



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/583

Approved by:
Larbi Djacta, Chairman

Date:
14 July 2023

Copyright © United Nations 2023



CONTENTS

- I. Introduction
- II. Description of data appearing in PAC circulars
- III. Nature des données figurant dans les circulaires PAC
- IV. 0.5% Rule
- V. Five per cent Rule
- VI. Cost-of-living surveys
- VII. Gap Closure Measure
- VIII. Duty Stations with Personal Transitional Allowance (PTA)
- IX. W40 Measure
- X. One Month Rule
- XI. Ten-Point Rule
- XII. Notification of a change in the structure of the Post Adjustment-related data published in XML format on the ICSC website
- XIII. Consolidated post adjustment circular
- XIV. 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 July 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 juillet 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. Five per cent Rule

2. Due to increasing inflation, the five per cent rule became applicable for **Czech Republic** and **Slovak Republic**. The revised post adjustment multipliers are included in the attached Consolidated Post Adjustment Circular.

VI. Cost-of-living surveys

3. 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 July 2023

Duty station	Type of survey	Date of survey
Belgium	Place-to-place	February 2023
Cambodia	Place-to-place	December 2022
Congo, Brazzaville	Housing	December 2022
Congo, Dem. Rep.	Place-to-place	December 2022
Germany, Bonn	Place-to-place	February 2023
India	Place-to-place	December 2022
Mauritania	Housing	December 2022
The Republic of North Macedonia	Housing	December 2022
Papua New Guinea	Place-to-place	December 2022
Russian Federation	Place-to-place	May 2023
Serbia	Housing	December 2022
Turkmenistan	Place-to-place	December 2022
Uzbekistan	Place-to-place	December 2022

VII. Gap Closure Measure

4. 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.

5. 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.

6. 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 on or before the implementation month 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**.

7. The Gap Closure Measure was further refined by the Commission for surveys conducted under the 2021 round as follows:

- 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 on or before the implementation month of the survey results, receive the revised PAM, plus a PTA.
- c. The PTA is **first** calculated as the difference between the revised and prevailing PAMs.
- d. During the next **5 months** the PTA is set to ensure the same net take-home pay at the implementation date; and thereafter, the target net take-home pay is adjusted downward by **3 per cent every 4 months**, until the PTA is phased out.
- e. During an adjustment month, the decrease factor would be applied to the net take-home pay of existing staff, and the personal transitional allowance required to keep net take-home pay stable within revision periods calculated accordingly. The personal transitional allowance would be phased out when, at a revision point in

time, the net take-home pay for existing staff is aligned with that for all staff at the duty station.

8. The Gap Closure Measure was applied to the group I (under the 2021 round) and II (under the 2016 round) duty stations listed below, following the implementation of the results of the cost-of-living survey. Table 2 shows the steps in the calculation of the resulting personal transitional allowance effective 1 July 2023.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 July 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)
Belgium	52.3	152.3	144.7	149.0	49.0	3.3
Papua New Guinea	70.3	170.3	159.3	164.1	64.1	6.2
Russian Federation	62.7	162.7	130.9	134.9	34.9	27.8
Turkmenistan	98.8	198.8	187.5	193.2	93.2	5.6

VIII. Duty Stations with Personal Transitional Allowance (PTA)

9. Under the existing system of operational rules, the PTA is adjusted periodically until it is phased out. Table 3 provides a summary of all PTAs in effect as of 1 July 2023.

10. It should be noted that the PTA is paid **in addition** to the regular post adjustment multiplier and thus should be taken into account in determining all other entitlements ordinarily affected by post adjustment, such as rental subsidy, settling-in grant, spousal allowance etc. PTA should be paid only to staff on post on or before its starting month. Except for the PTAs that began before March 2023, when the Covid-19 special measure was in place, any staff joining the duty station after the PTA starting month 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. Please refer to ICSC/CIRC/GEN/08/2023, issued on 29 May 2023, for more detailed guidelines on the implementation of PTAs.

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

Duty Station	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	28.1	1 March 2023	1 April 2023	1 September 2023
Belgium	3.3	1 July 2023	1 August 2023	1 January 2024
Burkina Faso	3.1	1 November 2022	1 March 2023	1 August 2023
Central African Rep.	8.0	1 September 2022	1 March 2023	1 August 2023
Chile	10.1	1 September 2022	1 March 2023	1 August 2023
China, Beijing	2.0	1 March 2023	1 April 2023	1 September 2023
Comoros	8.7	1 April 2022	1 March 2023	1 August 2023
Congo, Brazzaville	8.8	1 April 2022	1 March 2023	1 August 2023
Gabon	7.6	1 March 2022	1 March 2023	1 August 2023
Haiti	6.7	1 March 2023	1 April 2023	1 September 2023
Iran	5.2	1 June 2023	1 July 2023	1 December 2023
Jerusalem	3.1	1 January 2023	1 March 2023	1 August 2023
Jordan	4.1	1 September 2022	1 March 2023	1 August 2023
Lebanon	81.7	1 April 2023	1 May 2023	1 October 2023
Madagascar	3.3	1 January 2023	1 March 2023	1 August 2023
Maldives	3.1	1 June 2020	1 March 2023	1 August 2023
Niger	6.0	1 December 2021	1 March 2023	1 August 2023
Papua New Guinea	6.2	1 July 2023	1 August 2023	1 January 2024
Qatar	10.6	1 October 2019	1 March 2023	1 August 2023
Russian Federation	27.8	1 July 2023	1 August 2023	1 January 2024
Samoa	5.4	1 November 2022	1 March 2023	1 August 2023
Seychelles	8.2	1 December 2022	1 March 2023	1 August 2023
Singapore	7.7	1 September 2022	1 March 2023	1 August 2023
Sudan	14.4	1 March 2023	1 April 2023	1 September 2023
Thailand	4.6	1 September 2022	1 March 2023	1 August 2023
Tunisia	3.3	1 December 2022	1 March 2023	1 August 2023
Turkmenistan	5.6	1 July 2023	1 August 2023	1 January 2024
Zimbabwe	21.3	1 February 2020	1 March 2023	1 August 2023

IX. W40 Measure

11. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Cambodia**, effective 1 July 2023.

12. The waiver of the **40 per cent** of rent limit on rental subsidies is **no longer applicable** for **The Republic of North Macedonia** and **Papua New Guinea**, effective 1 July 2023.

X. One Month Rule

13. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) is applicable for **Argentina, Ghana, Lebanon, Sudan, Suriname** 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 applicable post adjustment multipliers for these duty stations, effective 1 July 2023, based on the application of the one-month rule, are listed in the attached Consolidated Post Adjustment Circular.

XI. Ten-Point Rule

14. 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 November 2023**.

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

Duty Station	10-point rule trigger date	Frozen Multiplier
Angola	1 July 2023	52.9
Latvia	1 July 2023	54.1
Nigeria	1 July 2023	60.1

XII. Notification of a change in the structure of the Post Adjustment-related data published in XML format on the ICSC website

15. This is to notify users of the XML data that the XML data structure has been changed with the July 2023 publication. This change includes the introduction of a new column that will reflect the PTA entitlement date. It is expected that this change will enhance the functionality and relevance of the XML data structure. By including the PTA entitlement date into the XML data, users should be able to efficiently incorporate PTA-related processes into their workflows.

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 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	85.388	142.7	42.7	Y	Jul-23	FMR	9	10		Jul-06
Albania	93.51	140.5	40.5	Y	Jul-23	FMR	19	20		Nov-22
Algeria /W40	134.434	146.1	46.1	Y	Jul-23	FMR	20	21		Apr-21
Angola /W40	823.665	134.5	52.9		Mar-23		15	16		Mar-23
Anguilla /W40 14/	2.7	156.6	56.6	Y	Jul-23	FMR	21	22		Feb-23
Antigua and Barbuda /W40 14/	2.7	156.6	56.6	Y	Jul-23	FMR	21	22		Feb-23
Argentina	263.867	140.3	40.3	Y	Jul-23	OMR	23	24		Jan-23
Armenia	383	140.5	40.5	Y	Jul-23	FMR	20	21		Nov-19
Aruba 12/	1.79	169.1	69.1	Y	Jul-23	A	29	31		Aug-22
Australia	1.477	140.6	34.7		Jun-23		24	25		Oct-19
Austria	0.902	156.4	51.3	Y	Jul-23	ER	19	20		Aug-22
Azerbaijan	1.695	151.4	51.4	Y	Jul-23	FMR	16	17		Mar-23
Bahamas	1	176.4	76.4	Y	Jul-23	FMR	30	32		Sep-22
Bahrain	0.377	156.8	56.8	Y	Jul-23	FMR	22	23		Sep-22
Bangladesh /W40	107.5	146.5	46.5	Y	Jul-23	FMR	17	18		Sep-21
Barbados /W40	2	168.2	68.2	Y	Jul-23	FMR	20	21		Jul-22
Belarus	3.076	144.2	44.2	Y	Jul-23	FMR	18	19		Oct-22
Belgium	0.902	144.7	49.0	Y	Jul-23	GCM	17	18		Feb-15
Belize	2	151.6	51.6	Y	Jul-23	FMR	16	17		Nov-22
Benin /W40	591.432	145.6	45.6	Y	Jul-23	FMR	18	19		Jul-22
Bermuda 16/	1	190.9	90.9	Y	Jul-23	L	35	37		Dec-17
Bhutan	82.25	135.5	35.5	Y	Jul-23	FMR	13	14		Aug-20
Bolivia	6.85	128.9	28.9	Y	Jul-23	FMR	17	18		Mar-22
Bonaire /W40 14/	1	156.6	56.6	Y	Jul-23	FMR	21	22		Feb-23
Bosnia and Herzegovina /W40	1.763	135.1	35.1	Y	Jul-23	FMR	14	15		Feb-23
Botswana	13.245	125.7	25.7	Y	Jul-23	FMR	19	20		Jun-19
Brazil /W40	4.792	138.4	38.4	Y	Jul-23	FMR	19	20		Feb-21
British Virgin Islands /W40	1	153.9	53.9	Y	Jul-23	FMR	22	23		Jun-19
Bulgaria	1.763	140.6	40.6	Y	Jul-23	ER	20	21		Jun-23
Burkina Faso /W40	591.432	132.8	33.8	Y	Jul-23	FMR	14	15		Feb-21
Burundi /W40	2806.12	145.4	45.4	Y	Jul-23	FMR	14	15		Jul-22
Cambodia /W40	4121	137.2	37.2	Y	Jul-23	PP	23	24		Mar-21
Cameroon /W40	591.432	144.1	44.1	Y	Jul-23	FMR	15	16		Jul-15
Canada, Montreal	1.316	155.0	52.0	Y	Jul-23	ER	18	19		Aug-22
Canada, Ottawa	1.316	165.6	62.4	Y	Jul-23	L	20	21		Aug-22
Canada, Toronto	1.316	173.3	70.0	Y	Jul-23	L	20	21		May-17
Cape Verde	99.418	148.0	48.0	Y	Jul-23	FMR	23	24		Nov-22
Cayman Islands 17/	0.82	157.1	57.1	Y	Jul-23	L	24	25		Dec-17

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 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		
Central African Rep. /W40	591.432	156.0	56.0	Y	Jul-23	FMR	17	18		Nov-17
Chad /W40	591.432	158.9	58.9	Y	Jul-23	FMR	16	17		Dec-19
Chile /W40	810	134.0	34.0	Y	Jul-23	FMR	19	20		Aug-19
China, Beijing /W40	7.172	162.0	66.3	Y	Jul-23	FMR	25	27		Feb-22
China, Hong Kong (SAR)	7.827	213.8	110.2	Y	Jul-23	ER	19	20		Jun-12
China, Macao (SAR)	8.062	153.1	53.1	Y	Jul-23	FMR	21	22		Jul-18
Colombia	4124	131.4	31.4	Y	Jul-23	FMR	20	21		Oct-20
Comoros	443.574	145.0	45.0	Y	Jul-23	FMR	14	15		Apr-19
Congo /W40	591.432	152.7	52.7	Y	Jul-23	H	8	8	Y	Jul-23
Congo, Dem. Rep. /W40	2396.755	160.6	60.6	Y	Jul-23	PP	26	28	Y	Jul-23
Cook Islands 4/	1.596	152.5	54.5	Y	Jul-23	FMR	21	22	Y	Jul-23
Costa Rica	548.98	141.2	41.2	Y	Jul-23	FMR	23	24		Jan-23
Cote d'Ivoire /W40	591.432	161.0	61.0	Y	Jul-23	FMR	21	22		Jan-22
Croatia, Republic of	0.902	142.0	44.7	Y	Jul-23	ER	8	9		Aug-19
Cuba	24	168.9	68.9	Y	Jul-23	FMR	23	24		Jun-23
Cyprus	0.902	139.1	39.3	Y	Jul-23	ER	16	17		Jun-23
Czech Republic	21.47	169.0	69.0	Y	Jul-23	FPR	21	22		Sep-06
Denmark	6.719	179.5	85.1	Y	Jul-23	ER	25	27		Jun-19
Djibouti /W40	177	150.0	50.0	Y	Jul-23	FMR	16	17		Jan-15
Dominica /W40 14/	2.7	156.6	56.6	Y	Jul-23	FMR	21	22		Feb-23
Dominican Republic	55.433	138.4	38.4	Y	Jul-23	FMR	22	23		Nov-22
Ecuador	1	132.1	32.8		Mar-22		20	21		Oct-22
Egypt /W40	30.899	127.8	27.8	Y	Jul-23	FMR	20	21		Sep-22
El Salvador	1	134.2	34.2	Y	Jul-23	FMR	23	24		Dec-21
Equatorial Guinea	591.432	148.7	48.7	Y	Jul-23	FMR	19	20		May-23
Eritrea	15	153.6	53.6	Y	Jul-23	FMR	11	12		Dec-17
Estonia	0.902	148.5	48.5	Y	Jul-23	FMR	18	19		Feb-01
Eswatini	18.244	119.2	19.2	Y	Jul-23	FMR	11	12		Sep-03
Ethiopia /W40	54.66	161.5	61.5	Y	Jul-23	FMR	25	27		Feb-22
Fiji /W40	2.22	140.9	40.9	Y	Jul-23	FMR	20	21		Sep-11
Finland	0.902	145.0	44.7	Y	Jul-23	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.902	156.9	53.1	Y	Jul-23	L	19	20		Aug-22
France, Paris	0.902	160.7	56.8	Y	Jul-23	ER	25	27		Aug-22
French Guiana	0.902	139.4	36.4	Y	Jul-23	ER	0	0		Jan-00
Gabon /W40	591.432	152.8	52.8	Y	Jul-23	FMR	18	19		Jun-19
Gambia /W40	61.15	144.9	44.9	Y	Jul-23	FMR	19	20		Apr-23
Georgia, Republic of	2.589	127.3	27.3	Y	Jul-23	FMR	18	19		Jul-22
Germany, Berlin	0.902	149.8	49.8	Y	Jul-23	L	22	23	Y	Jul-23

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 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, Bonn	0.902	142.0	42.0	Y	Jul-23	PP	21	22	Y	Jul-23
Germany, Dresden	0.902	142.0	42.0	Y	Jul-23	A	20	21	Y	Jul-23
Germany, Frankfurt	0.902	151.5	51.5	Y	Jul-23	L	23	24	Y	Jul-23
Germany, Hamburg	0.902	158.3	58.3	Y	Jul-23	L	25	27	Y	Jul-23
Germany, Munich	0.902	164.4	64.4	Y	Jul-23	L	26	28	Y	Jul-23
Ghana /W40	11	137.0	52.7	Y	Jul-23	OMR	24	25		Nov-22
Gibraltar 1/	0.77	183.2	80.0	Y	Jul-23	A	29	31		Aug-22
Greece	0.902	133.8	31.7	Y	Jul-23	ER	17	18		May-19
Grenada /W40 14/	2.7	156.6	56.6	Y	Jul-23	FMR	21	22		Feb-23
Guatemala /W40	7.831	139.3	39.3	Y	Jul-23	FMR	16	17		Jan-09
Guinea /W40	8506.24	156.5	56.5	Y	Jul-23	FMR	19	20		Dec-21
Guinea Bissau	591.432	156.6	56.6	Y	Jul-23	FMR	13	14		Nov-15
Guyana /W40	209.7	156.1	56.1	Y	Jul-23	FMR	19	20		Apr-23
Haiti	137.66	159.0	61.1	Y	Jul-23	FMR	19	20		Mar-23
Honduras /W40	24.506	137.2	37.2	Y	Jul-23	FMR	22	23		Dec-22
Hungary	338.55	152.8	52.4	Y	Jul-23	ER	18	19		Jun-23
Iceland	132.37	141.5	37.9	Y	Jul-23	ER	0	0		Jan-00
India /W40	82.25	137.6	37.6	Y	Jul-23	PP	16	17	Y	Jul-23
Indonesia /W40	15069	139.4	39.4	Y	Jul-23	FMR	23	24		Dec-21
Iran /W40	371697	132.4	35.0		Jun-23		17	18		Jun-23
Iraq	1310	132.9	32.9	Y	Jul-23	FMR	14	15		May-02
Ireland	0.902	165.4	60.6	Y	Jul-23	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.648	167.9	71.9	Y	Jul-23	L	25	27		Nov-19
Italy, Brindisi	0.902	129.8	29.8	Y	Jul-23	L	10	11		Nov-99
Italy, Rome	0.902	136.0	36.0	Y	Jul-23	ER	21	22		Aug-22
Jamaica /W40	153.328	155.1	55.1	Y	Jul-23	FMR	25	27		Apr-21
Japan, Hiroshima	138.89	142.1	37.3	Y	Jul-23	L	13	14		Sep-19
Japan, Tokyo	138.89	163.0	57.4	Y	Jul-23	ER	22	23		Sep-19
Jerusalem /W40	3.648	158.9	59.6	Y	Jul-23	FMR	25	27		Nov-19
Jordan /W40	0.708	138.7	38.7	Y	Jul-23	FMR	18	19		Sep-22
Kazakhstan	442.15	138.6	38.6	Y	Jul-23	FMR	21	22		Mar-23
Kenya /W40	141.11	131.9	31.9	Y	Jul-23	FMR	25	26		May-22
Kiribati	1.477	141.1	41.3	Y	Jul-23	FMR	11	12		Jan-20
Korea, Dem. Peo. Of	110	156.2	56.2	Y	Jul-23	FMR	10	11		Sep-15
Korea, Republic of /W40	1288.44	154.3	66.6	Y	Jul-23	FMR	17	18		Nov-19
Kuwait /W40	0.307	145.1	45.1	Y	Jul-23	FMR	21	22		Sep-21
Kyrgyzstan	87.694	135.6	35.6	Y	Jul-23	FMR	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	19224	131.0	31.0	Y	Jul-23	FMR	13	14		Oct-03

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 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		
Latvia 23/	0.902	137.5	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	85500	134.1	35.1	Y	Jul-23	OMR	15	16		Apr-23
Lesotho	18.244	133.5	33.5	Y	Jul-23	FMR	14	15		Jan-11
Liberia	181.454	154.0	54.0	Y	Jul-23	FMR	19	20		Jun-10
Libya /W40 27/	4.834	135.4	35.4	Y	Jul-23	FMR	19	20		Jun-21
Lithuania	0.902	141.3	41.3	Y	Jul-23	FMR	17	18		Dec-03
Luxembourg	0.902	154.3	53.4	Y	Jul-23	ER	17	18		Dec-17
Madagascar	4517.58	131.4	31.4	Y	Jul-23	FMR	20	21		Jan-23
Malawi	1063.86	144.4	44.4	Y	Jul-23	FMR	18	19		Dec-22
Malaysia /W40	4.65	150.1	50.1	Y	Jul-23	FMR	15	16		Mar-23
Maldives	15	145.5	47.1		Mar-22		23	24		Jun-20
Mali /W40	591.432	151.6	51.6	Y	Jul-23	FMR	13	14		Sep-20
Malta	0.902	138.0	35.7	Y	Jul-23	ER	14	15		Oct-06
Marshall Islands 2/	1	150.6	53.2	Y	Jul-23	FMR	21	22		Jul-19
Mauritania /W40	34.92	142.5	42.5	Y	Jul-23	H	13	14		Apr-22
Mauritius	45.224	132.4	32.4	Y	Jul-23	FMR	18	19		Sep-21
Mexico	16.84	159.9	59.9	Y	Jul-23	FMR	25	27		Mar-23
Micronesia, Fed States of 2/	1	150.6	53.2	Y	Jul-23	FMR	21	22	Y	Jul-23
Moldova	18.118	149.2	49.2	Y	Jul-23	FMR	21	22		Oct-21
Monaco 3/	0.902	160.7	56.8	Y	Jul-23	A	25	27		Aug-22
Mongolia	3424.17	140.8	40.8	Y	Jul-23	FMR	19	20		Oct-22
Montenegro	0.902	136.5	36.5	Y	Jul-23	FMR	21	22		Jan-23
Morocco	9.744	134.5	36.6	Y	Jul-23	FMR	21	22		May-21
Mozambique /W40	63.25	138.8	38.8	Y	Jul-23	FMR	25	27		Apr-23
Myanmar	2100	136.5	36.5	Y	Jul-23	FMR	20	21		Feb-23
Namibia	18.244	127.7	27.7	Y	Jul-23	FMR	14	15		Jul-22
Nepal /W40	131.541	132.2	32.2	Y	Jul-23	FMR	12	13		Jan-14
Netherlands	0.902	153.5	57.8	Y	Jul-23	ER	24	25		Oct-19
New Caledonia	107.594	143.8	43.8	Y	Jul-23	FMR	16	17		Sep-05
New Zealand 26/	1.596	142.4	43.5		Mar-23		24	25		Dec-20
Nicaragua	36.166	127.5	30.8		Mar-23		20	21		Oct-21
Niger /W40	591.432	132.6	32.6	Y	Jul-23	FMR	10	11		Mar-09
Nigeria /W40	783.06	144.5	60.1		Mar-23		25	27		Feb-23
The Republic of North Macedonia	55.43	131.8	33.7		Mar-23		20	21		Apr-22
Norway	10.173	152.6	51.9	Y	Jul-23	ER	25	27		May-23
Oman	0.384	139.3	39.3	Y	Jul-23	FMR	21	22		Jul-22
Pakistan /W40	276.473	134.2	34.2	Y	Jul-23	FMR	17	18		Jul-22
Palau, Republic of 4/	1	152.5	54.5	Y	Jul-23	FMR	21	22	Y	Jul-23

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 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		
Panama /W40	1	141.2	41.2	Y	Jul-23	FMR	24	25		Aug-18
Papua New Guinea	3.571	159.3	64.1	Y	Jul-23	GCM	28	30	Y	Jul-23
Paraguay /W40	7258	131.1	31.1	Y	Jul-23	FMR	17	18		Aug-20
Peru /W40	3.605	141.2	41.2	Y	Jul-23	FMR	21	22		Aug-17
Philippines /W40	54.921	146.1	46.1	Y	Jul-23	FMR	22	23		Oct-18
Poland	4.005	140.5	41.1	Y	Jul-23	ER	22	23		Jun-23
Portugal, Guimaraes	0.902	116.7	14.9	Y	Jul-23	L	0	0		Jan-00
Portugal, Lisbon	0.902	142.1	40.0	Y	Jul-23	ER	20	21		Jan-05
Puerto Rico 13/	1	138.4	38.4	Y	Jul-23	A	22	23		Nov-22
Qatar	3.646	159.9	59.9	Y	Jul-23	FMR	28	30		Oct-19
Romania	4.461	134.8	35.6	Y	Jul-23	ER	19	20		Jun-23
Russian Federation /W40	90.529	130.9	34.9	Y	Jul-23	GCM	16	17	Y	Jul-23
Rwanda	1154.872	137.0	37.0	Y	Jul-23	FMR	17	18		Oct-22
Saint Helena 5/	0.77	159.6	59.6	Y	Jul-23	L	13	14		Aug-22
St. Lucia	2.7	154.3	54.3	Y	Jul-23	FMR	18	19		Mar-21
Samoa	2.692	140.5	40.5	Y	Jul-23	FMR	17	18		Feb-21
Sao Tome and Principe	22.934	162.2	62.2	Y	Jul-23	FMR	22	23		Nov-22
Saudi Arabia /W40	3.751	150.4	50.4	Y	Jul-23	FMR	21	22		Nov-17
Senegal /W40	591.432	140.9	40.9	Y	Jul-23	FMR	18	19		Sep-21
Serbia	105.672	140.7	40.7	Y	Jul-23	H	18	19	Y	Jul-23
Seychelles /W40	13.312	149.4	50.7	Y	Jul-23	FMR	18	19		Dec-22
Sierra Leone /W40	20.5	151.1	51.1	Y	Jul-23	FMR	19	20		May-18
Singapore	1.333	169.6	69.6	Y	Jul-23	FMR	23	24		Jul-19
Slovak Republic	0.902	141.7	41.7	Y	Jul-23	FPR	16	17		Feb-12
Slovenia, Republic of 24/	0.902	147.4	40.4	Y	Jul-23	ER	14	15		Jan-20
Solomon Islands /W40	8.15	161.9	61.9	Y	Jul-23	FMR	18	19		Dec-07
Somalia 6/	24300	146.7	46.7	Y	Jul-23	FMR	19	20		Feb-22
South Africa /W40	18.244	124.2	26.9	Y	Jul-23	FMR	22	23		Jun-21
South Sudan, Republic of /W40	922.618	156.5	56.5	Y	Jul-23	FMR	14	15		Sep-17
Spain	0.902	136.9	34.0	Y	Jul-23	ER	22	23		Aug-22
Sri Lanka /W40	313.69	140.2	40.2	Y	Jul-23	FMR	22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	156.6	56.6	Y	Jul-23	FMR	21	22		Feb-23
St. Vincent and the Grenadines /W40 14/	2.7	156.6	56.6	Y	Jul-23	FMR	21	22		Feb-23

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 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	568.9	156.5	56.5	Y	Jul-23	OMR	15	16		Mar-23
Suriname /W40	37.732	137.2	37.2	Y	Jul-23	OMR	16	17		Oct-12
Sweden	10.467	142.8	41.9	Y	Jul-23	ER	27	29		May-23
Switzerland	0.87	191.6	86.7	Y	Jul-23	ER	22	23		Aug-22
Syrian Arab Republic 10/	6500	100.6	24.8		Jul-19		20	21		Jun-12
Tajikistan	10.92	137.9	37.9	Y	Jul-23	FMR	14	15		Feb-23
Tanzania, United Rep. of /W40	2440	141.8	41.8	Y	Jul-23	FMR	22	23		Oct-21
Thailand /W40	34.71	139.7	40.0	Y	Jul-23	FMR	22	23		Jul-19
Timor-Leste /W40	1	146.0	46.0	Y	Jul-23	FMR	15	16		Jul-11
Togo	591.432	148.5	48.5	Y	Jul-23	FMR	15	16		Feb-23
Tonga	2.299	141.7	41.7	Y	Jul-23	FMR	9	10		Jan-09
Trinidad and Tobago /W40	6.736	145.1	45.1	Y	Jul-23	FMR	21	22		Feb-23
Tunisia	3.054	132.3	32.3	Y	Jul-23	FMR	15	16		Dec-22
Türkiye, Ankara /W40	26.145	126.6	26.6	Y	Jul-23	OMR	14	15		May-23
Türkiye, Gebze /W40 19/	26.145	133.1	33.1	Y	Jul-23	L	15	16		May-23
Türkiye, Istanbul /W40 15/	26.145	133.1	33.1	Y	Jul-23	L	15	16		May-23
Turkmenistan	3.5	187.5	93.2	Y	Jul-23	GCM	8	9		Oct-21
Tuvalu 11/	1.477	148.0	48.1	Y	Jul-23	FMR	0	0		Jan-00
Uganda /W40	3665.79	136.7	36.7	Y	Jul-23	FMR	24	25		May-14
Ukraine	37	135.6	35.6	Y	Jul-23	FMR	16	17		Aug-19
United Arab Emirates	3.673	175.8	75.8	Y	Jul-23	FMR	32	34		Aug-11
United Kingdom	0.77	183.2	80.0	Y	Jul-23	ER	29	31		Aug-22
USA, El Paso 20/	1	161.9	56.6		Feb-23		13	14		Aug-22
USA, Miami 7/	1	163.2	57.9		Feb-23		25	27		Aug-22
USA, New York	1	186.9	80.5		Feb-23		32	34		Feb-23
USA, San Diego 21/	1	182.9	76.7		Feb-23		29	31		Aug-22
USA, San Francisco 8/	1	191.2	84.7		Feb-23		29	31		Aug-22
USA, Seattle 18/	1	165.1	59.7		Feb-23		25	27		Aug-22
USA, Washington D.C.	1	169.1	63.5		Feb-23		27	29		Apr-11
Uruguay	37.989	152.3	52.3	Y	Jul-23	FMR	27	29		May-22
Uzbekistan /W40	11525	136.9	36.9	Y	Jul-23	PP	15	16	Y	Jul-23
Vanuatu	115.39	155.8	55.8	Y	Jul-23	FMR	15	16		Aug-12
Venezuela /W40 10/	28.304	84.1	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	23671	134.4	34.4	Y	Jul-23	FMR	19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.648	158.9	62.7	Y	Jul-23	A	21	22		Sep-13
Yemen, Republic of 28/	511.68	132.7	32.7	Y	Jul-23	L	20	21		Jul-22
Zambia	18.4	139.5	39.5	Y	Jul-23	FMR	22	23		Apr-23
Zimbabwe /W40 25/	5297.503	129.6	30.5	Y	Jul-23	FMR	16	17		Dec-18

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 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.

**XIV. 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