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# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/530

Approved by:  
Larbi Djacta, Chairman

Date:  
15 February 2019

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## I.

## INTRODUCTION

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

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

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

This schedule is effective **1 February 2019**, unless otherwise indicated, and supersedes any schedule previously published. It is available on the ICSC home page <http://icsc.un.org>

On trouvera ci-joint un barème mis à jour du classement des lieux d'affectation aux fins d'ajustements des indemnités de poste et des seuils aux fins du calcul des allocations (ou déductions) de logement.

Les noms des pays et localités figurent par ordre alphabétique anglais. On trouvera à l'index annexé au barème les noms en français.

Dans les cas où une seule classe est indiquée pour le pays, en général pour la ville capitale, cette classe s'applique à tous les lieux d'affectation dans le pays.

Sauf indication contraire, le barème ci-joint entre en vigueur le **1er février 2019** et remplace tous les barèmes déjà parus. Il est disponible sur le site internet de la CFPI:  
<http://icsc.un.org>

## II. DESCRIPTION OF DATA APPEARING IN PAC CIRCULARS

1. **Country or area** - Name of country or area appears under this column.
2. **Exchange rate** - Latest exchange rate.
3. **Post adjustment**
  - Index* - The post adjustment index (PAI) used to determine the latest post adjustment multiplier.
  - Mult.* - Post adjustment multiplier.
  - Chg. ind.* - Change indicator. When revised post adjustment classification (PAC) is reported in the circular for the first time, a 'Y' will appear under this column.
  - Eff. date* - Effective date of PAC (multiplier).
  - Reason for change* - When the revised PAC is reported in the circular for the first time the reason for change is shown under this column.
4. **Thresholds**
  - With allowances* - Threshold percentage figure applicable for staff in receipt of the Spouse or Single parent allowance.
  - Without allowances* - Threshold percentage figure applicable for staff not in receipt of the Spouse or Single parent allowance.
  - Calc. ind.* - Calculation indicator. When a 'Y' appears in a column, all housing subsidies at the duty station must be recalculated effective the date shown in the next column.
  - Eff. date* - Effective date of threshold percentages shown in the circular.

### III. NATURE DES DONNEES FIGURANT DANS LES CIRCULAIRES PAC

1. **Pays ou localité** - Le nom du pays ou de la localité figure dans cette colonne.
2. **Taux de change** - Taux de change le plus récent.
3. **Indemnités de poste**
  - Indice* - L'indice de l'indemnité de poste sert à déterminer le plus récent multiplicateur.
  - Mult.* - Multiplicateur aux fins du calcul de l'indemnité de poste.
  - Changement* - Lorsque la circulaire signale pour la première fois un changement dans le classement du lieu d'affectation, la lettre 'Y' figurera dans cette colonne.
  - Date eff* - Date d'entrée en vigueur du classement du lieu d'affectation (avec indication du multiplicateur).
  - Raison du changement* - Lorsque c'est la première fois qu'une modification du classement d'un lieu d'affectation apparaît dans la circulaire la raison de cette modification est indiquée dans cette colonne.
4. **Seuils**
  - Avec allocation* - Seuil en pourcentage applicable au fonctionnaire qui bénéficie de l'allocation pour conjoint ou parent célibataire.
  - Sans allocation* - Seuil en pourcentage applicable au fonctionnaire qui ne bénéficie pas de l'allocation pour conjoint ou parent célibataire.
  - Ind. Calc.* - Indicateur de calcul. Lorsque la lettre 'Y' figure dans cette colonne, toutes les allocations logement payables au lieu d'affectation devront être recalculées à compter de la date indiquée dans la colonne prochaine.
  - Date eff.* - Date d'entrée en vigueur des seuils indiqués dans la circulaire.

#### **IV. Post Adjustment Classification review for New York and group I duty stations**

1. Based on the review of the post adjustment classification for New York, a revised post adjustment multiplier 67.5 is due effective 1 February 2019. The review was conducted in tandem with the Commission's active management of the UN/US net remuneration margin through the operation of the post adjustment system. Pursuant to General Assembly resolutions 70/244, 71/264 and 72/255, the secretariat continued monitoring the margin since it was last reported to the Assembly. The margin, updated on the basis of the increase in the post adjustment multiplier for New York, stood at 115.4 as of 1 February 2019, thus remaining within the 113-117 range.

2. Furthermore, the post adjustment classifications of all headquarters and other group I duty stations were reviewed on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2019), pursuant to General Assembly resolution A/RES/69/251. The review led to real salary increases in 43 (out of 49) group I duty stations whose updated post adjustment indices exceeded their prevailing pay indices (exchange-rate-only adjusted post adjustment multiplier plus 100). For the remaining 6 duty stations, the updated post adjustment index fell below the prevailing pay indices and so the prevailing pay indices were maintained. For further details please refer to ICSC/CIRC/GEN/02/2019.

#### **V. 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 February 2019

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>	<b>Survey materials received</b>
Chad	Housing	July 2018	October 2018
China, Beijing	Housing	September 2018	October 2018
Kenya	Housing	August 2018	October 2018
Trinidad and Tobago	Housing	July 2018	October 2018

## VI. Duty Stations with Personal Transitional Allowance (PTA)

4. The PTA is adjusted periodically until it is phased out. During an adjustment month, the new PTA is calculated by reducing the pay index for existing staff by 5 per cent for surveys conducted in the 2010 round and 3 per cent for surveys conducted in the 2016 round, and then subtracting the prevailing pay index. Table 2 is a summary of all PTAs in effect as of 1 February 2019. Also shown is the corresponding date of the next revision of the PTA.

Table 2: Summary of personal transitional allowances (PTAs), as of 1 February 2019

<b>Duty Station</b>	<b>Applicable multiplier points</b>	<b>Date of next revision</b>
Angola*	10.6	Frozen until implementation of survey results, March 2019
Eritrea	5.1	July 2019

\* 2010 round of surveys

**VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2019

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	75.19	139.2	47.2		Nov-11		9	10		Jul-06
Albania	105.15	117.6	21.4		Nov-18		16	17		Feb-09
Algeria /W40	118.3435	133.9	33.6		Nov-18		27	29		Aug-18
Angola /W40	309.244	166.9	85.3		Jul-18		30	32		Jul-18
Anguilla /W40 14/	2.7	146.8	46.7		Nov-18		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	146.8	46.7		Nov-18		23	24		Oct-17
Argentina	37.656	141.0	41.4		Nov-18		26	28		Nov-18
Armenia	486.0	120.0	21.2		Nov-18		15	16		Sep-11
Aruba 12/	1.79	147.6	46.8		Nov-18	A				
Australia	1.391	131.5	31.5	Y	Feb-19	TMR	21	22		Aug-03
Austria	0.876	144.5	44.5	Y	Feb-19	TMR	18	19		May-14
Azerbaijan	1.6992	126.7	26.8		Jul-18		26	28		Feb-18
Bahamas	1.00	169.6	68.4		Jul-18		32	34		Apr-13
Bahrain	0.37700	137.4	40.7		Nov-18		22	23		Aug-08
Bangladesh /W40	83.85	133.8	32.4		Nov-18		15	16		Sep-11
Barbados /W40	2.0	152.4	52.8		Jul-18		19	20		Sep-05
Belarus	2.1528	132.0	32.0		Nov-18		17	18		Oct-18
Belgium	0.876	143.8	43.8	Y	Feb-19	TMR	17	18		Feb-15
Belize	2.00	127.4	26.6		Jan-19		13	14		Sep-13
Benin /W40	574.544	125.7	32.2		Nov-18		14	15		Oct-16
Bermuda 16/	1.00	183.5	82.3		Nov-18		35	37		Dec-17
Bhutan /W40	71.13	124.7	23.5		Nov-18		10	11		Oct-09
Bolivia	6.89	128.9	28.4		Jul-18		15	16		Oct-16
Bonaire /W40 14/	1.00	146.8	46.7		Nov-18		23	24		Oct-17
Bosnia and Herzegovina /W40	1.713	118.3	17.5		Nov-18		16	17		Dec-11
Botswana	10.9170	116.8	16.1		Nov-18		15	16		Jan-09
Brazil/W40	3.723	134.5	33.2		Nov-18		23	24		Aug-18
British Virgin Islands 14/	1.00	146.8	46.7		Nov-18		23	24		Mar-18
Bulgaria	1.713	118.9	18.9	Y	Feb-19	TMR	16	17		Feb-15
Burkina Faso /W40	574.544	131.7	31.3		Nov-18		12	13		Mar-09
Burundi /W40	1799.805	126.7	34.6		Nov-18		13	14		Oct-13
Cambodia /W40	4015	127.5	26.2		Sep-18		21	22		Sep-18
Cameroon /W40	574.544	129.5	31.3		Nov-18		15	16		Jul-15
Canada, Montreal	1.321	139.5	39.5	Y	Feb-19	TMR	17	18		May-17
Canada, Ottawa	1.321	148.6	48.6	Y	Feb-19	L	18	19		May-17
Canada, Toronto	1.321	156.0	56.0	Y	Feb-19	L	20	21		May-17
Cape Verde	96.580	124.3	27.6		Nov-18		16	17		Jul-11



**VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2019

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Cayman Islands 17/	0.82	145.7	46.5		Nov-18		24	25		Dec-17
Central African Rep. /W40	574.544	164.1	63.4		Nov-18		17	18		Nov-17
Chad /W40	574.544	138.5	38.5	Y	Feb-19	H	13	14		Jul-15
Chile /W40	668	130.6	29.5		Nov-18		14	15		Mar-08
China, Beijing /W40	6.717	157.9	59.1		Nov-18		23	24		Jan-18
China, Hong Kong (SAR)	7.845	207.1	107.1	Y	Feb-19	TMR	19	20		Jun-12
China, Macao (SAR)	8.08	155.3	54.9		Nov-18		21	22		Jul-18
Colombia	3164	126.2	25.1		Nov-18		21	22		May-18
Comoros	430.908	138.2	37.7		Nov-18		13	14		Jun-13
Congo /W40	574.544	153.0	52.5		Nov-18		6	6		Nov-04
Congo, Dem. Rep. /W40	1638	142.1	41.5		Nov-18		22	23		Jan-18
Costa Rica /W40	613.39	127.2	27.3		Nov-18		19	20		Aug-12
Cote d Ivoire /W40	574.544	138.9	40.7		Nov-18		15	16		Dec-12
Croatia, Republic of /W40	6.502	136.6	43.9		Nov-18		20	21		Feb-07
Cuba * /W40	0.99	137.8	37.1		Aug-18		23	24		Aug-11
Cyprus	0.876	113.7	15.0	Y	Feb-19	ER	19	20		Mar-12
Czech Republic	22.60	133.8	33.8	Y	Feb-19	TMR	21	22		Sep-06
Denmark	6.538	153.6	53.6	Y	Feb-19	TMR	22	23		Feb-15
Djibouti /W40	177	143.7	45.3		Mar-18		16	17		Jan-15
Dominica /W40 14/	2.7	146.8	46.7		Nov-18		23	24		Oct-17
Dominican Republic	50.474	126.8	33.4		Jul-18		21	22		Sep-13
Ecuador/W40	1.00	125.6	25.4		Aug-18		16	17		Jul-11
Egypt /W40	17.652	125.0	23.9		Nov-18		19	20		Jul-18
El Salvador	1.00	124.1	28.9		Jul-18		21	22		Nov-15
Equatorial Guinea	574.544	132.1	32.1		Nov-18		17	18		Mar-18
Eritrea	15.00	149.8	53.8		Jan-19		11	12		Dec-17
Estonia	0.876	131.6	30.4		Jul-18		18	19		Feb-01
Eswatini	13.6200	116.8	20.8		Nov-18		11	12		Sep-03
Ethiopia /W40	28.38	140.0	39.9		Nov-18		20	21		Sep-18
Fiji /W40	2.090	134.7	36.1		Nov-18		20	21		Sep-11
Finland	0.876	139.2	39.2	Y	Feb-19	TMR	20	21		Feb-15
France, Lyon and Elsewhere	0.876	143.0	43.0	Y	Feb-19	L	17	18		Jul-01
France, Paris	0.876	146.4	46.4	Y	Feb-19	TMR	21	22		Jan-04
French Guiana	0.876	135.8	35.8	Y	Feb-19	TMR				
Gabon	574.54	149.3	48.5		Nov-18		16	17		Nov-12
Gambia /W40	50.110	125.7	25.5		Nov-18		14	15		May-18
Georgia, Republic of /W40	2.657	120.0	21.4		Nov-18		17	18		May-14

**VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2019

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Berlin	0.876	133.6	33.6	Y	Feb-19	L	25	27		Aug-06
Germany, Bonn	0.876	129.8	29.8	Y	Feb-19	TMR	19	20		Feb-15
Germany, Dresden	0.876	129.8	29.8	Y	Feb-19	A	18	19		Aug-06
Germany, Hamburg	0.876	131.7	31.7	Y	Feb-19	L	20	21		Feb-15
Germany, Munich	0.8760	137.5	37.5	Y	Feb-19	L	19	20		Jul-17
Ghana /W40	4.968	139.8	41.5		Jul-18		24	25		Dec-18
Gibraltar 1/	0.765	161.5	61.5	Y	Feb-19	A				
Greece	0.9	118.2	20.4	Y	Feb-19	ER	15	16		Apr-07
Grenada /W40 14/	2.70000	146.8	46.7		Nov-18		23	24		Oct-17
Guatemala /W40	7.73	133.0	35.7		Nov-18		16	17		Jan-09
Guinea	9139.830	135.4	34.1		Nov-18		20	21		Feb-18
Guinea Bissau	574.5	130.0	34.4		Nov-18		13	14		Nov-15
Guyana /W40	208.6000	134.9	34.3		Jul-18		19	20		May-18
Haiti /W40	78.41	134.9	35.4		Nov-18		18	19		Nov-11
Honduras /W40	24.34	123.0	24.1		Nov-18		17	18		Jul-09
Hungary	277.21	120.8	20.8	Y	Feb-19	TMR	20	21		Feb-15
Iceland	120.33	135.6	38.7	Y	Feb-19	ER				
India /W40	71	129.9	26.4		Nov-18		24	25		Feb-18
Indonesia	14131	129.5	31.3		Nov-18		24	25		Sep-11
Iran	85358	130.9	29.8		Nov-18		24	25		May-16
Iraq	1170.000	130.0	38.0		Nov-11		14	15		May-02
Ireland	0.876	139.0	39.0	Y	Feb-19	TMR	24	25		May-98
Israel /W40	3.667	148.4	49.2		Nov-18		21	22		Sep-13
Italy, Brindisi	0.876	126.3	27.9	Y	Feb-19	L	10	11		Nov-99
Italy, Rome	0.8760	132.3	34.0	Y	Feb-19	ER	20	21		Jul-01
Jamaica /W40	133.85	143.8	44.6		Nov-18		24	25		Oct-17
Japan, Hiroshima	109.60	156.6	56.6	Y	Feb-19	L				
Japan, Tokyo	109.600	180.6	80.6	Y	Feb-19	TMR	26	28		Nov-06
Jordan /W40	0.71	145.2	45.3		Jul-18		20	21		Aug-17
Kazakhstan /W40	381.08	122.1	27.4		Nov-18		18	19		Sep-17
Kenya /W40	100.970	135.1	35.1	Y	Feb-19	H	21	22	Y	Feb-19
Kiribati	1.39	140.1	38.8		Nov-18		8	8		Dec-96
Korea, Dem. Peo. Of *	106.81	135.2	38.4		Oct-16		10	11		Sep-15
Korea, Republic of	1116.400	165.5	64.6		Nov-18		18	19		Mar-09
Kuwait /W40	0.3	139.5	39.0		Nov-18		20	21		Aug-17
Kyrgyzstan	69.65	119.5	19.8		Nov-18		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8559.500	131.9	34.1		Jul-18		13	14		Oct-03

**VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2019

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Latvia	0.88	133.4	36.6		Nov-18		19	20		Dec-03
Lebanon /W40	1511.93	144.8	46.4		Nov-13		22	23		Sep-11
Lesotho	13.620	121.8	19.2		Nov-18		14	15		Jan-11
Liberia	160.030	139.1	43.6		Jul-18		19	20		Jun-10
Libya	1.392	122.1	24.6		Nov-18		12	13		Nov-05
Lithuania	0.876	128.4	29.6		Nov-18		17	18		Dec-03
Luxembourg	0.88	146.2	46.2	Y	Feb-19	TMR	17	18		Dec-17
Madagascar	3473.690	128.7	30.4		Nov-18		20	21		Oct-18
Malawi /W40	729.0000	132.2	32.5		Jul-18		18	19		Mar-11
Malaysia /W40	4.11	133.1	32.7		Nov-18		19	20		Jan-09
Maldives	15.000	158.0	58.0		Aug-18		27	29		Aug-18
Mali /W40	574.544	129.9	29.9		Nov-18		12	13		Jul-15
Malta	0.88	133.8	33.8	Y	Feb-19	TMR	14	15		Oct-06
Mauritania /W40	36.1800	123.7	23.8		Nov-18		12	13		May-18
Mauritius /W40	34.30	127.1	26.7		Jul-18		11	12		Sep-13
Mexico	19.17	139.0	35.7		Jul-18		24	25		May-18
Micronesia, Fed States of 2/	1.000	154.4	53.2		Nov-18		23	24		Feb-07
Moldova	17.100	126.2	27.0		Nov-18		15	16		Apr-16
Monaco 3/	0.88	146.4	46.4	Y	Feb-19	A	21	22		Jan-04
Mongolia	2627.990	126.3	28.5		Nov-18		16	17		Jan-14
Montenegro	0.876	121.1	20.5		Nov-18		20	21		Sep-18
Morocco /W40	9.54	126.5	25.5		Jan-19		19	20		Jan-19
Mozambique	62	138.6	43.8		Nov-18		30	32		Apr-17
Myanmar /W40	1532.00	141.7	40.8		Nov-18		25	27		Dec-17
Namibia	13.6200	123.3	21.3		Nov-18		23	24		Mar-17
Nepal /W40	114.055	124.3	23.3		Nov-18		12	13		Jan-14
Netherlands	0.876	135.4	35.4	Y	Feb-19	TMR	23	24		Nov-96
New Caledonia	104.521	143.1	44.3		Nov-18		16	17		Sep-05
New Zealand	1.4640	116.7	13.3		Nov-18		22	23		Oct-80
Nicaragua	32.539	129.3	29.0		Nov-18		21	22		May-18
Niger /W40	574.54	132.5	33.1		Nov-18		10	11		Mar-09
Nigeria /W40	361.950	132.4	30.3		Nov-18		20	21		May-18
Norway	8.490	142.6	42.6	Y	Feb-19	TMR	24	25		Feb-15
Oman	0.385	135.0	38.2		Feb-15		19	20		Feb-15
Pakistan	139.74	122.0	24.9		Nov-18		19	20		Jun-08
Palau, Republic of 4/	1.00	152.4	50.7		Jul-18					
Panama /W40	1.000	142.4	42.3		Aug-18		24	25		Aug-18

**VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2019

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Papua New Guinea /W40	3.3	198.8	86.7		Nov-18		30	32		Feb-18
Paraguay /W40	6086.0000	124.8	25.4		Nov-18		13	14		Jan-09
Peru	3.352	133.1	38.5		Nov-18		21	22		Aug-17
Philippines /W40	52.337	142.3	39.7		Nov-18		22	23		Oct-18
Poland	3.756	114.6	14.6	Y	Feb-19	TMR	16	17		Apr-15
Portugal, Guimaraes	0.876	107.6	7.6	Y	Feb-19	L				
Portugal, Lisbon	0.88	131.1	31.1	Y	Feb-19	TMR	20	21		Jan-05
Puerto Rico 13/	1.000	126.8	33.4		Jul-18	A				
Qatar	3.652	166.8	77.8		Nov-18		35	37		Aug-17
Romania	4.16	103.5	3.5	Y	Feb-19	TMR	20	21		Feb-12
Russian Federation /W40	66.060	143.8	54.1		Nov-18		20	21		Mar-16
Rwanda /W40	901.940	126.6	27.6		Nov-18		16	17		Apr-13
Saint Helena 5/	0.8	135.5	41.9		Nov-18					
St. Lucia	2.700	129.7	33.7		Nov-14		16	17		Feb-12
Samoa /W40	2.539	137.4	40.7		Nov-18		15	16		Oct-17
Sao Tome and Principe	21.579	136.8	35.8		Nov-18		16	17		Jun-18
Saudi Arabia /W40	3.751	142.6	51.7		Jul-18		21	22		Nov-17
Senegal /W40	574.544	130.7	36.8		Nov-18		17	18		Jul-15
Serbia /W40	103.7970	121.8	22.8		Nov-18		18	19		Jul-12
Seychelles	14	152.5	52.3		Jan-19		20	21		Jan-19
Sierra Leone /W40	7950.000	146.8	46.5		Nov-18		19	20		May-18
Singapore	1.352	171.3	70.9		Nov-18		22	23		Jun-08
Slovak Republic	0.876	123.3	23.3	Y	Feb-19	TMR	16	17		Feb-12
Slovenia, Republic of	0.8760	118.1	18.1	Y	Feb-19	TMR	21	22		Nov-03
Solomon Islands /W40	8	146.8	49.5		Nov-18		18	19		Dec-07
Somalia 6/	24300.00	137.6	36.8		Nov-18		15	16		Sep-99
South Africa /W40	13.620	126.9	30.0		Nov-18		19	20		Apr-17
South Sudan, Republic of /W40	154.746	154.8	52.8		Nov-18		14	15		Sep-17
Spain	0.9	129.3	29.3	Y	Feb-19	TMR	19	20		Nov-08
Sri Lanka	179.4	131.2	31.4		Nov-18		26	28		Sep-17
St. Kitts and Nevis /W40 14/ St. Vincent and the Grenadines /W40 14/	2.7	146.8	46.7		Nov-18		23	24		Oct-17
	2.700	146.8	46.7		Nov-18		23	24		Oct-17
Sudan /W40	47.500	126.3	30.5		Nov-18		17	18		Mar-16
Suriname	7.420	129.7	29.3		Nov-18		16	17		Oct-12
Sweden	9.091	137.4	37.4	Y	Feb-19	TMR	22	23		Feb-15

**VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2019

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Switzerland	0.998	166.3	67.7	Y	Feb-19	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.00	150.6	32.8		Mar-15		20	21		Jun-12
Tajikistan	9.4384	125.0	24.1		Oct-18		19	20		Oct-18
Tanzania, United Rep. of	2314.71	133.9	36.2		Nov-18		29	31		Jun-11
Thailand /W40	31.41	139.5	35.4		Nov-18		19	20		Sep-06
The former Yugoslav Republic of Macedonia	53.9255	117.2	19.8		Nov-18		14	15		Oct-16
Timor-Leste /W40	1.00	143.2	50.0		Apr-18		15	16		Jul-11
Togo /W40	574.5440	126.7	33.5		Nov-18		13	14		Nov-11
Tonga	2.2442	132.9	31.4		Jul-18		9	10		Jan-09
Trinidad and Tobago	6.7823	141.2	41.2	Y	Feb-19	H	26	28		Oct-08
Tunisia /W40	3.0284	107.2	18.6		Jul-18		13	14		Jun-17
Turkey, Ankara /W40	5.2771	114.3	10.9		Nov-18		18	19		Mar-18
Turkey, Istanbul /W40 15/	5.2771	123.3	19.5		Nov-18		22	23		Mar-14
Turkmenistan	3.50	138.4	37.6		Nov-18		13	14		May-18
Tuvalu 11/	1.391	140.8	42.3		Nov-18					
Uganda /W40	3673.75	124.7	23.3		Nov-18		24	25		May-14
Ukraine /W40	29.000	120.2	19.8		Nov-18		23	24		Mar-17
United Arab Emirates	3.673	166.0	65.4		Jul-18		32	34		Aug-11
United Kingdom	0.765	161.5	61.5	Y	Feb-19	TMR	27	29		Feb-14
USA, Miami 7/	1.00	140.2	40.2	Y	Feb-19	L				
USA, New York	1.00	167.5	67.5	Y	Feb-19	TMR	28	30		Apr-11
USA, San Francisco 8/	1.00	159.0	59.0	Y	Feb-19	L				
USA, Seattle 18/	1.00	140.5	40.5	Y	Feb-19	L	22	23		Aug-18
USA, Washington D.C.	1.00	147.6	47.6	Y	Feb-19	TMR	27	29		Apr-11
Uruguay	32.500	140.5	43.1		Nov-18		24	25		Jan-18
Uzbekistan /W40	8382.00	127.9	27.5		Nov-18		20	21		Aug-12
Vanuatu /W40	110.27	144.8	46.6		Nov-18		15	16		Aug-12
Venezuela /W40 10/	3299.120	81.6	69.0		Mar-18		27	29		Aug-12
Vietnam	23204	121.1	22.7		Nov-18		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.667	148.4	49.2		Nov-18	A	21	22		Sep-13
Yemen, Republic of 10/	547.000	114.1	28.1		Jul-17		12	13		Nov-10
Zambia	11.948	120.7	26.2		Nov-18		21	22		Apr-06
Zimbabwe /W40	150000.000	162.3	48.5		Dec-18		16	17		Dec-18

## VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2019

Country or area	Exchange rate	Post Adjustment (New York, May 1998 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		

NOTES:

W40	=	40 per cent of rent maximum subsidy limit has been waived
*	=	Post adjustment classification based on government housing
ER	=	Change in exchange rate
PP	=	Place-to-place survey
H	=	Housing survey
FMR	=	Four month review
FPR	=	Five percent rule
TMR	=	Twelve month rule
TPR	=	Ten point rule
OMR	=	One month rule
GCM	=	Gap closure measure
IM	=	Interim Multiplier
L	=	Linked through intercity coefficient
A	=	Assimilated to another duty station

- 1/ Same post adjustment classification as for London, United Kingdom.
- 2/ Average PAM of Fiji, Papua New Guinea, Samoa and Solomon Islands until results of a new P/P survey are implemented.
- 3/ Same post adjustment classification/rental threshold as for Paris, France.
- 4/ Average PAM of Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.
- 5/ London PAI x 0.8389 until results of a new P/P survey are implemented.
- 6/ Average PAM of Ethiopia and Kenya until results of a new P/P survey are implemented.
- 7/ Washington D.C. x 0.9497.
- 8/ New York PAI x 0.9491.
- 9/ Same post adjustment classification/rental threshold as for Israel.
- 10/ Multiplier maintained until a survey can be conducted.
- 11/ Average PAM of Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.
- 12/ Same post adjustment classification as for United States, Washington D.C.
- 13/ Same post adjustment classification as for Dominican Republic.
- 14/ Average PAM of Barbados and Trinidad & Tobago until results of a new P/P survey are implemented.
- 15/ Turkey, Ankara PAI x 1.078.
- 16/ Bahamas PAI x 1.082.
- 17/ Jamaica PAI x 1.013.
- 18/ Washington D.C. x 0.9522.

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

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

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