



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/594

Approved by:
Larbi Djacta, Chairman

Date:
14 June 2024



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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 June 2024**, 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 juin 2024** 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. The Application of the modified 0.5% Rule for group I duty stations

2. At its 96th session, the Commission 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. 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, of the benchmark NTP at the time of survey implementation.

3. In accordance with the provision of the application of the modified 0.5 per cent rule for group I duty stations, as outlined above, the post adjustment multipliers applicable for **Hungary** and **Romania**, with effect from 1 June 2024, are included in the attached Consolidated Post Adjustment Circular.

VI. Cost-of-living surveys

4. 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 June 2024

Duty station	Type of survey	Date of survey
Azerbaijan	Place-to-place	January 2024
Bolivia	Place-to-place	January 2024
China, Beijing	Housing	January 2024
Equatorial Guinea	Place-to-place	December 2023
India	Housing	February 2024
Iran	Housing	January 2024
Mauritania	Housing	February 2024
Nicaragua	Place-to-place	November 2023
North Macedonia	Housing	February 2024
Papua New Guinea	Housing	February 2024
Serbia	Housing	February 2024
Suriname	Housing	January 2024
Timor-Leste	Housing	February 2024
Türkiye, Ankara	Housing	December 2023

VII. Gap Closure Measure

5. 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.

6. 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.

7. In accordance with the above-mentioned gap closure measure:
- 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.
 - 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**.

8. 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.

9. The Gap Closure Measure was applied to the group II (under the 2021 round of surveys) duty station listed below, following the implementation of the results of a cost-of-living survey. Table 2 shows the steps in the calculation of the resulting personal transitional allowance effective 1 June 2024.

Table 2: Duty station under gap closure measure based on cost-of-living survey effective 1 June 2024

Duty station	Existing PAM	Existing pay index	Updated Survey PAI	Updated Survey PAI augmented by 3%	Revised PAM	PTA
		(2) + 100		(4) x 1.03		(2) - (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Azerbaijan	54.9	154.9	142.4	146.7	46.7	8.2

VIII. Duty Stations with Personal Transitional Allowance (PTA)

10. 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 June 2024.

11. 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 June 2024

Duty Station	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	17.3	1 March 2023	1 April 2023	1 July 2024
Azerbaijan	8.2	1 June 2024	1 July 2024	1 December 2024
Lebanon	62.6	1 April 2023	1 May 2023	1 October 2024
Russian Federation	18.2	1 July 2023	1 August 2023	1 September 2024
United Arab Emirates	2.4	1 January 2024	1 February 2024	1 July 2024
Zimbabwe	8.0	1 February 2020	1 March 2023	1 August 2024

IX. W40 Measure

12. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Papua New Guinea**, effective 1 June 2024.

13. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **China (Beijing)**, **Suriname** and **Türkiye**, effective 1 June 2024.

X. One Month Rule (OMR)

14. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is applicable for **Argentina**, **Lebanon** and **Sudan**. Under this rule, the post adjustment multipliers of **these duty stations** are reviewed monthly during the period of substantial inflation.

Based on the application of the one-month rule, the applicable post adjustment multipliers of **Argentina** and **Lebanon**, effective 1 June 2024, are listed in the attached Post Adjustment Circular. However, the application of the rule did not trigger a change in the post adjustment multiplier for **Sudan**.

XI. Revised post adjustment multipliers and rental subsidy thresholds for linked duty stations

15. The revised post adjustment multipliers and/or the applicable rental subsidy thresholds for the following duty stations have been established, effective 1 June 2024 as listed in the attached Consolidated Post Adjustment Circular, based on a new cost-of-living surveys in reference duty stations, to which those duty stations are linked for purposes of post adjustment.

Table 4: Revised post adjustment multipliers and rental subsidy thresholds for linked duty stations – June 2024

DUTY STATION	REFERENCE DUTY STATIONS
Cook Islands	Indonesia, Papua New Guinea , Philippines, Solomon Islands and Vanuatu
Marshall Islands	Fiji, Papua New Guinea , Samoa and Solomon Islands
Nauru	Indonesia, Papua New Guinea , Philippines, Solomon Islands and Vanuatu
Palau, Republic	Indonesia, Papua New Guinea , Philippines, Solomon Islands and Vanuatu
Türkiye, Gebze	Türkiye, Ankara
Türkiye, Istanbul	Türkiye, Ankara

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 June 2024

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	69.597	148.1	48.0		Mar-24		9	10		Jul-06
Albania /W40	92.35	146.2	45.9		Mar-24		19	20		Nov-22
Algeria /W40	134.25	152.5	51.7		Mar-24		19	20		Mar-24
Angola /W40	852.484	158.8	55.5		Mar-24		14	15		Nov-23
Anguilla /W40 14/	2.7	163.5	63.0		Apr-24		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	163.5	63.0		Apr-24		22	23		Aug-23
Argentina	902.184	148.9	48.9	Y	Jun-24	OMR	25	27		Apr-24
Armenia	386	146.5	46.0		Apr-24		23	24		Apr-24
Aruba 12/	1.79	173.8	72.2		Mar-24		29	31		Aug-22
Australia	1.494	148.7	47.7	Y	Jun-24	ER	27	29		Oct-23
Austria	0.923	161.4	58.4	Y	Jun-24	ER	19	20		Aug-22
Azerbaijan	1.698	142.4	46.7	Y	Jun-24	GCM	16	17		Mar-23
Bahamas	1	182.9	82.2		Mar-24		29	31		Sep-23
Bahrain	0.377	158.6	57.9		Mar-24		22	23		Sep-22
Bangladesh /W40	117	151.8	53.8		May-24		17	18		Sep-21
Barbados	2	176.9	76.1		Mar-24		23	24		Aug-23
Belarus	3.183	151.6	50.4		Mar-24		16	17		Nov-23
Belgium	0.923	154.7	52.1	Y	Jun-24	ER	17	18		Feb-15
Belize	2	156.0	56.6		Mar-24		15	16		Apr-24
Benin	605.462	140.6	42.4		Mar-24		18	19		Jul-22
Bermuda 16/	1	197.9	97.2		Mar-24		38	40		Sep-23
Bhutan	83.54	152.4	52.0		Mar-24		11	12		Oct-23
Bolivia	6.853	132.1	32.6		Mar-24		17	18		Mar-22
Bonaire /W40 14/	1	163.5	63.0		Apr-24		22	23		Aug-23
Bosnia and Herzegovina /W40	1.805	137.9	38.2		Mar-24		12	13		Apr-24
Botswana	13.605	128.6	28.2		Mar-24		19	20		Jun-19
Brazil /W40	5.424	140.6	44.8		Mar-24		21	22		Dec-23
British Virgin Islands /W40	1	158.0	57.4		Mar-24		22	23		Jun-19
Bulgaria	1.805	142.9	41.6	Y	Jun-24	ER	20	21		Jun-23
Burkina Faso /W40	605.462	136.5	35.6		Mar-24		16	17		Mar-24
Burundi /W40	2858.349	143.9	43.0		Mar-24		14	15		Jul-22
Cambodia /W40	4106	140.5	40.5		Mar-24		23	24		Mar-21
Cameroon /W40	605.462	150.2	49.1		Mar-24		15	16		Jul-15
Canada, Montreal	1.369	153.5	52.3	Y	Jun-24	ER	18	19		Aug-22
Canada, Ottawa	1.369	164.0	62.7	Y	Jun-24	L	20	21		Aug-22
Canada, Toronto	1.369	171.6	70.3	Y	Jun-24	L	20	21		May-17
Cape Verde	101.777	148.7	48.8		Mar-24		19	20		Mar-24
Cayman Islands 17/	0.82	159.4	59.4		Mar-24		24	25		Dec-17
Central African Rep. /W40	605.462	159.3	59.2		Mar-24		17	18		Nov-17

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 June 2024

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	605.462	161.3	64.3		Mar-24		16	17		Dec-19
Chile /W40	914	134.5	31.3		Mar-24		19	20		Aug-19
China, Beijing	7.241	165.2	66.0		Mar-24		25	27		Feb-22
China, Hong Kong (SAR)	7.809	218.8	117.6		May-24		19	20		Jun-12
China, Macao (SAR)	8.043	164.2	63.7		Mar-24		25	27		Oct-23
Colombia /W40	4002	150.2	50.8		Mar-24		19	20		Sep-23
Comoros	454.096	150.8	50.4		May-24		16	17		May-24
Congo /W40	605.462	153.6	55.6		Mar-24		8	8		Jul-23
Congo, Dem. Rep. /W40	2787.465	164.7	64.5		May-24		27	29		May-24
Cook Islands 4/	1.609	152.9	55.3		Mar-24		21	22	Y	Jun-24
Costa Rica	527.24	143.6	44.5		Mar-24		22	23		Mar-24
Cote d Ivoire /W40	605.462	163.0	65.2		Mar-24		19	20		Apr-24
Croatia, Republic of	0.923	146.0	44.9	Y	Jun-24	ER	8	9		Aug-19
Cuba	24	175.7	74.5		Mar-24		23	24		Jun-23
Cyprus	0.923	140.6	38.8	Y	Jun-24	ER	16	17		Jun-23
Czech Republic	22.75	156.8	57.4	Y	Jun-24	ER	19	20		Nov-23
Denmark	6.884	183.2	81.5	Y	Jun-24	ER	25	27		Jun-19
Djibouti /W40	177	154.4	54.0		Mar-24		16	17		Jan-15
Dominica /W40 14/	2.7	163.5	63.0		Apr-24		22	23		Aug-23
Dominican Republic	59.119	136.5	40.7		Mar-24		20	21		Apr-24
Ecuador	1	135.8	35.4		Mar-24		20	21		Oct-22
Egypt /W40	47.644	132.7	30.1		Mar-24		21	22		Nov-23
El Salvador	1	140.9	40.5		Mar-24		25	27		Mar-24
Equatorial Guinea	605.462	148.9	51.9		Mar-24		19	20		May-23
Eritrea	15	152.3	53.6		Jul-23		11	12		Dec-17
Estonia	0.923	152.9	52.6		Mar-24		18	19		Feb-01
Eswatini	18.467	125.2	23.8		Apr-24		12	13		Apr-24
Ethiopia /W40	57.165	162.4	61.0		Mar-24		24	25		Nov-23
Fiji /W40	2.24	146.9	46.4		Mar-24		24	25		Mar-24
Finland	0.923	153.6	52.3	Y	Jun-24	ER	24	25		May-23
France, Lyon and Elsewhere	0.923	160.4	57.9	Y	Jun-24	L	19	20		Aug-22
France, Paris	0.923	164.2	61.7	Y	Jun-24	ER	25	27		Aug-22
French Guiana	0.923	144.1	43.9	Y	Jun-24	ER	0	0		Jan-00
Gabon /W40	605.462	156.7	56.5		Mar-24		18	19		Jun-19
Gambia	67.8	146.7	46.1		May-24		17	18		May-24
Georgia, Republic of	2.849	133.3	34.2		Mar-24		21	22		Aug-23
Germany, Berlin	0.923	152.7	50.2	Y	Jun-24	L	22	23		Jul-23
Germany, Bonn	0.923	144.8	42.4	Y	Jun-24	ER	21	22		Jul-23
Germany, Dresden	0.923	144.8	42.4	Y	Jun-24	A	20	21		Jul-23

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 June 2024

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	0.923	154.5	51.9	Y	Jun-24	L	23	24		Jul-23
Germany, Hamburg	0.923	161.4	58.7	Y	Jun-24	L	25	27		Jul-23
Germany, Munich	0.923	167.6	64.8	Y	Jun-24	L	26	28		Jul-23
Ghana	14.95	142.5	46.6		Mar-24		24	25		Nov-22
Gibraltar 1/	0.779	186.5	86.0	Y	Jun-24	A	29	31		Aug-22
Greece	0.923	143.7	41.9	Y	Jun-24	ER	18	19		Aug-23
Grenada /W40 14/	2.7	163.5	63.0		Apr-24		22	23		Aug-23
Guatemala /W40	7.762	143.4	42.6		Mar-24		17	18		Mar-24
Guinea	8524.52	164.5	63.7		Mar-24		20	21		Mar-24
Guinea Bissau	605.462	160.4	59.5		Mar-24		13	14		Nov-15
Guyana	207.9	160.3	61.0		Mar-24		19	20		Apr-23
Haiti	132.44	163.4	62.8		Mar-24		19	20		Mar-23
Honduras	24.564	143.3	43.0		Mar-24		21	22		Mar-24
Hungary	364.35	156.6	53.1	Y	Jun-24	ER	18	19		Jun-23
Iceland	137.69	145.3	43.5	Y	Jun-24	ER	0	0		Jan-00
India /W40	83.54	146.4	46.4	Y	Jun-24	H	14	15	Y	Jun-24
Indonesia	16290	133.4	38.1		Nov-23		22	23		Feb-24
Iran /W40	422164	138.9	38.9	Y	Jun-24	H	19	20	Y	Jun-24
Iraq	1310	137.9	37.8		Mar-24		14	15		May-02
Ireland	0.923	162.2	61.8	Y	Jun-24	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.685	175.5	74.3		Apr-24		27	29		Apr-24
Italy, Brindisi	0.923	129.7	28.7	Y	Jun-24	L	10	11		Nov-99
Italy, Rome	0.923	135.9	34.8	Y	Jun-24	ER	21	22		Aug-22
Jamaica	155.42	157.4	57.3		Mar-24		25	27		Apr-21
Japan, Hiroshima	155.82	143.6	41.0		May-24		19	20		Nov-23
Japan, Tokyo	155.82	161.8	58.8		May-24		21	22		Nov-23
Jerusalem /W40	3.685	166.1	64.9		Apr-24		26	28		Apr-24
Jordan /W40	0.708	140.1	39.8		Mar-24		18	19		Sep-22
Kazakhstan	450.11	144.3	43.5		Mar-24		24	25		Feb-24
Kenya /W40	128.03	153.0	48.9		Mar-24		24	25		Feb-24
Kiribati	1.494	144.0	43.1		Mar-24		11	12		Jan-20
Korea, Dem. Peo. Of	110	160.0	59.6		Mar-24		10	11		Sep-15
Korea, Republic of /W40	1375.93	159.0	67.8		Mar-24		17	18		Nov-19
Kuwait /W40	0.306	148.2	47.6		Mar-24		21	22		Sep-21
Kyrgyzstan	86.8	139.3	39.1		Mar-24		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	21609	137.5	35.6		Mar-24		13	14		Oct-03
Latvia	0.923	150.8	50.6	Y	Jun-24	ER	13	14		Apr-24
Lebanon /W40	89500	138.3	38.3	Y	Jun-24	OMR	15	16		Apr-23
Lesotho	18.467	136.1	35.5		Mar-24		14	15		Jan-11

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 June 2024

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	193.119	165.6	65.2		Mar-24		21	22		Aug-23
Libya /W40 26/	4.858	141.3	40.0		Mar-24		19	20		Jun-21
Lithuania	0.923	145.0	44.9		Mar-24		17	18		Dec-03
Luxembourg	0.923	158.3	57.6	Y	Jun-24	ER	17	18		Dec-17
Madagascar /W40	4464.93	137.3	35.8		Mar-24		21	22		Mar-24
Malawi	1751	143.8	44.4		Jul-23		17	18		Jan-24
Malaysia	4.716	155.9	55.5		May-24		15	16		Mar-23
Maldives	15	148.8	48.3		Mar-24		23	24		Jun-20
Mali /W40	605.462	155.2	55.1		Mar-24		13	14		Sep-20
Malta	0.923	142.5	40.7	Y	Jun-24	ER	16	17		Aug-23
Marshall Islands 2/	1	167.8	54.0		Mar-24		21	22	Y	Jun-24
Mauritania /W40	39.24	143.7	43.7	Y	Jun-24	H	14	15	Y	Jun-24
Mauritius	47.217	138.7	39.6		Apr-24		20	21		Apr-24
Mexico	18.88	156.0	65.3		Mar-24		25	27		Mar-23
Micronesia, Fed States of	1	167.8	67.0		Mar-24		11	12		Dec-23
Moldova	17.594	154.8	54.0		Mar-24		21	22		Oct-21
Monaco 3/	0.923	164.2	61.7	Y	Jun-24	A	25	27		Aug-22
Mongolia /W40	3369.68	145.4	44.8		Mar-24		19	20		Oct-22
Montenegro	0.923	140.3	40.3		Mar-24		20	21		Mar-24
Morocco /W40	9.941	139.3	38.5		Mar-24		21	22		May-21
Mozambique /W40	63.25	140.0	42.0		Mar-24		24	25		May-24
Myanmar /W40	3537.5	146.6	46.1		May-24		11	12		May-24
Namibia	18.467	138.7	37.8		Mar-24		13	14		Sep-23
Nauru 4/	1.494	152.9	55.3		Mar-24		21	22	Y	Jun-24
Nepal /W40	133.655	135.8	35.8		Mar-24		12	13		Jan-14
Netherlands	0.923	155.1	54.6	Y	Jun-24	ER	23	24		Oct-23
New Caledonia	110.146	146.1	46.2		Mar-24		16	17		Sep-05
New Zealand 25/	1.609	149.1	47.2		Mar-24		24	25		Dec-20
Nicaragua	36.582	138.8	38.8	Y	Jun-24	PP	17	18	Y	Jun-24
Niger /W40	605.462	136.9	36.7		Mar-24		11	12		Feb-24
Nigeria * /W40	1500.39	146.5	60.1		Mar-23		21	22		Dec-23
North Macedonia	56.74	136.2	36.2	Y	Jun-24	H	18	19	Y	Jun-24
Norway	10.497	153.7	52.3	Y	Jun-24	ER	25	27		May-23
Oman	0.385	139.8	39.7		Mar-24		21	22		Jul-22
Pakistan /W40	278.176	145.2	44.7		Mar-24		18	19		Mar-24

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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		
Palau, Republic of 4/	1	152.9	55.3		Mar-24		21	22	Y	Jun-24
Panama	1	145.6	45.0		Mar-24		24	25		Aug-18
Papua New Guinea /W40	3.837	158.2	60.8		Mar-24		25	26	Y	Jun-24
Paraguay	7513	135.4	35.3		May-24		17	18		Aug-20
Peru /W40	3.77	142.9	43.8		Mar-24		21	22		Aug-17
Philippines /W40	58.583	148.8	51.6		Mar-24		23	24		Jan-24
Poland	3.997	146.0	44.1	Y	Jun-24	ER	22	23		Jun-23
Portugal, Guimaraes	0.923	124.3	21.1	Y	Jun-24	L	13	14		Aug-23
Portugal, Lisbon	0.923	143.6	40.0	Y	Jun-24	ER	20	21		Jan-05
Puerto Rico 13/	1	136.5	40.7		Mar-24		20	21		Apr-24
Qatar /W40	3.645	158.8	60.5		Nov-23		28	30		Oct-19
Romania	4.592	139.0	37.0	Y	Jun-24	ER	19	20		Jun-23
Russian Federation /W40	88.575	137.7	35.0		Mar-24		16	17		Jul-23
Rwanda /W40	1293.662	140.0	40.0		Mar-24		17	18		Oct-22
Saint Helena 5/	0.779	162.5	60.6		Mar-24		13	14		Aug-22
St. Lucia	2.7	158.6	58.0		Mar-24		18	19		Mar-21
Samoa	2.711	144.5	44.2		Mar-24		16	17		Dec-23
Sao Tome and Principe	22.933	176.4	75.5		Mar-24		26	28		Dec-23
Saudi Arabia /W40	3.751	158.2	57.8		Mar-24		22	23		Feb-24
Senegal /W40	605.462	144.4	44.3		Mar-24		18	19		Sep-21
Serbia	107.996	146.0	46.0	Y	Jun-24	H	18	19		Jul-23
Seychelles	13.765	153.8	54.6		Mar-24		19	20		Feb-24
Sierra Leone /W40	23.212	158.0	56.9		Apr-24		19	20		May-18
Singapore /W40	1.345	178.8	77.3		Mar-24		23	24		Jul-19
Slovak Republic	0.923	146.1	43.5	Y	Jun-24	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.923	151.3	50.0	Y	Jun-24	ER	14	15		Jan-20
Solomon Islands /W40	8.333	164.1	64.5		Mar-24		19	20		Mar-24
Somalia 6/	24300	157.7	55.0		Mar-24		23	24		Feb-24
South Africa /W40	18.467	130.0	28.8		Mar-24		19	20		Aug-23
South Sudan, Republic of /W40	1561.427	155.3	56.7		Nov-23		14	15		Sep-17
Spain	0.923	138.2	35.6	Y	Jun-24	ER	22	23		Aug-22
Sri Lanka /W40	302.42	148.3	47.9		Mar-24		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	163.5	63.0		Apr-24		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	163.5	63.0		Apr-24		22	23		Aug-23
Sudan /W40	1650	151.8	55.9		Apr-24		15	16		Mar-23
Suriname	31.349	145.3	45.3	Y	Jun-24	H	18	19	Y	Jun-24
Sweden	10.295	149.8	48.9	Y	Jun-24	ER	27	29		May-23
Switzerland	0.891	192.4	88.5	Y	Jun-24	ER	22	23		Aug-22
Syrian Arab Republic 10/	12500	108.6	24.8		Jul-19		20	21		Jun-12

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Tajikistan /W40	10.737	144.1	43.0		Apr-24		14	15		Feb-23
Tanzania, United Rep. of /W40	2601.62	143.8	44.1		Mar-24		22	23		Oct-21
Thailand /W40	36.45	140.7	41.5		Mar-24		22	23		Jul-19
Timor-Leste /W40	1	149.7	49.9		Mar-24		15	16		Jul-11
Togo	605.462	155.3	52.4		Apr-24		15	16		Feb-23
Tonga	2.307	148.3	48.6		Mar-24		9	10		Jan-09
Trinidad and Tobago /W40	6.758	150.1	49.9		Apr-24		21	22		Feb-23
Tunisia	3.117	138.7	38.1		Mar-24		17	18		Mar-24
Türkiye, Ankara	32.286	141.4	41.4	Y	Jun-24	H	14	15		May-23
Türkiye, Gebze 19/	32.286	148.6	48.6	Y	Jun-24	L	15	16		May-23
Türkiye, Istanbul 15/	32.286	148.6	48.6	Y	Jun-24	L	15	16		May-23
Turkmenistan	3.5	190.9	93.2		Jul-23		8	9		Oct-21
Tuvalu 11/	1.494	151.9	51.9		Mar-24		17	18		Mar-24
Uganda /W40	3745.75	140.1	39.2		Mar-24		24	25		May-14
Ukraine	40.5	136.0	37.2		Mar-24		16	17		Aug-19
United Arab Emirates /W40	3.673	171.5	73.4		Jan-24		28	30		Jan-24
United Kingdom	0.779	186.5	86.0	Y	Jun-24	ER	29	31		Aug-22
USA, El Paso 20/	1	166.4	63.0		Feb-24		13	14		Aug-22
USA, Miami 7/	1	167.8	64.4		Feb-24		25	27		Aug-22
USA, New York	1	192.5	88.4		Feb-24		32	34		Feb-23
USA, San Diego 21/	1	188.4	84.4		Feb-24		29	31		Aug-22
USA, San Francisco 8/	1	197.0	92.8		Feb-24		29	31		Aug-22
USA, Seattle 18/	1	169.7	66.2		Feb-24		25	27		Aug-22
USA, Washington D.C.	1	173.8	70.2		Feb-24		27	29		Apr-11
Uruguay	39.018	155.8	55.8		Mar-24		27	29		May-22
Uzbekistan /W40	12630	138.7	38.7		Mar-24		15	16		Jul-23
Vanuatu	116.25	160.0	61.5		Mar-24		16	17		Jan-24
Venezuela /W40 10/	36.511	86.4	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	25441	140.8	40.6		May-24		18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.685	166.1	64.9		Apr-24		26	28		Apr-24
Yemen, Republic of 27/	520.38	133.2	33.1		Mar-24		20	21		Jul-22
Zambia	26.415	136.9	37.1		May-24		22	23		Apr-23
Zimbabwe /W40 24/	13.431	132.9	33.0		Mar-24		16	17		Dec-18

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		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
CFMR	=	Capped 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

* Ten point rule triggered, frozen pending implementation of survey.

- 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 Croatia and Hungary until results of a new P/P survey are implemented.
- 24/ Average PAM of Botswana, Mozambique and South Africa until results of a new P/P survey are implemented.
- 25/ Australia PAI x 1.0029 until results of a new P/P survey are implemented.
- 26/ Average PAM of Algeria, Egypt and Tunisia until results of a new P/P survey are implemented.
- 27/ Oman PAI x 0.9528.

**XIII. 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 du Congo	Democratic Republic of the Congo (the)
Les Îles Cook	Cook Islands	République démocratique populaire lao	Lao People's Democratic Republic (the)
Lesotho	Lesotho	République dominicaine	Dominican Republic (the)
Lettonie*	Latvia*	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
Liban	Lebanon	République slovaque	Slovak Republic*
Libéria	Liberia	République tchèque*	Czech Republic*
Libye	Libya	République-Unie de Tanzanie	United Republic of Tanzania (the)
Lituanie	Lithuania	Roumanie*	Romania*
Luxembourg*	Luxembourg*	Royaume-Uni de Grande-Bretagne et d'Irlande du Nord*	United Kingdom of Great Britain and Northern Ireland (the)*
Macédoine du Nord, la République de	North Macedonia, the Republic of	Rwanda	Rwanda
Madagascar	Madagascar	Sainte-Hélène	Saint Helena
Malaisie	Malaysia	Sainte-Lucie	Saint Lucia
Malawi	Malawi	Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Maldives	Maldives	Saint-Vincent-et-les-Grenadines	Saint Vincent and the Grenadines
Mali	Mali	Samoa	Samoa
Malte*	Malta*	Sao Tomé-et-Principe	Sao Tome and Principe
Maroc	Morocco	Sénégal	Senegal
Maurice	Mauritius	Serbie	Serbia
Mauritanie	Mauritania	Seychelles	Seychelles
Mexique	Mexico	Sierra Leone	Sierra Leone
Micronésie (États fédérés de)	Micronesia (Federated States of)	Singapour	Singapore
Monaco*	Monaco*	Slovénie*	Slovenia*
Mongolie	Mongolia	Somalie	Somalia
Monténégro	Montenegro	Soudan	Sudan (the)
Mozambique	Mozambique	Soudan du Sud	South Sudan
Myanmar	Myanmar	Sri Lanka	Sri Lanka
Nauru	Nauru	Suède*	Sweden*
Namibie	Namibia	Suisse*	Switzerland*
Népal	Nepal	Suriname	Suriname
Nicaragua	Nicaragua	Tadjikistan	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)		

* Lieu d'affectation du
groupe 1

* Group 1 duty station