



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/586

Approved by:
Larbi Djacta, Chairman

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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 October 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 octobre 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. Revisions to published survey results for Belgium and Finland

2. The ICSC discovered a glitch in the Integrated Data Management System (IDMS), which had an impact on the implemented survey results for Belgium in July 2023 and Finland in May 2023. The glitch led to the inadvertent exclusion of the Medical Insurance index, which negatively affected the updated survey results upon implementation. The glitch is now resolved, and both surveys were reprocessed, producing higher values of post adjustment multipliers than initially published, and hence, retro-active payments.

A) Belgium

3. The initially published Post Adjustment Multiplier (PAM), implemented in July 2023, was 49.0, accompanied by a Personal Transitional Allowance (PTA) of 3.3 PAM points as a result of the application of the Gap Closure Measure (GCM). Following the reprocessing of the survey data, the PAM for July 2023 has been revised to 52.3, effectively nullifying the PTA. **This adjustment does not impact the salary for staff on post before 1 August 2023, as they had already received the PTA, which together with the published PAM amounts to the new multiplier (49.0 (Old PAM) + 3.3 (PTA) = 52.3 (New PAM)).**

4. **However, staff who joined on or after 1 August 2023 are eligible for retroactive pay.** This is because such staff were not eligible for the PTA and had been compensated based solely on the initially published PAM. The cumulative multiplier points, depending on the onboarding date, are as follows:

Table 1: Reprocessed survey results for Belgium

Staff on post as of	Published Multiplier	New Multiplier	Difference	Cumulative Multiplier points
1 August 2023	47.4	50.7	3.3	6.5
1 September 2023	44.9	48.1	3.2	3.2

5. **The retroactive payments for Belgium are applicable to all eligible staff (that is, staff onboarded on or after 1 August 2023), but subject to the date they joined the duty station, as indicated in Table 3.**

6. To ease the burden on payroll systems, the retroactive pay can be processed as a one-time payment. For example, for a staff member who was onboarded as of 1 August 2023 and is still at the duty station, a cumulative amount of 6.5 PAM points (3.3 from August and 3.2 from September) can be processed at once.

7. There was no revision to the published rental subsidy thresholds for Belgium.

B) Finland

8. The reprocessing of the survey data produced higher PAMs compared to what was published. The table below provides a summary of the comparative results.

Table 2: Reprocessed survey results for Finland

Staff on post before	Published Multiplier	New Multiplier	Difference	Cumulative Multiplier points
1 June 2023	42.6	49.5	6.9	34.5
1 July 2023	41.3	48.1	6.8	27.6
1 August 2023	44.7	51.7	7.0	20.8
1 September 2023	43.1	50.1	7.0	13.8
1 October 2023	40.7	47.5	6.8	6.8

9. **The retroactive payment for Finland is applicable to all eligible staff in receipt of post adjustment but subject to the date they joined the duty station, as indicated in Table 2.**

10. To ease the burden on payroll systems, the retroactive pay can be implemented as a one-time payment. For instance, consider a staff member who was onboarded before 1 June 2023 and is still on post. In this case, a cumulative amount of 34.5 multiplier points (encompassing all the PAMs payable from June to September) can be processed at once. Similarly, for a staff member who was onboarded, say, 29 July 2023, and is still on post, the retroactive payment should amount to 20.8 cumulative multiplier points.

11. The revised PAM led to a revision of the rental subsidy thresholds as follows:

Table 3: Revised rental subsidy thresholds for Finland

<i>Published thresholds</i>		<i>New thresholds</i>	
<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance	<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
20	21	24	25

12. The revision of the thresholds from 20/21 to 24/25 means that some staff should have received a lower rental subsidy amount than was processed while some others may have become ineligible. Rental subsidy should therefore be reprocessed from May to September 2023, and this might offset in part some of the retroactive payments for those receiving rental subsidy.

VI. Implementation of the modified 0.5% Rule

13. The Commission at its 96th session approved the application of the modified 0.5 per cent rule for group I duty stations that meet two conditions:

- (a) the currency of the duty station is neither any of the currencies of headquarters duty stations (that is, the US dollar, Swiss Franc, Euro, or British Pound), nor pegged, in a fixed or otherwise strict manner, to them; and
- (b) the share of in-area expenditures incurred in non-local currencies by reference to the benchmark net take-home pay (NTP) based on the results of the latest cost-of-living survey is at least 15 per cent.

14. For such duty stations, the monthly multiplier between reviews is obtained by keeping two separate shares of benchmark NTPs, expressed in US dollar and in local currency, stable, with a maximum fluctuation of plus or minus 0.5 per cent, with the share of the NTP expressed in local currency adjusted for changes in the exchange rates only, whereas the share of NTP expressed in US dollars is insulated from local currency fluctuations. The share of the NTP expressed in US dollars is obtained as the share of in-area expenditures, incurred in non-local currencies, by reference to the benchmark NTP at the time of survey implementation.

15. The modified 0.5 per cent rule is expected to be implemented starting with the November 2023 post adjustment publication for eligible group I duty stations.

VII. Cost-of-living surveys

16. The results of cost-of-living surveys for duty stations listed in Table 4 are included in the attached Consolidated Post Adjustment Circular.

Table 4: List of surveys by duty station for October 2023

Duty station	Type of survey	Date of survey
Australia	Place-to-place	April 2023
Bhutan	Place-to-place	May 2023
China, Macao (SAR)	Housing	May 2023
Ecuador	Housing	May 2023
Kuwait	Housing	May 2023
Lao Peo. Dem. Rep	Housing	May 2023
Lesotho	Housing	May 2023
Mongolia	Housing	May 2023
Nepal	Housing	May 2023
Netherlands	Place-to-place	May 2023
Panama	Place-to-place	April 2023
Rwanda	Housing	May 2023

VIII. Duty Stations with Personal Transitional Allowance (PTA)

17. Under the existing system of operational rules, the PTA is adjusted periodically until it is phased out. Table 5 provides a summary of all PTAs in effect as of 1 October 2023.

18. 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 5: Summary of personal transitional allowances (PTAs), as of 1 October 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 November 2023
Benin	4.2	1 September 2023	1 October 2023	1 March 2024
Burundi	2.4	1 September 2023	1 October 2023	1 March 2024
Central African Rep.	3.1	1 September 2022	1 March 2023	1 December 2023
Chile	5.8	1 September 2022	1 March 2023	1 December 2023
Comoros	4.1	1 April 2022	1 March 2023	1 December 2023
Congo, Brazzaville	4.0	1 April 2022	1 March 2023	1 December 2023
Gabon	2.8	1 March 2022	1 March 2023	1 December 2023
Haiti	1.6	1 March 2023	1 April 2023	1 January 2024
Iran	5.2	1 June 2023	1 July 2023	1 December 2023
Lebanon	75.2	1 April 2023	1 May 2023	1 February 2024
Niger	1.8	1 December 2021	1 March 2023	1 December 2023
Papua New Guinea	6.2	1 July 2023	1 August 2023	1 January 2024
Qatar	5.5	1 October 2019	1 March 2023	1 December 2023
Russian Federation	27.8	1 July 2023	1 August 2023	1 January 2024
Samoa	1.0	1 November 2022	1 March 2023	1 December 2023
Seychelles	3.4	1 December 2022	1 March 2023	1 December 2023
Singapore	2.4	1 September 2022	1 March 2023	1 December 2023
Sudan	9.3	1 March 2023	1 April 2023	1 January 2024
Thailand	0.3	1 September 2022	1 March 2023	1 December 2023
Turkmenistan	5.6	1 July 2023	1 August 2023	1 January 2024
Zimbabwe	16.7	1 February 2020	1 March 2023	1 December 2023

* Frozen, survey pending

IX. W40 Measure

19. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Mongolia** and **Rwanda**, effective 1 October 2023.

20. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Panama**, effective 1 October 2023.

X. One Month Rule

21. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is applicable for **Argentina, Lebanon, Sierra Leone, Sudan, and Suriname**. Under this rule, the post adjustment multipliers of these duty stations are reviewed, on a monthly basis, during the period of substantial inflation. Based on the application of the one-month rule, the applicable post adjustment multipliers for **Lebanon, Sierra Leone and Suriname**, effective 1 October 2023 are listed in the attached Post Adjustment Circular. However, the application of the one-month review did not change multipliers for **Argentina** and **Sudan** due to the offsetting impact of the significant devaluation of its currency relative to the US dollar.

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 October 2023

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	74.458	144.3	42.7		Jul-23		9	10		Jul-06
Albania	98.01	138.7	40.5		Jul-23		19	20		Nov-22
Algeria /W40	136.756	146.2	46.1		Jul-23		20	21		Apr-21
Angola /W40	825.798	135.1	52.9		Mar-23		15	16		Mar-23
Anguilla /W40 14/	2.7	158.8	59.3		Aug-23		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	158.8	59.3		Aug-23		22	23		Aug-23
Argentina	350.021	138.5	40.3		Jul-23		23	24		Jan-23
Armenia	392.8	140.2	40.5		Jul-23		20	21		Nov-19
Aruba 12/	1.79	168.2	69.1		Jul-23		29	31		Aug-22
Australia	1.556	140.9	40.9	Y	Oct-23	PP	27	29	Y	Oct-23
Austria	0.941	151.2	45.8	Y	Oct-23	ER	19	20		Aug-22
Azerbaijan	1.696	152.5	51.4		Jul-23		16	17		Mar-23
Bahamas	1	178.3	78.2		Sep-23		29	31		Sep-23
Bahrain	0.377	154.6	56.8		Jul-23		22	23		Sep-22
Bangladesh /W40	110	146.1	46.5		Jul-23		17	18		Sep-21
Barbados	2	172.1	73.3		Aug-23		23	24		Aug-23
Belarus	3.184	143.7	44.2		Jul-23		18	19		Oct-22
Belgium	0.941	147.3	46.7	Y	Oct-23	ER	17	18		Feb-15
Belize	2	152.3	51.6		Jul-23		16	17		Nov-22
Benin	617.139	136.7	41.4		Sep-23		18	19		Jul-22
Bermuda 16/	1	192.9	92.9		Sep-23		38	40		Sep-23
Bhutan	83.18	148.1	48.1	Y	Oct-23	PP	11	12	Y	Oct-23
Bolivia	6.855	129.1	28.9		Jul-23		17	18		Mar-22
Bonaire /W40 14/	1	158.8	59.3		Aug-23		22	23		Aug-23
Bosnia and Herzegovina /W40	1.84	134.1	35.1		Jul-23		14	15		Feb-23
Botswana	13.643	124.9	25.7		Jul-23		19	20		Jun-19
Brazil /W40	5.053	136.2	38.4		Jul-23		19	20		Feb-21
British Virgin Islands /W40	1	154.5	53.9		Jul-23		22	23		Jun-19
Bulgaria	1.84	137.5	35.4	Y	Oct-23	ER	20	21		Jun-23
Burkina Faso /W40	617.139	131.1	33.8		Jul-23		14	15		Feb-21
Burundi /W40	2821.32	138.7	43.0		Sep-23		14	15		Jul-22
Cambodia /W40	4126	137.4	37.2		Jul-23		23	24		Mar-21
Cameroon /W40	617.139	143.0	44.1		Jul-23		15	16		Jul-15
Canada, Montreal	1.359	150.7	47.8	Y	Oct-23	ER	18	19		Aug-22
Canada, Ottawa	1.359	161.0	57.9	Y	Oct-23	L	20	21		Aug-22
Canada, Toronto	1.359	168.5	65.3	Y	Oct-23	L	20	21		May-17
Cape Verde	103.74	146.6	48.0		Jul-23		23	24		Nov-22
Cayman Islands 17/	0.82	157.4	57.1		Jul-23		24	25		Dec-17

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Effective 1 October 2023

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	617.139	154.9	56.0		Jul-23		17	18		Nov-17
Chad /W40	617.139	158.4	58.9		Jul-23		16	17		Dec-19
Chile /W40	926	128.4	34.0		Jul-23		19	20		Aug-19
China, Beijing /W40	7.299	160.5	66.3		Jul-23		25	27		Feb-22
China, Hong Kong (SAR)	7.819	214.4	110.4	Y	Oct-23	ER	19	20		Jun-12
China, Macao (SAR)	8.054	160.7	60.7	Y	Oct-23	H	25	27	Y	Oct-23
Colombia /W40	4185	143.1	47.8		Sep-23		19	20		Sep-23
Comoros	462.854	144.6	45.0		Jul-23		14	15		Apr-19
Congo /W40	617.139	151.6	52.7		Jul-23		8	8		Jul-23
Congo, Dem. Rep. /W40	2451.25	160.6	60.6		Jul-23		26	28		Jul-23
Cook Islands 4/	1.659	152.1	54.5		Jul-23		21	22		Jul-23
Costa Rica	534.47	142.5	41.2		Jul-23		23	24		Jan-23
Cote d Ivoire /W40	617.139	158.4	61.0		Jul-23		21	22		Jan-22
Croatia, Republic of	0.941	140.8	39.5	Y	Oct-23	ER	8	9		Aug-19
Cuba	24	170.0	68.9		Jul-23		23	24		Jun-23
Cyprus	0.941	137.9	34.2	Y	Oct-23	ER	16	17		Jun-23
Czech Republic	23.09	163.3	58.4	Y	Oct-23	ER	21	22		Sep-06
Denmark	7.015	178.4	78.1	Y	Oct-23	ER	25	27		Jun-19
Djibouti /W40	177	150.9	50.9		Sep-23		16	17		Jan-15
Dominica /W40 14/	2.7	158.8	59.3		Aug-23		22	23		Aug-23
Dominican Republic	56.485	138.1	38.4		Jul-23		22	23		Nov-22
Ecuador	1	132.6	32.8		Mar-22		20	21		Oct-22
Egypt /W40	30.85	129.1	27.8		Jul-23		20	21		Sep-22
El Salvador	1	134.6	34.2		Jul-23		23	24		Dec-21
Equatorial Guinea	617.139	147.3	48.7		Jul-23		19	20		May-23
Eritrea	15	149.0	53.6		Jul-23		11	12		Dec-17
Estonia	0.941	147.9	48.5		Jul-23		18	19		Feb-01
Eswatini	18.826	118.6	19.2		Jul-23		11	12		Sep-03
Ethiopia /W40	55.294	164.0	61.5		Jul-23		25	27		Feb-22
Fiji /W40	2.28	139.7	40.9		Jul-23		20	21		Sep-11
Finland	0.941	147.7	46.1	Y	Oct-23	ER	24	25	Y	May-23
France, Lyon and Elsewhere	0.941	153.8	47.6	Y	Oct-23	L	19	20		Aug-22
France, Paris	0.941	157.5	51.1	Y	Oct-23	ER	25	27		Aug-22
French Guiana	0.941	138.2	31.5	Y	Oct-23	ER	0	0		Jan-00
Gabon /W40	617.139	150.7	52.8		Jul-23		18	19		Jun-19
Gambia /W40	61.7	145.2	44.9		Jul-23		19	20		Apr-23
Georgia, Republic of	2.672	130.9	31.2		Aug-23		21	22		Aug-23
Germany, Berlin	0.941	145.9	44.3	Y	Oct-23	L	22	23		Jul-23

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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	0.941	138.4	36.8	Y	Oct-23	ER	21	22		Jul-23
Germany, Dresden	0.941	138.4	36.8	Y	Oct-23	A	20	21		Jul-23
Germany, Frankfurt	0.941	147.6	45.9	Y	Oct-23	L	23	24		Jul-23
Germany, Hamburg	0.941	154.2	52.4	Y	Oct-23	L	25	27		Jul-23
Germany, Munich	0.941	160.1	58.3	Y	Oct-23	L	26	28		Jul-23
Ghana /W40	11.73	135.8	52.7		Jul-23		24	25		Nov-22
Gibraltar 1/	0.811	176.9	71.8	Y	Oct-23	A	29	31		Aug-22
Greece	0.941	136.7	36.9	Y	Oct-23	ER	18	19		Aug-23
Grenada /W40 14/	2.7	158.8	59.3		Aug-23		22	23		Aug-23
Guatemala /W40	7.839	139.8	39.3		Jul-23		16	17		Jan-09
Guinea /W40	8495	157.6	56.5		Jul-23		19	20		Dec-21
Guinea Bissau	617.139	155.6	56.6		Jul-23		13	14		Nov-15
Guyana /W40	208.8	157.3	56.1		Jul-23		19	20		Apr-23
Haiti	134.13	159.5	61.1		Jul-23		19	20		Mar-23
Honduras /W40	24.625	137.3	37.2		Jul-23		22	23		Dec-22
Hungary	363.71	149.6	43.1	Y	Oct-23	ER	18	19		Jun-23
Iceland	138.12	140.6	32.9	Y	Oct-23	ER	0	0		Jan-00
India /W40	83.18	139.0	37.6		Jul-23		16	17		Jul-23
Indonesia /W40	15695	138.1	39.4		Jul-23		23	24		Dec-21
Iran /W40	371240	133.1	35.0		Jun-23		17	18		Jun-23
Iraq	1310	134.1	32.9		Jul-23		14	15		May-02
Ireland	0.941	162.5	54.7	Y	Oct-23	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.959	163.9	71.9		Jul-23		25	27		Nov-19
Italy, Brindisi	0.941	125.0	25.2	Y	Oct-23	L	10	11		Nov-99
Italy, Rome	0.941	131.0	31.1	Y	Oct-23	ER	21	22		Aug-22
Jamaica /W40	153.883	155.4	55.1		Jul-23		25	27		Apr-21
Japan, Hiroshima	148.95	136.5	29.0	Y	Oct-23	L	13	14		Sep-19
Japan, Tokyo	148.95	156.5	47.9	Y	Oct-23	ER	22	23		Sep-19
Jerusalem /W40	3.959	155.2	59.6		Jul-23		25	27		Nov-19
Jordan /W40	0.708	137.6	38.7		Jul-23		18	19		Sep-22
Kazakhstan	476.63	136.7	38.6		Jul-23		21	22		Mar-23
Kenya /W40	148.87	130.6	31.9		Jul-23		25	26		May-22
Kiribati	1.556	139.1	41.3		Jul-23		11	12		Jan-20
Korea, Dem. Peo. Of	110	156.5	56.2		Jul-23		10	11		Sep-15
Korea, Republic of /W40	1338.67	157.4	66.6		Jul-23		17	18		Nov-19
Kuwait /W40	0.309	143.8	45.1		Jul-23		21	22		Sep-21
Kyrgyzstan	88.2	136.0	35.6		Jul-23		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	20569	131.9	31.9	Y	Oct-23	H	13	14		Oct-03

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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/	0.941	135.4	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	85500	135.2	35.2	Y	Oct-23	OMR	15	16		Apr-23
Lesotho	18.826	131.4	33.5		Jul-23		14	15		Jan-11
Liberia	185.832	162.0	61.8		Aug-23		21	22		Aug-23
Libya /W40 27/	4.893	135.8	35.4		Jul-23		19	20		Jun-21
Lithuania	0.941	140.5	41.3		Jul-23		17	18		Dec-03
Luxembourg	0.941	151.5	47.8	Y	Oct-23	ER	17	18		Dec-17
Madagascar	4519.68	131.6	31.4		Jul-23		20	21		Jan-23
Malawi	1180.29	141.4	44.4		Jul-23		18	19		Dec-22
Malaysia /W40	4.715	149.6	50.1		Jul-23		15	16		Mar-23
Maldives	15	145.9	47.1		Mar-22		23	24		Jun-20
Mali /W40	617.139	151.3	51.6		Jul-23		13	14		Sep-20
Malta	0.941	136.0	34.1	Y	Oct-23	ER	16	17		Aug-23
Marshall Islands 2/	1	150.2	53.2		Jul-23		21	22		Jul-19
Mauritania /W40	37.9	140.1	42.5		Jul-23		13	14		Apr-22
Mauritius	45.5	132.3	32.4		Jul-23		18	19		Sep-21
Mexico	17.8	156.6	59.9		Jul-23		25	27		Mar-23
Micronesia, Fed States of 2/	1	150.2	53.2		Jul-23		21	22		Jul-23
Moldova	18.085	150.1	49.2		Jul-23		21	22		Oct-21
Monaco 3/	0.941	157.5	51.1	Y	Oct-23	A	25	27		Aug-22
Mongolia /W40	3446.5	140.8	40.8		Jul-23		19	20		Oct-22
Montenegro	0.941	135.0	36.5		Jul-23		21	22		Jan-23
Morocco	10.219	132.7	36.6		Jul-23		21	22		May-21
Mozambique /W40	63.25	139.1	38.8		Jul-23		25	27		Apr-23
Myanmar	2100	136.9	36.5		Jul-23		20	21		Feb-23
Namibia	18.826	133.7	33.6		Sep-23		13	14		Sep-23
Nepal /W40	132.989	132.9	32.9	Y	Oct-23	H	12	13		Jan-14
Netherlands	0.941	148.0	51.9	Y	Oct-23	ER	23	24	Y	Oct-23
New Caledonia	112.27	141.6	43.8		Jul-23		16	17		Sep-05
New Zealand 26/	1.659	141.3	43.5		Mar-23		24	25		Dec-20
Nicaragua	36.169	127.7	30.8		Mar-23		20	21		Oct-21
Niger /W40	617.139	130.8	32.6		Jul-23		10	11		Mar-09
Nigeria /W40	766.41	147.2	60.1		Mar-23		25	27		Feb-23
The Republic of North Macedonia	57.591	130.7	33.7		Mar-23		20	21		Apr-22
Norway	10.825	146.7	43.9	Y	Oct-23	ER	25	27		May-23
Oman	0.385	136.6	39.3		Jul-23		21	22		Jul-22
Pakistan /W40	279.1	134.3	34.2		Jul-23		17	18		Jul-22
Palau, Republic of 4/	1	152.1	54.5		Jul-23		21	22		Jul-23

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 October 2023

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	1	141.9	41.9	Y	Oct-23	PP	24	25		Aug-18
Papua New Guinea	3.663	158.3	64.1		Jul-23		28	30		Jul-23
Paraguay /W40	7318	131.2	31.1		Jul-23		17	18		Aug-20
Peru /W40	3.82	139.1	41.2		Jul-23		21	22		Aug-17
Philippines /W40	56.74	145.0	46.1		Jul-23		22	23		Oct-18
Poland	4.254	135.9	33.8	Y	Oct-23	ER	22	23		Jun-23
Portugal, Guimaraes	0.941	116.0	16.7	Y	Oct-23	L	13	14		Aug-23
Portugal, Lisbon	0.941	134.1	34.9	Y	Oct-23	ER	20	21		Jan-05
Puerto Rico 13/	1	138.1	38.4		Jul-23		22	23		Nov-22
Qatar	3.646	160.6	59.9		Jul-23		28	30		Oct-19
Romania	4.671	132.9	30.3	Y	Oct-23	ER	19	20		Jun-23
Russian Federation /W40	100.193	127.2	34.9		Jul-23		16	17		Jul-23
Rwanda /W40	1209.914	137.9	37.9	Y	Oct-23	H	17	18		Oct-22
Saint Helena 5/	0.811	154.1	59.6		Jul-23		13	14		Aug-22
St. Lucia	2.7	155.6	54.3		Jul-23		18	19		Mar-21
Samoa	2.74	140.1	40.5		Jul-23		17	18		Feb-21
Sao Tome and Principe	23.277	162.1	62.2		Jul-23		22	23		Nov-22
Saudi Arabia /W40	3.751	150.7	50.4		Jul-23		21	22		Nov-17
Senegal /W40	617.139	139.9	40.9		Jul-23		18	19		Sep-21
Serbia	110.21	139.2	40.7		Jul-23		18	19		Jul-23
Seychelles /W40	13.097	150.8	50.7		Jul-23		18	19		Dec-22
Sierra Leone /W40	23	151.3	51.3	Y	Oct-23	OMR	19	20		May-18
Singapore	1.362	167.7	69.6		Jul-23		23	24		Jul-19
Slovak Republic	0.941	139.5	36.6	Y	Oct-23	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.941	145.2	44.2	Y	Oct-23	ER	14	15		Jan-20
Solomon Islands /W40	8.17	162.8	61.9		Jul-23		18	19		Dec-07
Somalia 6/	24300	147.3	46.7		Jul-23		19	20		Feb-22
South Africa /W40	18.826	124.9	26.9		Jul-23		19	20		Aug-23
South Sudan, Republic of /W40	1015.76	156.8	56.5		Jul-23		14	15		Sep-17
Spain	0.941	131.5	29.1	Y	Oct-23	ER	22	23		Aug-22
Sri Lanka /W40	323.28	141.3	41.7		Aug-23		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	158.8	59.3		Aug-23		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	158.8	59.3		Aug-23		22	23		Aug-23

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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	695	155.8	57.0		Aug-23		15	16		Mar-23
Suriname /W40	38.134	138.0	38.0	Y	Oct-23	OMR	16	17		Oct-12
Sweden	10.88	140.0	37.2	Y	Oct-23	ER	27	29		May-23
Switzerland	0.901	185.1	80.8	Y	Oct-23	ER	22	23		Aug-22
Syrian Arab Republic 10/	11500	99.5	24.8		Jul-19		20	21		Jun-12
Tajikistan	10.95	138.4	37.9		Jul-23		14	15		Feb-23
Tanzania, United Rep. of /W40	2492.26	141.4	41.8		Jul-23		22	23		Oct-21
Thailand /W40	36.35	138.1	40.0		Jul-23		22	23		Jul-19
Timor-Leste /W40	1	146.4	46.0		Jul-23		15	16		Jul-11
Togo	617.139	146.8	48.5		Jul-23		15	16		Feb-23
Tonga	2.328	142.9	41.7		Jul-23		9	10		Jan-09
Trinidad and Tobago /W40	6.744	145.5	45.1		Jul-23		21	22		Feb-23
Tunisia	3.157	132.1	32.3		Jul-23		15	16		Dec-22
Türkiye, Ankara /W40	27.732	130.3	26.6		Jul-23		14	15		May-23
Türkiye, Gebze /W40 19/	27.732	136.9	33.1		Jul-23		15	16		May-23
Türkiye, Istanbul /W40 15/	27.732	136.9	33.1		Jul-23		15	16		May-23
Turkmenistan	3.5	187.8	93.2		Jul-23		8	9		Oct-21
Tuvalu 11/	1.556	147.6	48.1		Jul-23		0	0		Jan-00
Uganda /W40	3751.78	136.5	36.7		Jul-23		24	25		May-14
Ukraine	37	136.8	35.6		Jul-23		16	17		Aug-19
United Arab Emirates	3.673	177.5	75.8		Jul-23		32	34		Aug-11
United Kingdom	0.811	176.9	71.8	Y	Oct-23	ER	29	31		Aug-22
USA, El Paso 20/	1	161.1	56.6		Feb-23		13	14		Aug-22
USA, Miami 7/	1	162.5	57.9		Feb-23		25	27		Aug-22
USA, New York	1	185.9	80.5		Feb-23		32	34		Feb-23
USA, San Diego 21/	1	182.0	76.7		Feb-23		29	31		Aug-22
USA, San Francisco 8/	1	190.2	84.7		Feb-23		29	31		Aug-22
USA, Seattle 18/	1	164.3	59.7		Feb-23		25	27		Aug-22
USA, Washington D.C.	1	168.2	63.5		Feb-23		27	29		Apr-11
Uruguay	39.7	151.1	52.3		Jul-23		27	29		May-22
Uzbekistan /W40	12180	136.3	36.9		Jul-23		15	16		Jul-23
Vanuatu	118.57	156.1	55.8		Jul-23		15	16		Aug-12
Venezuela /W40 10/	34.819	84.4	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	24417	133.5	34.4		Jul-23		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.959	155.2	62.7		Jul-23		25	27		Aug-23
Yemen, Republic of 28/	508.62	130.2	32.7		Jul-23		20	21		Jul-22
Zambia	21.453	135.3	39.5		Jul-23		22	23		Apr-23
Zimbabwe /W40 25/	5592.962	129.6	30.5		Jul-23		16	17		Dec-18

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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 1.0029 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