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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/537

Approved by:
Larbi Djacta, Chairman

Date:
13 September 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 September 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 septembre 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 September 2019

Duty station	Type of survey	Date of survey	Survey materials received
Bahrain	Housing	February 2019	April 2019
Belarus	Housing	March 2019	April 2019
Benin	Housing	March 2019	April 2019
Burundi	Housing	January 2019	April 2019
Congo	Place-to-place	November 2018	February 2019
Congo, Dem. Rep.	Place-to-place	June 2019	July 2019
Ecuador	Place-to-place	February 2019	March 2019
Egypt	Housing	January 2019	February 2019
Gambia	Housing	December 2018	February 2019
Mauritania	Place-to-place	November 2018	February 2019
Panama	Housing	February 2019	March 2019
Japan	Place-to-place	December 2018	December 2018
Tajikistan	Housing	March 2019	April 2019

V. Multipliers for newly established Duty Stations

2. A multiplier has been established for the new duty station listed in Table 2, effective 1 August 2019:

Table 2: Multipliers for newly established duty stations and

DUTY STATION	MULTIPLIER
USA, San Diego	60.2

VI. Completion of Gap Closure Measure

3. The PTA is eliminated as of 1 September 2019 for the duty station listed in Table 3. This completes the implementation of the gap closure measure following the results of the most recent place-to-place survey conducted in the duty station.

Table 3: Completion of gap closure measure effective 1 September 2019

Duty Station	Date of Survey	Reference
Papua New Guinea	July 2018	ICSC/CIRC/PAC/531 of 1 March 2019

VII. Duty Stations with Personal Transitional Allowance (PTA)

4. 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 4 is a summary of all PTAs in effect as of 1 September 2019. Also shown is the corresponding date of the next revision of the PTA.

Table 4: Summary of personal transitional allowances (PTAs), as of 1 September 2019

Duty Station	Applicable multiplier points	Date of next revision
Angola	20.2	November 2019
Croatia	2.5	February 2020

VIII. W40 Measure

5. The waiver of the 40 per cent of rent limit on rental subsidy **is no longer applicable** for **Burundi, Ecuador and The Gambia** effective 1 September 2019.

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 2019

(last updated 13 September 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	78.30	139.0	47.2		Nov-11		9	10		Jul-06
Albania	107.50	117.3	21.5		Jul-19		16	17		Feb-09
Algeria /W40	119.9500	133.9	34.2		Jul-19		27	29		Aug-18
Angola	358.346	154.5	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	59.550	129.7	42.1		Jul-19		26	28		Nov-18
Armenia	476.4	122.6	22.7		Jul-19		15	16		Sep-11
Aruba 12/	1.79	149.7	48.9		Jul-19	A	27	29		Nov-14
Australia	1.458	128.5	26.2	Y	Sep-19	ER	21	22		Aug-03
Austria	0.910	141.1	39.7	Y	Sep-19	ER	18	19		May-14
Azerbaijan	1.7001	128.2	28.2		Jul-19		26	28		Feb-18
Bahamas	1.00	170.1	70.1		Mar-19		32	34		Apr-13
Bahrain	0.37703	139.9	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	2.0826	136.9	36.9	Y	Sep-19	H	18	19	Y	Sep-19
Belgium	0.910	134.9	39.0	Y	Sep-19	ER	17	18		Feb-15
Belize	2.00	127.9	27.8		Mar-19		13	14		Sep-13
Benin /W40	596.867	125.6	32.2		Jul-19		14	15		Oct-16
Bermuda 16/	1.00	184.0	84.0		Mar-19		35	37		Dec-17
Bhutan /W40	71.78	125.8	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	1.780	120.9	22.2		Jul-19		13	14		Jun-19
Botswana	11.0619	124.0	25.7		Jul-19		19	20		Jun-19
Brazil /W40	4.163	132.2	34.8		Jul-19		23	24		Aug-18
British Virgin Islands /W40	1.00	145.6	47.8		Jul-19		22	23		Jun-19
Bulgaria	1.780	115.0	15.0	Y	Sep-19	ER	16	17		Feb-15
Burkina Faso /W40	596.867	127.7	31.3		Nov-18		12	13		Mar-09
Burundi	1834.883	124.2	33.7		Jul-19		12	13	Y	Sep-19
Cambodia /W40	4071	127.3	28.1		Mar-19		21	22		Sep-18
Cameroon /W40	596.867	128.5	31.2		Jul-19		15	16		Jul-15
Canada, Montreal	1.316	142.3	40.0	Y	Sep-19	ER	17	18		May-17
Canada, Ottawa	1.316	151.6	49.2	Y	Sep-19	L	18	19		May-17
Canada, Toronto	1.316	159.1	56.5	Y	Sep-19	L	20	21		May-17
Cape Verde	100.332	122.8	27.6		Nov-18		16	17		Jul-11

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Cayman Islands 17/	0.82	145.4	47.3		Jul-19		24	25		Dec-17
Central African Rep. /W40	596.867	157.5	63.4		Nov-18		17	18		Nov-17
Chad /W40	596.867	139.2	38.7		Mar-19		13	14		Jul-15
Chile	721	135.5	37.1		Aug-19		19	20		Aug-19
China, Beijing /W40	7.146	153.0	57.0		Jul-19		23	24		Jan-18
China, Hong Kong (SAR)	7.846	209.6	107.1	Y	Sep-19	ER	19	20		Jun-12
China, Macao (SAR)	8.08	157.3	57.5		Aug-19		21	22		Jul-18
Colombia	3480	118.6	27.3		Jul-19		21	22		May-18
Comoros	447.650	138.6	40.1		Jul-19		14	15		Apr-19
Congo /W40	596.867	155.5	55.5	Y	Sep-19	PP	7	7	Y	Sep-19
Congo, Dem. Rep. /W40	1653	152.6	52.6	Y	Sep-19	PP	25	27	Y	Sep-19
Costa Rica /W40	567.67	129.6	28.9		Jul-19		19	20		Aug-12
Cote d Ivoire /W40	596.867	136.6	40.7		Jul-19		15	16		Dec-12
Croatia, Republic of	6.689	137.2	40.4	Y	Sep-19	ER	8	9		Aug-19
Cuba * /W40	0.99	138.9	38.7		Jul-19		23	24		Aug-11
Cyprus	0.910	119.5	17.4	Y	Sep-19	ER	18	19		Jun-19
Czech Republic	23.37	132.6	29.9	Y	Sep-19	ER	21	22		Sep-06
Denmark	6.789	157.0	55.6	Y	Sep-19	ER	25	27		Jun-19
Djibouti /W40	177	145.7	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	51.375	126.8	32.9		Mar-19		21	22		Sep-13
Ecuador	1.00	132.1	32.1	Y	Sep-19	PP	21	22	Y	Sep-19
Egypt /W40	16.542	126.5	27.1		Jul-19		19	20		Jul-18
El Salvador	1.00	124.7	28.9		Jul-18		21	22		Nov-15
Equatorial Guinea	596.867	134.3	35.0		Aug-19		19	20		Aug-19
Eritrea	15.00	150.1	53.8		Jan-19		11	12		Dec-17
Estonia	0.910	129.6	30.7		Jul-19		18	19		Feb-01
Eswatini	14.7140	113.8	22.2		Jul-19		11	12		Sep-03
Ethiopia /W40	29.34	140.7	40.4		Jul-19		20	21		Sep-18
Fiji /W40	2.180	132.6	34.8		Jul-19		20	21		Sep-11
Finland	0.910	135.7	34.6	Y	Sep-19	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.910	140.4	38.2	Y	Sep-19	L	17	18		Jul-01
France, Paris	0.910	143.7	41.5	Y	Sep-19	ER	21	22		Jan-04
French Guiana	0.910	133.2	31.3	Y	Sep-19	ER				
Gabon /W40	596.87	154.3	56.1		Jul-19		18	19		Jun-19
Gambia	50.500	126.8	27.2		Jul-19		14	15		May-18
Georgia, Republic of /W40	2.940	118.6	20.6		Jul-19		17	18		May-14

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Berlin	0.910	134.1	32.5	Y	Sep-19	L	24	25		May-19
Germany, Bonn	0.910	128.6	27.2	Y	Sep-19	ER	20	21		May-19
Germany, Dresden	0.910	128.6	27.2	Y	Sep-19	A	19	20		May-19
Germany, Hamburg	0.910	135.6	34.1	Y	Sep-19	L	21	22		May-19
Germany, Munich	0.9100	139.4	37.9	Y	Sep-19	L	20	21		May-19
Ghana /W40	5.500	138.3	37.5		Jul-19		24	25		Dec-18
Gibraltar 1/	0.811	155.5	53.3	Y	Sep-19					
Greece	0.910	122.8	20.7	Y	Sep-19	ER	17	18		May-19
Grenada /W40 14/	2.70000	147.4	47.8		Jul-19		23	24		Oct-17
Guatemala /W40	7.67	133.7	35.8		Mar-19		16	17		Jan-09
Guinea	9242.500	139.1	38.5		Jul-19		20	21		Feb-18
Guinea Bissau	596.9	128.8	34.4		Nov-18		13	14		Nov-15
Guyana	207.2000	133.4	35.7		Jul-19		19	20		May-18
Haiti	93.43	144.1	43.6		Aug-19		24	25		Aug-19
Honduras /W40	24.65	123.6	23.6		Jul-19		17	18		Jul-09
Hungary	299.36	127.6	24.2	Y	Sep-19	ER	19	20		May-19
Iceland	124.97	133.7	34.1	Y	Sep-19	ER				
India /W40	72	131.8	32.9		Jul-19		24	25		Feb-18
Indonesia	14238	130.0	32.0		Jul-19		24	25		Sep-11
Iran	105492	131.0	30.4		Jul-19		24	25		May-16
Iraq	1170.000	129.9	38.0		Nov-11		14	15		May-02
Ireland	0.910	137.0	34.4	Y	Sep-19	ER	24	25		May-98
Israel /W40	3.528	150.6	51.0		Jul-19		21	22		Sep-13
Italy, Brindisi	0.910	123.5	23.7	Y	Sep-19	L	10	11		Nov-99
Italy, Rome	0.9100	129.4	29.6	Y	Sep-19	ER	20	21		Jul-01
Jamaica /W40	136.40	143.5	45.5		Jul-19		24	25		Oct-17
Japan, Hiroshima	107.73	161.2	60.2	Y	Sep-19	L	13	14	Y	Sep-19
Japan, Tokyo	107.730	184.8	84.8	Y	Sep-19	PP	22	23	Y	Sep-19
Jordan /W40	0.71	145.2	45.6		Mar-19		20	21		Aug-17
Kazakhstan /W40	387.15	123.2	26.3		Jul-19		18	19		Sep-17
Kenya /W40	103.620	136.9	36.3		Jul-19		21	22		Feb-19
Kiribati	1.46	138.7	39.6		Jul-19		8	8		Dec-96
Korea, Dem. Peo. Of *	108.09	152.3	52.3		Jul-19		10	11		Sep-15
Korea, Republic of	1216.500	157.8	62.4		Jul-19		18	19		Mar-09
Kuwait /W40	0.3	140.0	40.1		Jul-19		20	21		Aug-17
Kyrgyzstan	69.75	119.8	20.0		Mar-19		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8746.000	132.0	33.8		Jul-19		13	14		Oct-03

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Latvia	0.91	132.9	36.6		Nov-18		19	20		Dec-03
Lebanon /W40	1507.50	140.7	46.4		Nov-13		22	23		Sep-11
Lesotho /W40	14.714	128.0	28.9		Jul-19		14	15		Jan-11
Liberia	205.026	138.9	43.1		Jul-19		19	20		Jun-10
Libya	1.366	123.2	24.1		Jul-19		12	13		Nov-05
Lithuania	0.910	128.3	29.6		Nov-18		17	18		Dec-03
Luxembourg	0.91	143.1	41.4	Y	Sep-19	ER	17	18		Dec-17
Madagascar	3675.020	127.8	29.4		Jul-19		20	21		Oct-18
Malawi /W40	741.0000	132.9	31.5		Jul-19		18	19		Mar-11
Malaysia /W40	4.22	131.7	34.3		Mar-19		17	18		Jul-19
Maldives	15.000	153.5	58.4		Mar-19		26	28		Jul-19
Mali /W40	596.867	127.1	30.2		Mar-19		12	13		Jul-15
Malta	0.91	131.2	29.4	Y	Sep-19	ER	14	15		Oct-06
Marshall Islands 2/	1.0000	147.3	51.6		Jul-19		21	22		Jul-19
Mauritania /W40	36.50	131.1	31.1	Y	Sep-19	PP	12	13		May-18
Mauritius /W40	35.98	126.0	26.6		Jul-19		11	12		Sep-13
Mexico	20.090	138.3	41.1		Jul-19		21	22		Jul-19
Micronesia, Fed States of 2/	1.000	147.3	53.1		Jul-19		23	24		Feb-07
Moldova	17.80	125.6	27.0		Nov-18		15	16		Apr-16
Monaco 3/	0.910	143.7	41.5	Y	Sep-19	A	21	22		Jan-04
Mongolia	2672.000	134.1	34.1		Aug-19		21	22		Aug-19
Montenegro	0.91	119.0	20.7		Jul-19		20	21		Sep-18
Morocco /W40	10	126.8	26.9		Jul-19		19	20		Jan-19
Mozambique	60.20	137.5	43.4		Jul-19		30	32		Apr-17
Myanmar /W40	1515.0000	138.9	40.8		Nov-18		25	27		Dec-17
Namibia	14.714	121.6	22.9		Jul-19		23	24		Mar-17
Nepal /W40	114.840	125.2	26.0		Jul-19		12	13		Jan-14
Netherlands	0.910	135.0	31.0	Y	Sep-19	ER	23	24		Nov-96
New Caledonia	108.5820	140.1	44.3		Jul-19		16	17		Sep-05
New Zealand	1.559	112.7	15.3		Jul-19		22	23		Oct-80
Nicaragua	33.55	127.3	29.8		Mar-19		21	22		May-18
Niger /W40	596.867	133.5	35.2		Jul-19		10	11		Mar-09
Nigeria /W40	362.270	136.0	34.7		Jul-19		20	21		May-18
The Republic of North Macedonia	55.586	124.4	24.8		Jul-19		18	19		Jun-19
Norway	8.98	143.5	41.3	Y	Sep-19	ER	20	21		Jul-19
Oman	0.39	135.2	38.2		Feb-15		19	20		Feb-15

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Pakistan	159.650	130.6	30.0		Jul-19		18	19		Jun-19
Palau, Republic of 4/	1.0	146.8	51.7		Jul-19					
Panama /W40	1.0000	140.6	42.8		Mar-19		24	25		Aug-18
Papua New Guinea /W40	3.257	177.1	80.6		Mar-19		30	32		Feb-18
Paraguay /W40	6278.000	123.0	25.2		Mar-19		13	14		Jan-09
Peru	3.398	133.2	39.3		Jul-19		21	22		Aug-17
Philippines /W40	52.215	143.4	44.4		Jul-19		22	23		Oct-18
Poland	3.97	117.0	14.9	Y	Sep-19	ER	20	21		May-19
Portugal, Guimaraes	0.910	106.4	4.1	Y	Sep-19	L				
Portugal, Lisbon	0.910	129.6	26.8	Y	Sep-19	ER	20	21		Jan-05
Puerto Rico 13/	1.00	126.8	32.9		Mar-19	A				
Qatar	3.662	166.3	77.8		Jul-19		35	37		Aug-17
Romania	4.272	113.9	12.7	Y	Sep-19	ER	22	23		May-19
Russian Federation /W40	66.7	145.3	56.8		Jul-19		20	21		Mar-16
Rwanda /W40	920.000	126.5	26.8		Jul-19		16	17		Apr-13
Saint Helena 5/	0.811	130.5	44.7		Jul-19					
St. Lucia	2.700	130.5	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	22.107	135.2	37.2		Mar-19		15	16		Jun-19
Saudi Arabia /W40	3.7500	142.3	51.7		Jul-18		21	22		Nov-17
Senegal /W40	597	129.0	36.7		Jul-19		17	18		Jul-15
Serbia	106.451	127.2	28.4		Jul-19		21	22		Jun-19
Seychelles	13.726	152.9	53.6		Jul-19		20	21		Jan-19
Sierra Leone /W40	9200.000	145.8	46.4		Jul-19		19	20		May-18
Singapore	1.3800	174.7	75.6		Jul-19		23	24		Jul-19
Slovak Republic	1	121.7	19.3	Y	Sep-19	ER	16	17		Feb-12
Slovenia, Republic of	0.91	117.0	14.3	Y	Sep-19	ER	21	22		Nov-03
Solomon Islands /W40	8.258	143.9	49.9		Jul-19		18	19		Dec-07
Somalia 6/	24300.000	138.8	38.4		Jul-19		15	16		Sep-99
South Africa /W40	14.7	126.0	30.7		Jul-19		19	20		Apr-17
South Sudan, Republic of /W40	159.4	161.3	59.2		Jul-19		14	15		Sep-17
Spain	0.9	127.0	25.1	Y	Sep-19	ER	19	20		Nov-08
Sri Lanka	180.430	131.5	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	130.3	31.2		Jul-19		17	18		Mar-16
Suriname	7.420	131.4	31.1		Jul-19		16	17		Oct-12

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 2019

(last updated 13 September 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		
Sweden	9.70	138.2	37.9	Y	Sep-19	ER	26	28		Aug-19
Switzerland	0.9940	167.7	68.4	Y	Sep-19	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.00	136.0	32.8		Jul-19		20	21		Jun-12
Tajikistan	9.68	127.4	27.4	Y	Sep-19	H	20	21	Y	Sep-19
Tanzania, United Rep. of	2293.8900	136.1	36.0		Jul-19		29	31		Jun-11
Thailand /W40	30.63	145.3	44.7		Jul-19		22	23		Jul-19
Timor-Leste /W40	1.0000	144.9	50.0		Apr-18		15	16		Jul-11
Togo	596.8670	139.0	40.8		Jul-19		17	18		Jun-19
Tonga	2.3047	131.3	32.8		Jul-19		9	10		Jan-09
Trinidad and Tobago	6.7614	142.2	42.7		Jul-19		26	28		Oct-08
Tunisia /W40	2.8665	109.5	18.7		Jul-19		13	14		Jun-17
Turkey, Ankara /W40	5.8346	109.7	14.6		Mar-19		18	19		Mar-18
Turkey, Gebze /W40 19/	5.83	118.2	23.5		Jul-19		22	23		Jul-19
Turkey, Istanbul /W40 15/	5.835	118.2	23.5		Mar-19		22	23		Mar-14
Turkmenistan	3.50	140.0	39.6		Jul-19		13	14		May-18
Tuvalu 11/	1.458	138.1	42.2		Jul-19					
Uganda /W40	3692.250	124.9	24.9		Jul-19		24	25		May-14
Ukraine	25.205	132.9	32.4		Aug-19		16	17		Aug-19
United Arab Emirates	3.67	165.0	65.5		Mar-19		32	34		Aug-11
United Kingdom	0.81	155.5	53.3	Y	Sep-19	ER	27	29		Feb-14
USA, El Paso 20/	1.00	143.3	41.3		Jul-19		12	13		Jul-19
USA, Miami 7/	1.00	142.2	40.2		Feb-19					
USA, New York	1.00	169.8	67.5		Feb-19		28	30		Apr-11
USA, San Diego 21/	1.000	162.5	60.2		Aug-19		27	29		Aug-19
USA, San Francisco 8/	1.000	161.2	59.0		Feb-19					
USA, Seattle 18/	1.00	142.5	40.5		Feb-19		22	23		Aug-18
USA, Washington D.C.	1.00	149.7	47.6		Feb-19		27	29		Apr-11
Uruguay	36.615	138.3	40.2		Jul-19		24	25		Jan-18
Uzbekistan /W40	9366	127.6	28.5		Jul-19		20	21		Aug-12
Vanuatu	113.970	139.7	45.6		Jul-19		15	16		Aug-12
Venezuela /W40 10/	20511.050	81.7	69.0		Mar-18		27	29		Aug-12
Vietnam	23200.000	123.3	23.1		Jul-19		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.528	150.6	51.0		Jul-19		21	22		Sep-13
Yemen, Republic of 10/	576.180	114.6	28.1		Jul-19		12	13		Nov-10
Zambia	13.075	119.8	23.2		Jul-19		21	22		Apr-06
Zimbabwe /W40	11.518	125.9	55.9		Mar-19		16	17		Dec-18

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 2019
(last updated 13 September 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.
- 21/ New York x 0.9567.

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)
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)		