



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/579

Approved by:
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Date:
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I.

INTRODUCTION

A consolidated schedule of post adjustment classifications and threshold figures used for calculating rental subsidies (or deductions) is attached.

Names of countries and areas, which appear in English alphabetical order, are indexed in French in the list attached to the schedule.

In cases where only one post adjustment classification is shown for a country, normally for the capital city, that classification will be applicable for all duty stations within the country.

This schedule is effective **1 March 2023**, 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 2023** 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. 0.5% Rule

1. The results of the application of the 0.5% rule for group I duty stations are included in the attached Consolidated Post Adjustment Circular.

V. Cost-of-living surveys

2. 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 2023

Duty station	Type of survey	Date of survey
Angola	Place-to-place	January 2023
Azerbaijan	Housing	October 2022
Bolivia	Housing	October 2022
China, Beijing	Place-to-place	January 2023
Ethiopia	Housing	October 2022
Haiti	Place-to-place	January 2023
Kazakhstan	Place-to-place	October 2022
Malaysia	Place-to-place	November 2022
Mexico	Place-to-place	October 2022
Sudan	Place-to-place	December 2022
Suriname	Place-to-place	January 2023

VI. Gap Closure Measure

3. 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.

4. 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.

5. 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**.

6. The Gap Closure Measure was applied to the group II duty stations listed below, following the implementation of the results of the cost-of-living surveys. Table 2 shows the steps in the calculation of the resulting personal transitional allowance (PTA) effective 1 March 2023.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 March 2023

Duty station	Existing PAM	Existing pay index	Updated Survey PAI	Updated Survey PAI plus 3%	Revised PAM	PTA
		(2) + 100		(4) x 1.03		(2) - (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Angola	81.0	181.0	148.5	152.9	52.9	28.1
China, Beijing	72.7	172.7	165.7	170.7	70.7	2.0
Haiti	67.6	167.6	156.3	160.9	60.9	6.7
Sudan	68.6	168.6	149.7	154.2	54.2	14.4

VII. Duty Stations with Personal Transitional Allowance (PTA)

7. Under the existing system of operational rules, 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 provides a summary of all PTAs in effect as of 1 March 2023.

8. 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 at its starting date. Any staff joining the duty station

after the PTA starting date will not be eligible for the currently existing PTA unless the PTA is revised as a result of the implementation of another survey in which case staff on post after the PTA start date can become eligible.

9. Owing to the implementation of the cost-of-living survey results the gap closure measure is completed for **Mexico**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 March 2023.

Table 3: Summary of personal transitional allowances (PTAs), as of 1 March 2023

Duty Station	Existing PTA	PTA starting date	All staff eligible from*	Date of next revision
Angola	28.1	1 March 2023	1 March 2023	1 September 2023
Burkina Faso	3.1	1 November 2022	1 November 2022	1 August 2023
Central African Rep.	8.0	1 September 2022	1 September 2022	1 August 2023
Chile	10.1	1 September 2022	1 September 2022	1 August 2023
China, Beijing	2.0	1 March 2023	1 March 2023	1 September 2023
Comoros	8.7	1 April 2022	1 April 2022	1 August 2023
Congo, Brazzaville	8.8	1 April 2022	1 April 2022	1 August 2023
Gabon	7.6	1 March 2022	1 March 2022	1 August 2023
Haiti	6.7	1 March 2023	1 March 2023	1 September 2023
Jerusalem, Jerusalem	3.1	1 January 2023	1 January 2023	1 August 2023
Jordan	4.1	1 September 2022	1 September 2022	1 August 2023
Madagascar	3.3	1 January 2023	1 January 2023	1 August 2023
Maldives	3.1	1 June 2020	1 June 2020	1 August 2023
Niger	6.0	1 December 2021	1 December 2021	1 August 2023
Qatar	10.6	1 October 2019	1 April 2020	1 August 2023
Russian Federation	15.5	1 December 2022	1 December 2022	1 August 2023
Samoa	5.4	1 November 2022	1 November 2022	1 August 2023
Seychelles	8.2	1 December 2022	1 December 2022	1 August 2023
Singapore	7.7	1 September 2022	1 September 2022	1 August 2023
Sudan	14.4	1 March 2023	1 March 2023	1 September 2023
Thailand	4.6	1 September 2022	1 September 2022	1 August 2023
Tunisia	3.3	1 December 2022	1 December 2022	1 August 2023
Zimbabwe	21.3	1 February 2020	1 April 2020	1 August 2023

*For PTAs promulgated before February 2023, all staff eligibility ended February 2023 with the lifting of the Covid-19 special measure. For PTAs in effect after February 2023, eligibility is limited to staff on post as of the PTA effective month.

VIII. W40 Measure

10. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **China-Beijing** and **Suriname**, effective 1 March 2023.

11. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Mexico**, effective 1 March 2023.

IX. One Month Rule

12. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **Sri Lanka** and **Türkiye**. Under this rule, the post adjustment multipliers of these duty stations are reviewed, on a monthly basis, during the period of substantial inflation. The application of the one-month rule increased the multipliers for these duty stations as shown in the attached Consolidated Post Adjustment Circular.

X. Ten-Point Rule

13. Following the four-month review, the 10-point rule is triggered for the duty stations listed in Table 4 below. In accordance with this rule, the existing multipliers will be maintained for four months pending completion of a cost-of-living surveys. It should be noted that, in the absence of cost-of-living survey results, the existing post adjustment multipliers would be reduced by 10 points, effective **1 July 2023**.

Table 4. Summary of 10-point rule trigger dates in group II duty stations

	10-point rule trigger date	Frozen Multiplier
Russian Federation	1 March 2023	47.2

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2023 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	87.071	138.7	38.7	Y	Mar-23	FMR	9	10		Jul-06
Albania	105.24	133.7	33.7	Y	Mar-23	FMR	19	20		Nov-22
Algeria /W40	135.911	141.7	41.7	Y	Mar-23	FMR	20	21		Apr-21
Angola /W40	503.992	148.5	52.9	Y	Mar-23	GCM	15	16	Y	Mar-23
Anguilla /W40 14/	2.7	152.6	52.6	Y	Mar-23	FMR	21	22		Feb-23
Antigua and Barbuda /W40 14/	2.7	152.6	52.6	Y	Mar-23	FMR	21	22		Feb-23
Argentina	200.647	138.3	38.3	Y	Mar-23	FMR	23	24		Jan-23
Armenia	385	138.6	38.6	Y	Mar-23	FMR	20	21		Nov-19
Aruba 12/	1.79	165.9	65.9	Y	Mar-23	A	29	31		Aug-22
Australia	1.501	137.0	32.9	Y	Mar-23	ER	24	25		Oct-19
Austria	0.934	148.9	46.8	Y	Mar-23	ER	19	20		Aug-22
Azerbaijan	1.694	147.8	47.8	Y	Mar-23	H	16	17	Y	Mar-23
Bahamas	1	174.9	74.9	Y	Mar-23	FMR	30	32		Sep-22
Bahrain	0.377	154.6	54.6	Y	Mar-23	FMR	22	23		Sep-22
Bangladesh /W40	104	144.5	44.5	Y	Mar-23	FMR	17	18		Sep-21
Barbados /W40	2	162.2	62.2	Y	Mar-23	FMR	20	21		Jul-22
Belarus	2.835	143.6	43.6	Y	Mar-23	FMR	18	19		Oct-22
Belgium	0.934	147.9	47.7	Y	Mar-23	ER	17	18		Feb-15
Belize	2	148.9	48.9	Y	Mar-23	FMR	16	17		Nov-22
Benin /W40	612.472	142.3	43.4	Y	Mar-23	FMR	18	19		Jul-22
Bermuda 16/	1	189.3	89.3	Y	Mar-23	L	35	37		Dec-17
Bhutan	82.12	133.0	33.0	Y	Mar-23	FMR	13	14		Aug-20
Bolivia	6.855	127.3	27.3	Y	Mar-23	H	17	18		Mar-22
Bonaire /W40 14/	1	152.6	52.6	Y	Mar-23	FMR	21	22		Feb-23
Bosnia and Herzegovina /W40	1.826	131.6	31.6	Y	Mar-23	FMR	14	15		Feb-23
Botswana	13.123	123.8	23.8	Y	Mar-23	FMR	19	20		Jun-19
Brazil /W40	5.232	131.5	31.5	Y	Mar-23	FMR	19	20		Feb-21
British Virgin Islands /W40	1	151.3	51.3	Y	Mar-23	FMR	22	23		Jun-19
Bulgaria	1.826	124.9	22.6	Y	Mar-23	ER	16	17		Feb-15
Burkina Faso /W40	612.472	129.3	32.2	Y	Mar-23	FMR	14	15		Feb-21
Burundi /W40	2058.221	148.9	48.9	Y	Mar-23	FMR	14	15		Jul-22
Cambodia	4031	137.0	37.0	Y	Mar-23	FMR	23	24		Mar-21
Cameroon /W40	612.472	139.4	39.4	Y	Mar-23	FMR	15	16		Jul-15
Canada, Montreal	1.373	147.7	46.4	Y	Mar-23	ER	18	19		Aug-22
Canada, Ottawa	1.373	157.8	56.4	Y	Mar-23	L	20	21		Aug-22
Canada, Toronto	1.373	165.1	63.7	Y	Mar-23	L	20	21		May-17
Cape Verde	102.955	146.4	46.4	Y	Mar-23	FMR	23	24		Nov-22
Cayman Islands 17/	0.82	155.4	55.4	Y	Mar-23	L	24	25		Dec-17
Central African Rep. /W40	612.472	152.2	54.4	Y	Mar-23	FMR	17	18		Nov-17

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2023 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Chad /W40	612.472	153.1	53.6	Y	Mar-23	FMR	16	17		Dec-19
Chile /W40	805	132.6	32.6	Y	Mar-23	FMR	19	20		Aug-19
China, Beijing /W40	6.859	165.7	70.7	Y	Mar-23	GCM	25	27		Feb-22
China, Hong Kong (SAR)	7.839	211.1	109.9	Y	Mar-23	ER	19	20		Jun-12
China, Macao (SAR)	8.074	150.9	52.1		Nov-22		21	22		Jul-18
Colombia	4774	123.8	24.9	Y	Mar-23	FMR	20	21		Oct-20
Comoros	459.354	141.3	41.3	Y	Mar-23	FMR	14	15		Apr-19
Congo /W40	612.472	147.2	50.7	Y	Mar-23	FMR	7	7		Sep-19
Congo, Dem. Rep. /W40	2039.725	156.5	56.5	Y	Mar-23	FMR	25	27		Sep-19
Cook Islands 4/	1.607	151.9	52.2	Y	Mar-23	FMR	22	23		Oct-19
Costa Rica	546.31	140.1	40.1	Y	Mar-23	FMR	23	24		Jan-23
Cote d Ivoire /W40	612.472	155.7	55.7	Y	Mar-23	FMR	21	22		Jan-22
Croatia, Republic of	0.934	142.6	40.4	Y	Mar-23	ER	8	9		Aug-19
Cuba	24	155.6	55.6	Y	Mar-23	FMR	25	27		Mar-21
Cyprus	0.934	128.1	26.6	Y	Mar-23	ER	18	19		Jun-19
Czech Republic	22.15	159.8	57.2	Y	Mar-23	ER	21	22		Sep-06
Denmark	6.951	171.6	71.4		Feb-23		25	27		Jun-19
Djibouti /W40	177	147.9	47.9	Y	Mar-23	FMR	16	17		Jan-15
Dominica /W40 14/	2.7	152.6	52.6	Y	Mar-23	FMR	21	22		Feb-23
Dominican Republic	54.506	137.3	37.3	Y	Mar-23	FMR	22	23		Nov-22
Ecuador	1	130.6	32.8		Mar-22		20	21		Oct-22
Egypt /W40	30.86	123.2	23.2	Y	Mar-23	FMR	20	21		Sep-22
El Salvador	1	132.4	32.4	Y	Mar-23	FMR	23	24		Dec-21
Equatorial Guinea /W40	612.472	143.6	43.6	Y	Mar-23	FMR	18	19		Oct-21
Eritrea	15	150.9	50.9	Y	Mar-23	FMR	11	12		Dec-17
Estonia	0.934	142.9	42.9	Y	Mar-23	FMR	18	19		Feb-01
Eswatini	18.198	117.0	17.5	Y	Mar-23	FMR	11	12		Sep-03
Ethiopia /W40	53.727	157.4	57.4	Y	Mar-23	H	25	27		Feb-22
Fiji /W40	2.22	138.5	38.5	Y	Mar-23	FMR	20	21		Sep-11
Finland	0.934	140.8	38.6	Y	Mar-23	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.934	149.5	48.6		Feb-23		19	20		Aug-22
France, Paris	0.934	153.1	52.1	Y	Mar-23	ER	25	27		Aug-22
French Guiana	0.934	134.2	32.4	Y	Mar-23	ER	0	0		Jan-00
Gabon /W40	612.472	148.1	49.4	Y	Mar-23	FMR	18	19		Jun-19
Gambia	61.11	136.9	36.9	Y	Mar-23	FMR	17	18		Oct-21
Georgia, Republic of	2.597	125.8	25.8	Y	Mar-23	FMR	18	19		Jul-22
Germany, Berlin	0.934	143.4	41.1	Y	Mar-23	L	24	25		May-19
Germany, Bonn	0.934	137.6	35.4	Y	Mar-23	ER	20	21		May-19
Germany, Dresden	0.934	137.6	35.4	Y	Mar-23	A	19	20		May-19

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2023 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Frankfurt	0.934	143.1	40.8	Y	Mar-23	L	21	22		Aug-20
Germany, Hamburg	0.934	145.0	42.7	Y	Mar-23	L	21	22		May-19
Germany, Munich	0.934	149.1	46.7	Y	Mar-23	L	20	21		May-19
Ghana /W40	12	130.9	49.5	Y	Mar-23	FMR	24	25		Nov-22
Gibraltar 1/	0.826	168.3	69.0	Y	Mar-23	A	29	31		Aug-22
Greece	0.934	129.8	27.8	Y	Mar-23	ER	17	18		May-19
Grenada /W40 14/	2.7	152.6	52.6	Y	Mar-23	FMR	21	22		Feb-23
Guatemala /W40	7.799	137.7	37.7	Y	Mar-23	FMR	16	17		Jan-09
Guinea /W40	8523.13	152.6	52.6	Y	Mar-23	FMR	19	20		Dec-21
Guinea Bissau	612.472	151.7	51.7	Y	Mar-23	FMR	13	14		Nov-15
Guyana /W40	209.2	151.0	51.0	Y	Mar-23	FMR	17	18		Aug-21
Haiti	150.98	156.3	60.9	Y	Mar-23	GCM	19	20	Y	Mar-23
Honduras /W40	24.429	135.2	36.8		Nov-22		22	23		Dec-22
Hungary	364.3	133.9	30.0	Y	Mar-23	ER	19	20		May-19
Iceland	141	131.5	30.5	Y	Mar-23	ER	0	0		Jan-00
India /W40	82.12	132.5	32.5	Y	Mar-23	FMR	22	23		Dec-19
Indonesia /W40	15372	136.7	36.7	Y	Mar-23	FMR	23	24		Dec-21
Iran	381412	140.2	40.2	Y	Mar-23	FMR	30	32		Jun-20
Iraq	1310	129.4	29.4	Y	Mar-23	FMR	14	15		May-02
Ireland	0.934	158.0	55.8	Y	Mar-23	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.627	165.8	72.2	Y	Mar-23	L	25	27		Nov-19
Italy, Brindisi	0.934	125.0	26.0	Y	Mar-23	L	10	11		Nov-99
Italy, Rome	0.934	130.9	32.0	Y	Mar-23	ER	21	22		Aug-22
Jamaica /W40	152.998	153.4	53.4	Y	Mar-23	FMR	25	27		Apr-21
Japan, Hiroshima	133.05	144.3	42.6	Y	Mar-23	L	13	14		Sep-19
Japan, Tokyo	133.05	165.5	63.5	Y	Mar-23	ER	22	23		Sep-19
Jerusalem /W40	3.627	156.9	59.9	Y	Mar-23	FMR	25	27		Nov-19
Jordan /W40	0.708	136.7	38.6		Sep-22		18	19		Sep-22
Kazakhstan	455.8	134.8	34.8	Y	Mar-23	PP	21	22	Y	Mar-23
Kenya /W40	129.24	133.4	34.2	Y	Mar-23	FMR	25	26		May-22
Kiribati	1.501	138.5	40.6	Y	Mar-23	FMR	11	12		Jan-20
Korea, Dem. Peo. Of	110	153.5	53.5	Y	Mar-23	FMR	10	11		Sep-15
Korea, Republic of /W40	1301.23	151.7	65.6	Y	Mar-23	FMR	17	18		Nov-19
Kuwait /W40	0.307	143.1	43.6		Nov-22		21	22		Sep-21
Kyrgyzstan	86.7	133.1	33.1	Y	Mar-23	FMR	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	16948	131.2	31.2	Y	Mar-23	FMR	13	14		Oct-03
Latvia 23/	0.934	139.4	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	73100	142.7	116.6		Oct-22		22	23		Sep-11
Lesotho	18.198	131.7	31.8	Y	Mar-23	FMR	14	15		Jan-11

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2023 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Liberia	159.285	151.5	51.5	Y	Mar-23	FMR	19	20		Jun-10
Libya /W40 27/	4.852	131.3	31.8	Y	Mar-23	FMR	19	20		Jun-21
Lithuania	0.934	136.3	36.3	Y	Mar-23	FMR	17	18		Dec-03
Luxembourg	0.934	149.4	48.8	Y	Mar-23	ER	17	18		Dec-17
Madagascar	4293.13	130.6	31.9	Y	Mar-23	FMR	20	21		Jan-23
Malawi	1036.249	141.6	41.6	Y	Mar-23	FMR	18	19		Dec-22
Malaysia /W40	4.493	150.3	50.3	Y	Mar-23	PP	15	16	Y	Mar-23
Maldives	15	143.4	47.1		Mar-22		23	24		Jun-20
Mali /W40	612.472	147.4	47.4	Y	Mar-23	FMR	13	14		Sep-20
Malta	0.934	133.3	31.7	Y	Mar-23	ER	14	15		Oct-06
Marshall Islands 2/	1	151.4	51.9	Y	Mar-23	FMR	21	22		Jul-19
Mauritania /W40	34.87	141.8	41.8	Y	Mar-23	FMR	13	14		Apr-22
Mauritius	46.64	128.0	30.8	Y	Mar-23	FMR	18	19		Sep-21
Mexico	18.87	149.9	49.9	Y	Mar-23	PP	25	27	Y	Mar-23
Micronesia, Fed States of 2/	1	151.4	51.9	Y	Mar-23	FMR	23	24		Feb-07
Moldova	18.649	144.4	44.4	Y	Mar-23	FMR	21	22		Oct-21
Monaco 3/	0.934	153.1	52.1	Y	Mar-23	A	25	27		Aug-22
Mongolia	3516.74	137.1	38.3	Y	Mar-23	FMR	19	20		Oct-22
Montenegro	0.934	133.0	33.0	Y	Mar-23	FMR	21	22		Jan-23
Morocco	10.389	129.1	33.4	Y	Mar-23	FMR	21	22		May-21
Mozambique /W40	63.25	137.8	37.8	Y	Mar-23	FMR	26	28		Sep-21
Myanmar	2100	134.3	35.6		Mar-21		20	21		Feb-23
Namibia	18.198	125.4	26.8	Y	Mar-23	FMR	14	15		Jul-22
Nepal /W40	131.269	129.8	29.8	Y	Mar-23	FMR	12	13		Jan-14
Netherlands	0.934	150.9	53.0	Y	Mar-23	ER	24	25		Oct-19
New Caledonia	111.421	139.4	39.4	Y	Mar-23	FMR	16	17		Sep-05
New Zealand 26/	1.607	138.7	43.5	Y	Mar-23	L	24	25		Dec-20
Nicaragua	36.123	125.8	30.8	Y	Mar-23	FMR	20	21		Oct-21
Niger /W40	612.472	129.2	29.5	Y	Mar-23	FMR	10	11		Mar-09
Nigeria /W40	460.7	160.1	60.1	Y	Mar-23	FMR	25	27		Feb-23
The Republic of North Macedonia /W40	57.368	133.7	33.7	Y	Mar-23	FMR	20	21		Apr-22
Norway	10.629	139.7	35.6	Y	Mar-23	ER	20	21		Jul-19
Oman	0.384	137.8	37.8	Y	Mar-23	FMR	21	22		Jul-22
Pakistan /W40	281.343	129.6	29.6	Y	Mar-23	FMR	17	18		Jul-22
Palau, Republic of 4/	1	151.9	52.2	Y	Mar-23	FMR	0	0		Jan-00
Panama /W40	1	139.3	39.3	Y	Mar-23	FMR	24	25		Aug-18
Papua New Guinea /W40	3.521	170.3	70.3	Y	Mar-23	FMR	30	32		Feb-18
Paraguay /W40	7189	129.6	29.6	Y	Mar-23	FMR	17	18		Aug-20
Peru /W40	3.801	136.5	36.5	Y	Mar-23	FMR	21	22		Aug-17

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2023 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Philippines /W40	54.94	144.4	45.9	Y	Mar-23	FMR	22	23		Oct-18
Poland	4.373	124.8	23.5	Y	Mar-23	ER	20	21		May-19
Portugal, Guimaraes	0.934	113.0	11.5		Feb-23		0	0		Jan-00
Portugal, Lisbon	0.934	137.6	35.8	Y	Mar-23	ER	20	21		Jan-05
Puerto Rico 13/	1	137.3	37.3	Y	Mar-23	A	22	23		Nov-22
Qatar	3.655	158.4	58.4	Y	Mar-23	FMR	28	30		Oct-19
Romania	4.589	122.4	19.4	Y	Mar-23	ER	22	23		May-19
Russian Federation /W40	75.121	135.3	47.2		Dec-22		17	18		Dec-22
Rwanda	1081.743	135.8	35.8	Y	Mar-23	FMR	17	18		Oct-22
Saint Helena 5/	0.826	146.6	50.1	Y	Mar-23	L	13	14		Aug-22
St. Lucia	2.7	150.0	50.0	Y	Mar-23	FMR	18	19		Mar-21
Samoa	2.716	137.2	39.4	Y	Mar-23	FMR	17	18		Feb-21
Sao Tome and Principe	23.168	158.3	58.3	Y	Mar-23	FMR	22	23		Nov-22
Saudi Arabia /W40	3.754	148.6	48.6	Y	Mar-23	FMR	21	22		Nov-17
Senegal /W40	612.472	137.3	38.6	Y	Mar-23	FMR	18	19		Sep-21
Serbia	109.476	132.6	32.6	Y	Mar-23	FMR	17	18		Apr-22
Seychelles /W40	13.058	149.6	52.0	Y	Mar-23	FMR	18	19		Dec-22
Sierra Leone /W40	20.2	146.3	46.3	Y	Mar-23	FMR	19	20		May-18
Singapore	1.349	165.9	67.7	Y	Mar-23	FMR	23	24		Jul-19
Slovak Republic	0.934	134.2	31.6	Y	Mar-23	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.934	138.2	36.2	Y	Mar-23	ER	14	15		Jan-20
Solomon Islands /W40	8.117	159.5	59.5	Y	Mar-23	FMR	18	19		Dec-07
Somalia 6/	24300	145.4	45.8	Y	Mar-23	FMR	19	20		Feb-22
South Africa /W40	18.198	122.2	27.0	Y	Mar-23	FMR	22	23		Jun-21
South Sudan, Republic of /W40	787.498	154.2	54.2	Y	Mar-23	FMR	14	15		Sep-17
Spain	0.934	130.4	30.0	Y	Mar-23	ER	22	23		Aug-22
Sri Lanka /W40	321.27	138.7	38.7	Y	Mar-23	OMR	22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	152.6	52.6	Y	Mar-23	FMR	21	22		Feb-23
St. Vincent and the Grenadines /W40 14/	2.7	152.6	52.6	Y	Mar-23	FMR	21	22		Feb-23

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Effective 1 March 2023 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Sudan /W40	587.5	149.7	54.2	Y	Mar-23	GCM	15	16	Y	Mar-23
Suriname /W40	34.091	135.1	35.1	Y	Mar-23	PP	16	17		Oct-12
Sweden	10.674	141.1	37.5	Y	Mar-23	ER	26	28		Aug-19
Switzerland	0.909	181.4	79.4	Y	Mar-23	ER	22	23		Aug-22
Syrian Arab Republic 10/	4500	100.1	24.8		Jul-19		20	21		Jun-12
Tajikistan	10.914	135.7	35.7	Y	Mar-23	FMR	14	15		Feb-23
Tanzania, United Rep. of /W40	2335	140.8	40.8	Y	Mar-23	FMR	22	23		Oct-21
Thailand /W40	34.53	138.5	40.3	Y	Mar-23	FMR	22	23		Jul-19
Timor-Leste /W40	1	143.6	45.4		Mar-22		15	16		Jul-11
Togo	612.472	143.2	45.7		Jul-21		15	16		Feb-23
Tonga	2.306	137.0	37.0	Y	Mar-23	FMR	9	10		Jan-09
Trinidad and Tobago /W40	6.771	143.0	43.0	Y	Mar-23	FMR	21	22		Feb-23
Tunisia	3.1	128.8	30.4	Y	Mar-23	FMR	15	16		Dec-22
Türkiye, Ankara /W40	18.975	116.6	16.6	Y	Mar-23	OMR	16	17		Oct-21
Türkiye, Gebze /W40 19/	18.975	122.5	22.5	Y	Mar-23	L	17	18		Oct-21
Türkiye, Istanbul /W40 15/	18.975	122.5	22.5	Y	Mar-23	L	17	18		Oct-21
Turkmenistan	3.5	198.8	98.8	Y	Mar-23	FMR	8	9		Oct-21
Tuvalu 11/	1.501	144.5	45.4	Y	Mar-23	FMR	0	0		Jan-00
Uganda /W40	3720.57	134.8	34.8	Y	Mar-23	FMR	24	25		May-14
Ukraine	37	133.1	33.1	Y	Mar-23	FMR	16	17		Aug-19
United Arab Emirates	3.673	172.7	72.7	Y	Mar-23	FMR	32	34		Aug-11
United Kingdom	0.826	168.3	69.0	Y	Mar-23	ER	29	31		Aug-22
USA, El Paso 20/	1	158.8	56.6		Feb-23		13	14		Aug-22
USA, Miami 7/	1	160.2	57.9		Feb-23		25	27		Aug-22
USA, New York	1	183.7	80.5		Feb-23		32	34		Feb-23
USA, San Diego 21/	1	179.9	76.7		Feb-23		29	31		Aug-22
USA, San Francisco 8/	1	188.0	84.7		Feb-23		29	31		Aug-22
USA, Seattle 18/	1	162.0	59.7		Feb-23		25	27		Aug-22
USA, Washington D.C.	1	165.9	63.5		Feb-23		27	29		Apr-11
Uruguay	39.022	150.0	50.0	Y	Mar-23	FMR	27	29		May-22
Uzbekistan /W40	11382	129.5	29.5	Y	Mar-23	FMR	17	18		Jun-21
Vanuatu	116.38	148.8	48.8	Y	Mar-23	FMR	15	16		Aug-12
Venezuela /W40 10/	24.135	82.7	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	23586	133.0	33.0	Y	Mar-23	FMR	19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.627	156.9	63.0	Y	Mar-23	A	21	22		Sep-13
Yemen, Republic of 28/	528.17	131.3	31.3	Y	Mar-23	L	20	21		Jul-22
Zambia	20.221	128.1	28.1	Y	Mar-23	FMR	23	24		Feb-20
Zimbabwe /W40 25/	907.924	127.9	29.5	Y	Mar-23	FMR	16	17		Dec-18

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 March 2023 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 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
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 0.8711 until results of a new P/P survey are implemented.
- 6/ Average PAM of Ethiopia and Kenya until results of a new P/P survey are implemented.
- 7/ Washington D.C. x 0.9656.
- 8/ New York PAI x 1.0234.
- 9/ Same post adjustment classification/rental threshold as for Jerusalem.
- 10/ Multiplier maintained until a survey can be conducted.
- 11/ Average PAM of Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.
- 12/ Same post adjustment classification as for United States, Washington D.C.
- 13/ Same post adjustment classification as for Dominican Republic.
- 14/ Average PAM of Barbados and Trinidad & Tobago until results of a new P/P survey are implemented.
- 15/ Türkiye, Ankara PAI x 1.051.
- 16/ Bahamas PAI x 1.082.
- 17/ Jamaica PAI x 1.013.
- 18/ Washington D.C. x 0.9763.
- 19/ Same post adjustment classification/rental threshold as for Istanbul Türkiye.
- 20/ Washington D.C. x 0.9574.
- 21/ New York x 0.9790.
- 22/ Jerusalem x 1.0565
- 23/ Average PAM of Belarus and Russian Federation until results of a new P/P survey are implemented.
- 24/ Average PAM of Croatia and Hungary until results of a new P/P survey are implemented.
- 25/ Average PAM of Botswana, Mozambique and South Africa until results of a new P/P survey are implemented.
- 26/ Australia PAI x 1.0127 until results of a new P/P survey are implemented.
- 27/ Average PAM of Algeria, Egypt and Tunisia until results of a new P/P survey are implemented.
- 28/ Oman PAI x 0.9528.

**XII. LIST OF COUNTRIES AND AREAS IN FRENCH AND ENGLISH
LISTE DES PAYS ET LOCALITÉS EN FRANÇAIS ET EN ANGLAIS**

Afghanistan	Afghanistan	El Salvador	El Salvador
Afrique du Sud	South Africa	Émirats arabes unis	United Arab Emirates (the)
Albanie	Albania	Équateur	Ecuador
Algérie	Algeria	Érythrée	Eritrea
Allemagne*	Germany*	Espagne*	Spain*
Angola	Angola	Estonie	Estonia
Anguilla	Anguilla	Etats-Unis d'Amérique*	United States of America (the)*
Antigua-et-Barbuda	Antigua and Barbuda	Éthiopie	Ethiopia
Arabie saoudite	Saudi Arabia	Fédération de Russie	Russian Federation (the)
Argentine	Argentina	Fidji	Fiji
Arménie	Armenia	Finlande*	Finland*
Aruba	Aruba	Français-Guyane*	French-Guiana*
Australie*	Australia*	France*	France*
Autriche*	Austria*	Gabon	Gabon
Azerbaïdjan	Azerbaijan	Gambie	Gambia (the)
Bahamas	Bahamas (the)	Gaza	Gaza
Bahreïn	Bahrain	Géorgie	Georgia
Bangladesh	Bangladesh	Ghana	Ghana
Barbade	Barbados	Gibraltar*	Gibraltar*
Bélarus	Belarus	Grèce*	Greece*
Belgique*	Belgium*	Grenade	Grenada
Belize	Belize	Guatemala	Guatemala
Bénin	Benin	Guinée	Guinea
Bhoutan	Bhutan	Guinée équatoriale	Equatorial Guinea
Bolivie (État plurinational de)	Bolivia (Plurinational State of)	Guinée-Bissau	Guinea-Bissau
Bonaire	Bonaire	Guyana	Guyana
Bosnie-Herzégovine	Bosnia and Herzegovina	Haïti	Haiti
Botswana	Botswana	Honduras	Honduras
Brésil	Brazil	Hong Kong, RAS de*	Hong Kong SAR*
Bulgarie*	Bulgaria*	Hongrie*	Hungary*
Burkina Faso	Burkina Faso	Îles Salomon	Solomon Islands
Burundi	Burundi	Îles Vierges britanniques	British Virgin Islands
Cabo Verde	Cabo Verde	Inde	India
Cambodge	Cambodia	Indonésie	Indonesia
Cameroun	Cameroon	Iran (République islamique d')	Iran (Islamic Republic of)
Canada*	Canada*	Iraq	Iraq
Chili	Chile	Irlande*	Ireland*
Chine	China	Islande*	Iceland*
Chypre*	Cyprus*	Israël	Israel
Colombie	Colombia	Italie*	Italy*
Comores	Comoros (the)	Jamaïque	Jamaica
Congo	Congo (the)	Japon*	Japan*
Costa Rica	Costa Rica	Jérusalem	Jerusalem
Côte d'Ivoire	Côte d'Ivoire	Jordanie	Jordan
Croatie*	Croatia*	Kazakhstan	Kazakhstan
Cuba	Cuba	Kenya	Kenya
Danemark*	Denmark*	Kirghizistan	Kyrgyzstan
Djibouti	Djibouti	Kiribati	Kiribati
Dominique	Dominica	Koweït	Kuwait
Égypte	Egypt		

L'Eswatini	Eswatini	République démocratique populaire lao	Lao People's Democratic Republic (the)
Les Îles Cook	Cook Islands	République dominicaine	Dominican Republic (the)
Lesotho	Lesotho	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
Lettonie	Latvia	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
Macédoine du Nord, la République de	North Macedonia, the Republic of	Sainte-Hélène	Saint Helena
Madagascar	Madagascar	Sainte-Lucie	Saint Lucia
Malaisie	Malaysia	Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Malawi	Malawi	Saint-Vincent-et-les- Grenadines	Saint Vincent and the Grenadines
Maldives	Maldives	Samoa	Samoa
Mali	Mali	Sao Tomé-et-Principe	Sao Tome and Principe
Malte*	Malta*	Sénégal	Senegal
Maroc	Morocco	Serbie	Serbia
Maurice	Mauritius	Seychelles	Seychelles
Mauritanie	Mauritania	Sierra Leone	Sierra Leone
Mexique	Mexico	Singapour	Singapore
Micronésie (États fédérés de)	Micronesia (Federated States of)	Slovénie*	Slovenia*
Monaco*	Monaco*	Somalie	Somalia
Mongolie	Mongolia	Soudan	Sudan (the)
Monténégro	Montenegro	Soudan du Sud	South Sudan
Mozambique	Mozambique	Sri Lanka	Sri Lanka
Myanmar	Myanmar	Suède*	Sweden*
Namibie	Namibia	Suisse*	Switzerland*
Népal	Nepal	Suriname	Suriname
Nicaragua	Nicaragua	Tajikistan	Tajikistan
Niger	Niger (the)	Tchad	Chad
Nigéria	Nigeria	Thaïlande	Thailand
Norvège*	Norway*	Timor-Leste	Timor-Leste
Nouvelle-Calédonie	New Caledonia	Togo	Togo
Nouvelle-Zélande	New Zealand	Tonga	Tonga
Oman	Oman	Trinité-et-Tobago	Trinidad and Tobago
Ouganda	Uganda	Tunisie	Tunisia
Ouzbékistan	Uzbekistan	Turkménistan	Turkmenistan
Pakistan	Pakistan	Turquie	Türkiye
Palaos	Palau	Tuvalu	Tuvalu
Panama	Panama	Ukraine	Ukraine
Papouasie-Nouvelle-Guinée	Papua New Guinea	Uruguay	Uruguay
Paraguay	Paraguay	Vanuatu	Vanuatu
Pays-Bas*	Netherlands (the)*	Venezuela	Venezuela (Bolivarian Republic of)
Pérou	Peru	Viet Nam	Viet Nam
Philippines	Philippines (the)	Yémen	Yemen
Pologne*	Poland*	Zambie	Zambia
Porto Rico	Puerto Rico	Zimbabwe	Zimbabwe
Portugal*	Portugal*		
Qatar	Qatar		
République arabe syrienne	Syrian Arab Republic (the)		
République centrafricaine	Central African Republic (the)		
République de Corée	Republic of Korea (the)		
République de Moldova	Republic of Moldova (the)		
République démocratique du Congo	Democratic Republic of the Congo (the)	* Lieu d'affectation du groupe 1	* Group 1 duty station