egypt		

Lesotho	Lesotho	République dominicaine	Dominican Republic (the)
Lettonie	Latvia	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
l'ex-République yougoslave de Macédoine	the former Yugoslav Republic of Macedonia	République slovaque	Slovak Republic*
Liban	Lebanon	République tchèque*	Czech Republic*
Libéria	Liberia	République-Unie de Tanzanie	United Republic of Tanzania (the)
Libye	Libya	Roumanie*	Romania*
Lituanie	Lithuania	Royaume-Uni de Grande- Bretagne et d'Irlande du Nord*	United Kingdom of Great Britain and Northern Ireland (the)*
Luxembourg*	Luxembourg*	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*	Slovénie*	Slovenia*
Mongolie	Mongolia	Somalie	Somalia
Monténégro	Montenegro	Soudan	Sudan (the)
Mozambique	Mozambique	Soudan du Sud	South Sudan
Myanmar	Myanmar	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	Timor-Leste	Timor-Leste
Oman	Oman	Togo	Togo
Ouganda	Uganda	Tonga	Tonga
Ouzbékistan	Uzbekistan	Trinité-et-Tobago	Trinidad and Tobago
Pakistan	Pakistan	Tunisie	Tunisia
Palaos	Palau	Turkménistan	Turkmenistan
Panama	Panama	Turquie	Turkey
Papouasie-Nouvelle-Guinée	Papua New Guinea	Tuvalu	Tuvalu
Paraguay	Paraguay	Ukraine	Ukraine
Pays-Bas*	Netherlands (the)*	Uruguay	Uruguay
Pérou	Peru	Vanuatu	Vanuatu
Philippines	Philippines (the)	Venezuela	Venezuela (Bolivarian Republic of)
Pologne*	Poland*	Viet Nam	Viet Nam
Porto Rico	Puerto Rico	Yémen	Yemen
Portugal*	Portugal*	Zambie	Zambia
Qatar	Qatar	Zimbabwe	Zimbabwe
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)		
République démocratique du Congo	Democratic Republic of the Congo (the)	* Lieu d'affectation du groupe 1	Group 1 duty station
République démocratique populaire lao	Lao People's Democratic Republic (the)		