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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/536

Approved by:
Larbi Djacta, Chairman

Date:
15 August 2019

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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 August 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 août 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 August 2019

Duty station	Type of survey	Date of survey	Survey materials received
Belgium	Place-to-place	November 2018	November 2018
Chile	Place-to-place	December 2018	February 2019
China, Macao (SAR)	Housing	January 2019	February 2019
Colombia	Housing	December 2018	February 2019
Croatia	Place-to-place	November 2018	January 2019
Equatorial Guinea	Place-to-place	September 2018	October 2018
Haiti	Place-to-place	December 2018	January 2019
Mali	Housing	November 2018	December 2018
Mongolia	Place-to-place	December 2018	December 2018
Mozambique	Housing	January 2019	February 2019
Sweden	Place-to-place	November 2018	December 2018
Ukraine	Place-to-place	December 2018	February 2019
Vanuatu	Housing	February 2019	March 2019

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:
 - a. 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;
 - b. 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;
 - c. The personal transitional allowance (PTA) is the difference between the revised and prevailing PAMs;
 - d. 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 August 2019 for **Croatia** under the gap closure measure.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 August 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)
Croatia	44.1	144.1	137.5	141.6	41.6	2.5

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 3 per cent, and then subtracting the prevailing pay index. Table 3 is a summary of all PTAs in effect as of 1 August 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 August 2019

Duty Station	Applicable multiplier points	Date of next revision
Angola	20.2	November 2019
Croatia	2.5	February 2020
Papua New Guinea	6.1	September 2019

VII. W40 Measure

7. The waiver of the 40 per cent of rent limit on rental subsidies **is no longer applicable** for **Chile, Croatia, Haiti, Ukraine** and **Vanuatu** effective 1 August 2019.

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2019

(last updated 15 August 2019)

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	79.45	139.1	47.2		Nov-11		9	10		Jul-06
Albania	107.80	117.5	21.5		Jul-19		16	17		Feb-09
Algeria /W40	119.6750	133.9	34.2		Jul-19		27	29		Aug-18
Angola	345.910	155.8	61.5		Jul-19		24	25		May-19
Anguilla /W40 14/	2.7	147.4	47.8		Jul-19		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	147.4	47.8		Jul-19		23	24		Oct-17
Argentina	56.500	132.5	42.1		Jul-19		26	28		Nov-18
Armenia	476.0	122.8	22.7		Jul-19		15	16		Sep-11
Aruba 12/	1.79	149.3	48.9		Jul-19	A	27	29		Nov-14
Australia	1.471	127.7	25.2	Y	Aug-19	ER	21	22		Aug-03
Austria	0.894	143.2	41.9	Y	Aug-19	ER	18	19		May-14
Azerbaijan	1.6980	128.3	28.2		Jul-19		26	28		Feb-18
Bahamas	1.00	170.0	70.1		Mar-19		32	34		Apr-13
Bahrain	0.37699	138.8	40.7		Nov-18		22	23		Aug-08
Bangladesh /W40	84.53	134.3	34.3		Jul-19		15	16		Sep-11
Barbados /W40	2.0	152.7	52.8		Jul-18		19	20		Sep-05
Belarus	2.0312	135.7	35.4		Jul-19		17	18		Oct-18
Belgium	0.894	136.5	41.2	Y	Aug-19	ER	17	18		Feb-15
Belize	2.00	127.9	27.8		Mar-19		13	14		Sep-13
Benin /W40	586.252	124.9	32.2		Jul-19		14	15		Oct-16
Bermuda 16/	1.00	184.0	84.0		Mar-19		35	37		Dec-17
Bhutan /W40	68.86	127.0	26.7		Jul-19		10	11		Oct-09
Bolivia /W40	6.91	124.8	29.3		Mar-19		15	16		Oct-16
Bonaire /W40 14/	1.00	147.4	47.8		Jul-19		23	24		Oct-17
Bosnia and Herzegovina /W40	1.748	121.6	22.2		Jul-19		13	14		Jun-19
Botswana	10.6952	125.6	25.7		Jul-19		19	20		Jun-19
Brazil /W40	3.793	135.9	34.8		Jul-19		23	24		Aug-18
British Virgin Islands /W40	1.00	145.5	47.8		Jul-19		22	23		Jun-19
Bulgaria	1.748	115.7	16.8	Y	Aug-19	ER	16	17		Feb-15
Burkina Faso /W40	586.252	128.6	31.3		Nov-18		12	13		Mar-09
Burundi /W40	1834.883	126.9	33.7		Jul-19		13	14		Oct-13
Cambodia /W40	4033	127.7	28.1		Mar-19		21	22		Sep-18
Cameroon /W40	586.252	129.2	31.2		Jul-19		15	16		Jul-15
Canada, Montreal	1.324	140.9	39.2	Y	Aug-19	ER	17	18		May-17
Canada, Ottawa	1.324	150.1	48.3	Y	Aug-19	L	18	19		May-17
Canada, Toronto	1.324	157.6	55.6	Y	Aug-19	L	20	21		May-17
Cape Verde	98.548	123.7	27.6		Nov-18		16	17		Jul-11

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Effective 1 August 2019

(last updated 15 August 2019)

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	145.3	47.3		Jul-19		24	25		Dec-17
Central African Rep. /W40	586.252	158.2	63.4		Nov-18		17	18		Nov-17
Chad /W40	586.252	137.9	38.7		Mar-19		13	14		Jul-15
Chile	699	137.1	37.1	Y	Aug-19	PP	19	20	Y	Aug-19
China, Beijing /W40	6.885	156.3	57.0		Jul-19		23	24		Jan-18
China, Hong Kong (SAR)	7.823	209.5	107.6	Y	Aug-19	ER	19	20		Jun-12
China, Macao (SAR)	8.06	157.5	57.5	Y	Aug-19	H	21	22		Jul-18
Colombia	3295	121.2	27.3		Jul-19		21	22		May-18
Comoros	439.689	139.5	40.1		Jul-19		14	15		Apr-19
Congo /W40	586.252	152.9	53.6		Jul-19		6	6		Nov-04
Congo, Dem. Rep. /W40	1646	143.0	42.9		Jul-19		22	23		Jan-18
Costa Rica /W40	571.09	129.4	28.9		Jul-19		19	20		Aug-12
Cote d'Ivoire /W40	586.252	137.8	40.7		Jul-19		15	16		Dec-12
Croatia, Republic of	6.623	137.5	41.6	Y	Aug-19	GCM	8	9	Y	Aug-19
Cuba * /W40	0.99	138.8	38.7		Jul-19		23	24		Aug-11
Cyprus	0.894	120.9	19.2	Y	Aug-19	ER	18	19		Jun-19
Czech Republic	23.03	133.7	31.6	Y	Aug-19	ER	21	22		Sep-06
Denmark	6.669	158.8	58.1	Y	Aug-19	ER	25	27		Jun-19
Djibouti /W40	177	145.6	45.5		Jun-19		16	17		Jan-15
Dominica /W40 14/	2.7	147.4	47.8		Jul-19		23	24		Oct-17
Dominican Republic	51.332	126.8	32.9		Mar-19		21	22		Sep-13
Ecuador/W40	1.00	126.0	26.0		Mar-19		16	17		Jul-11
Egypt /W40	16.560	127.6	27.1		Jul-19		19	20		Jul-18
El Salvador	1.00	124.7	28.9		Jul-18		21	22		Nov-15
Equatorial Guinea	586.252	135.0	35.0	Y	Aug-19	PP	19	20	Y	Aug-19
Eritrea	15.00	150.1	53.8		Jan-19		11	12		Dec-17
Estonia	0.894	130.4	30.7		Jul-19		18	19		Feb-01
Eswatini	15.1760	112.5	22.2		Jul-19		11	12		Sep-03
Ethiopia /W40	29.00	140.8	40.4		Jul-19		20	21		Sep-18
Fiji /W40	2.130	134.0	34.8		Jul-19		20	21		Sep-11
Finland	0.894	137.3	36.7	Y	Aug-19	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.894	142.0	40.4	Y	Aug-19	L	17	18		Jul-01
France, Paris	0.894	145.4	43.8	Y	Aug-19	ER	21	22		Jan-04
French Guiana	0.894	134.3	33.4	Y	Aug-19	ER				
Gabon /W40	586.25	155.4	56.1		Jul-19		18	19		Jun-19
Gambia /W40	50.300	127.2	27.2		Jul-19		14	15		May-18
Georgia, Republic of /W40	2.917	118.8	20.6		Jul-19		17	18		May-14

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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		
Germany, Berlin	0.894	135.3	34.6	Y	Aug-19	L	24	25		May-19
Germany, Bonn	0.894	129.8	29.2	Y	Aug-19	ER	20	21		May-19
Germany, Dresden	0.894	129.8	29.2	Y	Aug-19	A	19	20		May-19
Germany, Hamburg	0.894	136.8	36.2	Y	Aug-19	L	21	22		May-19
Germany, Munich	0.8940	140.7	40.0	Y	Aug-19	L	20	21		May-19
Ghana /W40	5.428	137.8	37.5		Jul-19		24	25		Dec-18
Gibraltar 1/	0.828	153.0	50.5	Y	Aug-19	A				
Greece	0.894	124.4	22.6	Y	Aug-19	ER	17	18		May-19
Grenada /W40 14/	2.70000	147.4	47.8		Jul-19		23	24		Oct-17
Guatemala /W40	7.68	133.7	35.8		Mar-19		16	17		Jan-09
Guinea	9230.000	138.9	38.5		Jul-19		20	21		Feb-18
Guinea Bissau	586.3	129.6	34.4		Nov-18		13	14		Nov-15
Guyana	207.2000	132.9	35.7		Jul-19		19	20		May-18
Haiti	93.02	143.6	43.6	Y	Aug-19	PP	24	25	Y	Aug-19
Honduras /W40	24.59	123.7	23.6		Jul-19		17	18		Jul-09
Hungary	293.82	128.3	26.2	Y	Aug-19	ER	19	20		May-19
Iceland	121.06	136.4	37.9	Y	Aug-19	ER				
India /W40	69	133.2	32.9		Jul-19		24	25		Feb-18
Indonesia	14028	130.6	32.0		Jul-19		24	25		Sep-11
Iran	106480	130.6	30.4		Jul-19		24	25		May-16
Iraq	1170.000	130.0	38.0		Nov-11		14	15		May-02
Ireland	0.894	139.0	36.5	Y	Aug-19	ER	24	25		May-98
Israel /W40	3.493	151.2	51.0		Jul-19		21	22		Sep-13
Italy, Brindisi	0.894	125.1	25.6	Y	Aug-19	L	10	11		Nov-99
Italy, Rome	0.8940	131.1	31.6	Y	Aug-19	ER	20	21		Jul-01
Jamaica /W40	136.25	143.5	45.5		Jul-19		24	25		Oct-17
Japan, Hiroshima	106.41	161.1	60.8	Y	Aug-19	L				
Japan, Tokyo	106.410	185.8	85.5	Y	Aug-19	ER	26	28		Nov-06
Jordan /W40	0.71	145.2	45.6		Mar-19		20	21		Aug-17
Kazakhstan /W40	384.57	123.1	26.3		Jul-19		18	19		Sep-17
Kenya /W40	104.220	135.3	36.3		Jul-19		21	22		Feb-19
Kiribati	1.47	138.1	39.6		Jul-19		8	8		Dec-96
Korea, Dem. Peo. Of *	107.77	152.4	52.3		Jul-19		10	11		Sep-15
Korea, Republic of	1181.900	160.5	62.4		Jul-19		18	19		Mar-09
Kuwait /W40	0.3	139.9	40.1		Jul-19		20	21		Aug-17
Kyrgyzstan	69.55	119.9	20.0		Mar-19		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8692.500	132.1	33.8		Jul-19		13	14		Oct-03

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2019

(last updated 15 August 2019)

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	0.89	133.6	36.6		Nov-18		19	20		Dec-03
Lebanon /W40	1507.00	140.8	46.4		Nov-13		22	23		Sep-11
Lesotho /W40	15.176	127.0	28.9		Jul-19		14	15		Jan-11
Liberia	200.935	139.0	43.1		Jul-19		19	20		Jun-10
Libya	1.398	122.3	24.1		Jul-19		12	13		Nov-05
Lithuania	0.894	128.6	29.6		Nov-18		17	18		Dec-03
Luxembourg	0.89	144.3	43.6	Y	Aug-19	ER	17	18		Dec-17
Madagascar	3619.700	128.3	29.4		Jul-19		20	21		Oct-18
Malawi /W40	760.0000	132.1	31.5		Jul-19		18	19		Mar-11
Malaysia /W40	4.13	132.6	34.3		Mar-19		17	18		Jul-19
Maldives	15.000	153.5	58.4		Mar-19		26	28		Jul-19
Mali /W40	586.252	127.7	30.2		Mar-19		12	13		Jul-15
Malta	0.89	132.1	31.4	Y	Aug-19	ER	14	15		Oct-06
Marshall Islands 2/	1.0000	147.7	51.6		Jul-19		21	22		Jul-19
Mauritania /W40	36.58	123.6	23.7		Jul-19		12	13		May-18
Mauritius /W40	36.25	125.5	26.6		Jul-19		11	12		Sep-13
Mexico	19.070	141.5	41.1		Jul-19		21	22		Jul-19
Micronesia, Fed States of 2/	1.000	147.7	53.1		Jul-19		23	24		Feb-07
Moldova	17.76	125.0	27.0		Nov-18		15	16		Apr-16
Monaco 3/	0.894	145.4	43.8	Y	Aug-19	A	21	22		Jan-04
Mongolia	2666.000	134.1	34.1	Y	Aug-19	PP	21	22	Y	Aug-19
Montenegro	0.89	119.8	20.7		Jul-19		20	21		Sep-18
Morocco /W40	10	126.8	26.9		Jul-19		19	20		Jan-19
Mozambique	61.45	136.9	43.4		Jul-19		30	32		Apr-17
Myanmar /W40	1510.0000	139.0	40.8		Nov-18		25	27		Dec-17
Namibia	15.176	120.6	22.9		Jul-19		23	24		Mar-17
Nepal /W40	110.050	126.3	26.0		Jul-19		12	13		Jan-14
Netherlands	0.894	135.8	33.0	Y	Aug-19	ER	23	24		Nov-96
New Caledonia	106.6510	141.4	44.3		Jul-19		16	17		Sep-05
New Zealand	1.550	113.0	15.3		Jul-19		22	23		Oct-80
Nicaragua	33.52	127.3	29.8		Mar-19		21	22		May-18
Niger /W40	586.252	134.5	35.2		Jul-19		10	11		Mar-09
Nigeria /W40	360.870	134.7	34.7		Jul-19		20	21		May-18
The Republic of North Macedonia	55.236	124.5	24.8		Jul-19		18	19		Jun-19
Norway	8.90	144.6	42.5	Y	Aug-19	ER	20	21		Jul-19
Oman	0.39	135.2	38.2		Feb-15		19	20		Feb-15
Pakistan	160.830	130.2	30.0		Jul-19		18	19		Jun-19

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2019

(last updated 15 August 2019)

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		
Palau, Republic of 4/	1.0	147.7	51.7		Jul-19					
Panama /W40	1.0000	142.8	42.8		Mar-19		24	25		Aug-18
Papua New Guinea /W40	3.257	176.8	80.6		Mar-19		30	32		Feb-18
Paraguay /W40	6028.000	124.5	25.2		Mar-19		13	14		Jan-09
Peru	3.292	134.4	39.3		Jul-19		21	22		Aug-17
Philippines /W40	50.906	144.9	44.4		Jul-19		22	23		Oct-18
Poland	3.85	119.3	17.8	Y	Aug-19	ER	20	21		May-19
Portugal, Guimaraes	0.894	107.2	5.7	Y	Aug-19	L				
Portugal, Lisbon	0.894	130.6	28.8	Y	Aug-19	ER	20	21		Jan-05
Puerto Rico 13/	1.00	126.8	32.9		Mar-19	A				
Qatar	3.661	166.4	77.8		Jul-19		35	37		Aug-17
Romania	4.247	114.1	13.3	Y	Aug-19	ER	22	23		May-19
Russian Federation /W40	63.4	148.2	56.8		Jul-19		20	21		Mar-16
Rwanda /W40	910.000	126.8	26.8		Jul-19		16	17		Apr-13
Saint Helena 5/	0.828	128.4	44.7		Jul-19					
St. Lucia	2.700	130.4	33.7		Nov-14		16	17		Feb-12
Samoa /W40	2.600	135.6	40.9		Jul-19		15	16		Oct-17
Sao Tome and Principe /W40	21.928	135.5	37.2		Mar-19		15	16		Jun-19
Saudi Arabia /W40	3.7510	142.2	51.7		Jul-18		21	22		Nov-17
Senegal /W40	586	129.9	36.7		Jul-19		17	18		Jul-15
Serbia	105.616	127.7	28.4		Jul-19		21	22		Jun-19
Seychelles	13.659	153.2	53.6		Jul-19		20	21		Jan-19
Sierra Leone /W40	9200.000	145.5	46.4		Jul-19		19	20		May-18
Singapore	1.3830	174.4	75.6		Jul-19		23	24		Jul-19
Slovak Republic	1	122.8	21.1	Y	Aug-19	ER	16	17		Feb-12
Slovenia, Republic of	0.89	117.8	16.1	Y	Aug-19	ER	21	22		Nov-03
Solomon Islands /W40	8.163	144.7	49.9		Jul-19		18	19		Dec-07
Somalia 6/	24300.000	138.1	38.4		Jul-19		15	16		Sep-99
South Africa /W40	15.2	125.0	30.7		Jul-19		19	20		Apr-17
South Sudan, Republic of /W40	159.1	160.3	59.2		Jul-19		14	15		Sep-17
Spain	0.9	128.5	27.0	Y	Aug-19	ER	19	20		Nov-08
Sri Lanka	176.250	132.4	32.3		Jul-19		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.700	147.4	47.8		Jul-19		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.700	147.4	47.8		Jul-19		23	24		Oct-17
Sudan /W40	45.000	129.6	31.2		Jul-19		17	18		Mar-16

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2019

(last updated 15 August 2019)

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		
Suriname	7.420	131.2	31.1		Jul-19		16	17		Oct-12
Sweden	9.55	139.9	39.9	Y	Aug-19	PP	26	28	Y	Aug-19
Switzerland	0.9720	170.6	71.8	Y	Aug-19	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.00	135.8	32.8		Jul-19		20	21		Jun-12
Tajikistan	9.44	126.0	26.0		Jul-19		19	20		Oct-18
Tanzania, United Rep. of	2294.2200	136.1	36.0		Jul-19		29	31		Jun-11
Thailand /W40	30.81	144.9	44.7		Jul-19		22	23		Jul-19
Timor-Leste /W40	1.0000	144.9	50.0		Apr-18		15	16		Jul-11
Togo	586.2520	140.0	40.8		Jul-19		17	18		Jun-19
Tonga	2.2732	131.7	32.8		Jul-19		9	10		Jan-09
Trinidad and Tobago	6.7664	142.1	42.7		Jul-19		26	28		Oct-08
Tunisia /W40	2.8804	109.3	18.7		Jul-19		13	14		Jun-17
Turkey, Ankara /W40	5.5647	110.4	14.6		Mar-19		18	19		Mar-18
Turkey, Gebze /W40 19/	5.56	119.0	23.5		Jul-19		22	23		Jul-19
Turkey, Istanbul /W40 15/	5.565	119.0	23.5		Mar-19		22	23		Mar-14
Turkmenistan	3.50	139.9	39.6		Jul-19		13	14		May-18
Tuvalu 11/	1.471	138.7	42.2		Jul-19					
Uganda /W40	3699.500	124.9	24.9		Jul-19		24	25		May-14
Ukraine	25.605	132.4	32.4	Y	Aug-19	PP	16	17	Y	Aug-19
United Arab Emirates	3.67	165.0	65.5		Mar-19		32	34		Aug-11
United Kingdom	0.83	153.0	50.5	Y	Aug-19	ER	27	29		Feb-14
USA, El Paso 20/	1.00	143.0	41.3		Jul-19		12	13		Jul-19
USA, Miami 7/	1.00	141.8	40.2		Feb-19					
USA, New York	1.00	169.5	67.5		Feb-19		28	30		Apr-11
USA, San Francisco 8/	1.000	160.8	59.0		Feb-19					
USA, Seattle 18/	1.00	142.2	40.5		Feb-19		22	23		Aug-18
USA, Washington D.C.	1.00	149.3	47.6		Feb-19		27	29		Apr-11
Uruguay	34.325	140.4	40.2		Jul-19		24	25		Jan-18
Uzbekistan /W40	8660	128.5	28.5		Jul-19		20	21		Aug-12
Vanuatu	110.850	141.4	45.6		Jul-19		15	16		Aug-12
Venezuela /W40 10/	13613.320	81.8	69.0		Mar-18		27	29		Aug-12
Vietnam	23202.000	123.3	23.1		Jul-19		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.493	151.2	51.0		Jul-19		21	22		Sep-13
Yemen, Republic of 10/	560.170	115.0	28.1		Jul-19		12	13		Nov-10
Zambia	12.897	120.0	23.2		Jul-19		21	22		Apr-06
Zimbabwe /W40	9.600	114.3	55.9		Mar-19		16	17		Dec-18

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2019
(last updated 15 August 2019)

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 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/ 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.
- 19/ Same post adjustment classification/rental threshold as for Istanbul Turkey.
- 20/ Washington D.C. x 0.9574.

IX.**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'Esuatini	Eswatini
Égypte	Egypt		

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*	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)		