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# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/533

Approved by:  
Larbi Djacta, Chairman

Date:  
15 May 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 May 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 mai 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. Cost-of-living surveys

1. 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 May 2019

Duty station	Type of survey	Date of survey	Survey materials received
Angola	Place-to-place	January 2019	February 2019
Bulgaria	Place-to-place	September 2018	October 2018
Germany	Place-to-place	September 2018	November 2018
Greece	Place-to-place	October 2018	December 2018
Hungary	Place-to-place	October 2018	November 2018
Poland	Place-to-place	September 2018	October 2018
Romania	Place-to-place	September 2018	October 2018

#### V. Gap Closure Measure

2. 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. This measure has been applicable for all cost-of-living surveys conducted under the 2010 round.

3. 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.

4. 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 before the implementation date of the survey results, receive the revised PAM, plus a PTA;
  - The personal transitional allowance (PTA) is the difference between the revised and prevailing PAMs;
  - 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**.

5. The table below shows the steps in the calculation of the PTA effective 1 May 2019 for **Angola** under the gap closure measure.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 May 2019

Duty station	Existing PAM	Existing pay index (2) + 100	Updated Survey PAI	Updated Survey PAI plus 3% (4) x 1.03	Revised PAM	PTA (2) - (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Angola	85.3	185.3	160.3	165.1	65.1	20.2

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

6. 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 is a summary of all PTAs in effect as of 1 May 2019. Also shown is the corresponding date of the next revision of the PTA.

Table 3: Summary of personal transitional allowances (PTAs), as of 1 May 2019

Duty Station	Applicable multiplier points	Date of next revision
Angola	20.2	November 2019
Eritrea	5.1	July 2019
Papua New Guinea	6.1	September 2019

#### VII. W40 Measure

7. The waiver of the 40 per cent of rent limit on rental subsidies **is no longer applicable** for **Angola** effective 1 May 2019.

**VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2019

*(last updated 15 May 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	139.3	47.2		Nov-11		9	10		Jul-06
Albania	107.50	117.1	21.1		Mar-19		16	17		Feb-09
Algeria /W40	119.7291	134.0	34.3		Mar-19		27	29		Aug-18
Angola	319.529	160.3	65.1	Y	May-19	GCM	24	25	Y	May-19
Anguilla /W40 14/	2.7	147.4	47.4		Mar-19		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	147.4	47.4		Mar-19		23	24		Oct-17
Argentina	44.738	138.0	42.3		Mar-19		26	28		Nov-18
Armenia	481.0	122.2	21.0		Mar-19		15	16		Sep-11
Aruba 12/	1.79	148.0	47.8		Mar-19	A				
Australia	1.420	130.5	29.1	Y	May-19	ER	21	22		Aug-03
Austria	0.897	141.3	41.5	Y	May-19	ER	18	19		May-14
Azerbaijan	1.7001	127.4	27.2		Mar-19		26	28		Feb-18
Bahamas	1.00	170.3	70.1		Mar-19		32	34		Apr-13
Bahrain	0.37697	138.0	40.7		Nov-18		22	23		Aug-08
Bangladesh /W40	84.38	134.1	34.1		Mar-19		15	16		Sep-11
Barbados /W40	2.00	152.9	52.8		Jul-18		19	20		Sep-05
Belarus	2.1081	133.8	32.6		Mar-19		17	18		Oct-18
Belgium	0.897	142.4	40.8	Y	May-19	ER	17	18		Feb-15
Belize	2.00	127.8	27.8		Mar-19		13	14		Sep-13
Benin /W40	588.197	124.7	32.3		Mar-19		14	15		Oct-16
Bermuda 16/	1.00	184.3	84.0		Mar-19		35	37		Dec-17
Bhutan /W40	70.02	125.6	25.1		Mar-19		10	11		Oct-09
Bolivia	6.91	129.2	29.3		Mar-19		15	16		Oct-16
Bonaire /W40 14/	1.00	147.4	47.4		Mar-19		23	24		Oct-17
Bosnia and Herzegovina /W40	1.754	117.8	18.5		Mar-19		16	17		Dec-11
Botswana	10.7181	118.5	19.2		Mar-19		15	16		Jan-09
Brazil/W40	3.932	133.3	34.5		Mar-19		23	24		Aug-18
British Virgin Islands 14/	1.00	147.4	47.4		Mar-19		23	24		Mar-18
Bulgaria	1.754	115.0	16.5	Y	May-19	ER	16	17		Feb-15
Burkina Faso /W40	588.197	129.6	31.3		Nov-18		12	13		Mar-09
Burundi /W40	1818.267	127.0	34.2		Mar-19		13	14		Oct-13
Cambodia /W40	4030	127.8	28.1		Mar-19		21	22		Sep-18
Cameroon /W40	588.197	128.9	31.3		Nov-18		15	16		Jul-15
Canada, Montreal	1.347	138.0	37.1	Y	May-19	ER	17	18		May-17
Canada, Ottawa	1.347	147.0	46.1	Y	May-19	L	18	19		May-17
Canada, Toronto	1.347	154.3	53.3	Y	May-19	L	20	21		May-17
Cape Verde	98.875	123.5	27.6		Nov-18		16	17		Jul-11



**VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2019

(last updated 15 May 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	146.0	45.7		Mar-19		24	25		Dec-17
Central African Rep. /W40	588.197	157.8	63.4		Nov-18		17	18		Nov-17
Chad /W40	588.197	137.7	38.7		Mar-19		13	14		Jul-15
Chile /W40	676	130.6	33.0		Mar-19		14	15		Mar-08
China, Beijing /W40	6.734	158.6	59.5		Mar-19		23	24		Jan-18
China, Hong Kong (SAR)	7.844	208.3	107.1	Y	May-19	ER	19	20		Jun-12
China, Macao (SAR)	8.08	155.9	55.8		Mar-19		21	22		Jul-18
Colombia	3241	125.6	28.2		Mar-19		21	22		May-18
Comoros	441.148	139.2	40.0		Mar-19		14	15		Apr-19
Congo /W40	588.197	152.4	53.3		Mar-19		6	6		Nov-04
Congo, Dem. Rep. /W40	1640	142.8	42.6		Mar-19		22	23		Jan-18
Costa Rica /W40	595.99	128.3	27.8		Mar-19		19	20		Aug-12
Cote d Ivoire /W40	588.197	137.7	40.8		Mar-19		15	16		Dec-12
Croatia, Republic of /W40	6.651	135.3	44.0		Mar-19		20	21		Feb-07
Cuba * /W40	0.99	138.5	38.3		Mar-19		23	24		Aug-11
Cyprus	0.897	112.7	12.7	Y	May-19	ER	19	20		Mar-12
Czech Republic	23.02	133.2	31.7	Y	May-19	ER	21	22		Sep-06
Denmark	6.695	151.8	50.4	Y	May-19	ER	22	23		Feb-15
Djibouti /W40	177	144.6	45.3		Mar-18		16	17		Jan-15
Dominica /W40 14/	2.7	147.4	47.4		Mar-19		23	24		Oct-17
Dominican Republic	50.701	127.0	32.9		Mar-19		21	22		Sep-13
Ecuador/W40	1.00	126.0	26.0		Mar-19		16	17		Jul-11
Egypt /W40	17.169	126.3	25.6		Mar-19		19	20		Jul-18
El Salvador	1.00	124.5	28.9		Jul-18		21	22		Nov-15
Equatorial Guinea	588.197	131.5	32.4		Mar-19		17	18		Mar-18
Eritrea	15.00	150.1	53.8		Jan-19		11	12		Dec-17
Estonia	0.897	129.0	30.8		Mar-19		18	19		Feb-01
Eswatini	14.3200	115.1	23.0		Mar-19		11	12		Sep-03
Ethiopia /W40	28.57	140.4	40.1		Mar-19		20	21		Sep-18
Fiji /W40	2.100	134.8	36.7		Mar-19		20	21		Sep-11
Finland	0.897	137.7	36.3	Y	May-19	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.897	140.4	40.1	Y	May-19	L	17	18		Jul-01
France, Paris	0.897	143.7	43.4	Y	May-19	ER	21	22		Jan-04
French Guiana	0.897	134.2	33.0	Y	May-19	ER				
Gabon	588.20	149.5	50.2		Mar-19		16	17		Nov-12
Gambia /W40	49.920	126.4	26.5		Mar-19		14	15		May-18
Georgia, Republic of /W40	2.698	120.0	21.7		Mar-19		17	18		May-14
Germany, Berlin	0.897	134.2	34.2	Y	May-19	L	24	25	Y	May-19

**VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2019

(last updated 15 May 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, Bonn	0.897	128.8	28.8	Y	May-19	PP	20	21	Y	May-19
Germany, Dresden	0.897	128.8	28.8	Y	May-19	A	19	20	Y	May-19
Germany, Hamburg	0.897	135.8	35.8	Y	May-19	L	21	22	Y	May-19
Germany, Munich	0.897	139.6	39.6	Y	May-19	L	20	21	Y	May-19
Ghana /W40	5.174	139.4	36.0		Mar-19		24	25		Dec-18
Gibraltar 1/	0.775	160.0	59.6	Y	May-19	A				
Greece	0.897	122.2	22.2	Y	May-19	PP	17	18	Y	May-19
Grenada /W40 14/	2.70000	147.4	47.4		Mar-19		23	24		Oct-17
Guatemala /W40	7.64	133.6	35.8		Mar-19		16	17		Jan-09
Guinea	9133.500	136.4	35.5		Mar-19		20	21		Feb-18
Guinea Bissau	588.2	129.4	34.4		Nov-18		13	14		Nov-15
Guyana /W40	209.1000	135.1	35.5		Mar-19		19	20		May-18
Haiti /W40	85.55	134.8	34.9		Mar-19		18	19		Nov-11
Honduras /W40	24.59	123.2	23.7		Mar-19		17	18		Jul-09
Hungary	289.43	127.9	27.9	Y	May-19	PP	19	20	Y	May-19
Iceland	122.13	134.0	36.9	Y	May-19	ER				
India /W40	70	131.6	30.2		Mar-19		24	25		Feb-18
Indonesia	14208	129.8	32.3		Mar-19		24	25		Sep-11
Iran	88602	131.5	31.1		Mar-19		24	25		May-16
Iraq	1170.000	130.3	38.0		Nov-11		14	15		May-02
Ireland	0.897	137.1	36.1	Y	May-19	ER	24	25		May-98
Israel /W40	3.617	149.4	50.4		Mar-19		21	22		Sep-13
Italy, Brindisi	0.897	123.0	25.3	Y	May-19	L	10	11		Nov-99
Italy, Rome	0.897	128.8	31.2	Y	May-19	ER	20	21		Jul-01
Jamaica /W40	134.19	144.2	43.9		Mar-19		24	25		Oct-17
Japan, Hiroshima	111.88	154.5	53.7	Y	May-19	L				
Japan, Tokyo	111.88	178.2	77.3	Y	May-19	ER	26	28		Nov-06
Jordan /W40	0.708	145.7	45.6		Mar-19		20	21		Aug-17
Kazakhstan /W40	381.72	123.1	26.7		Mar-19		18	19		Sep-17
Kenya /W40	101.380	136.2	36.0		Mar-19		21	22		Feb-19
Kiribati	1.42	139.7	40.2		Mar-19		8	8		Dec-96
Korea, Dem. Peo. Of *	107.46	135.4	38.4		Oct-16		10	11		Sep-15
Korea, Republic of	1158.580	161.8	65.2		Mar-19		18	19		Mar-09
Kuwait /W40	0.304	139.9	39.9		Mar-19		20	21		Aug-17
Kyrgyzstan	69.60	120.0	20.0		Mar-19		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8688.000	132.0	34.0		Mar-19		13	14		Oct-03
Latvia	0.897	132.8	36.6		Nov-18		19	20		Dec-03
Lebanon /W40	1509.73	144.9	46.4		Nov-13		22	23		Sep-11

**VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2019

(last updated 15 May 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		
Lesotho	14.320	121.2	21.5		Mar-19		14	15		Jan-11
Liberia	168.155	139.3	43.5		Mar-19		19	20		Jun-10
Libya	1.398	122.3	24.3		Mar-19		12	13		Nov-05
Lithuania	0.897	128.2	29.6		Nov-18		17	18		Dec-03
Luxembourg	0.897	142.0	43.2	Y	May-19	ER	17	18		Dec-17
Madagascar	3572.230	128.4	30.5		Mar-19		20	21		Oct-18
Malawi /W40	729.0000	133.4	33.2		Mar-19		18	19		Mar-11
Malaysia /W40	4.134	133.6	34.3		Mar-19		19	20		Jan-09
Maldives	15.000	158.4	58.4		Mar-19		27	29		Aug-18
Mali /W40	588.197	129.6	30.2		Mar-19		12	13		Jul-15
Malta	0.897	132.9	31.1	Y	May-19	ER	14	15		Oct-06
Mauritania /W40	36.3900	123.9	23.9		Mar-19		12	13		May-18
Mauritius /W40	35.251	126.2	28.0		Mar-19		11	12		Sep-13
Mexico	19.00	140.7	39.9		Mar-19		24	25		May-18
Micronesia, Fed States of 2/	1.000	148.7	53.7		Mar-19		23	24		Feb-07
Moldova	17.830	125.5	27.0		Nov-18		15	16		Apr-16
Monaco 3/	0.897	143.7	43.4	Y	May-19	A	21	22		Jan-04
Mongolia	2641.000	127.1	27.8		Mar-19		16	17		Jan-14
Montenegro	0.897	119.8	20.8		Mar-19		20	21		Sep-18
Morocco /W40	9.678	126.0	26.6		Mar-19		19	20		Jan-19
Mozambique	64.10	137.8	43.3		Mar-19		30	32		Apr-17
Myanmar /W40	1515.00	138.8	40.8		Nov-18		25	27		Dec-17
Namibia	14.3200	122.2	23.1		Mar-19		23	24		Mar-17
Nepal /W40	112.020	125.4	25.1		Mar-19		12	13		Jan-14
Netherlands	0.897	134.2	32.6	Y	May-19	ER	23	24		Nov-96
New Caledonia	107.005	141.7	44.4		Mar-19		16	17		Sep-05
New Zealand	1.5020	115.0	16.7		Mar-19		22	23		Oct-80
Nicaragua	32.852	129.7	29.8		Mar-19		21	22		May-18
Niger /W40	588.20	131.7	33.1		Nov-18		10	11		Mar-09
Nigeria /W40	360.400	134.3	32.8		Mar-19		20	21		May-18
North Macedonia, the Republic of	55.210	116.7	19.8		Nov-18		14	15		Oct-16
Norway	8.696	141.2	39.6	Y	May-19	ER	24	25		Feb-15
Oman	0.385	135.5	38.2		Feb-15		19	20		Feb-15
Pakistan	141.66	122.0	24.3		Mar-19		19	20		Jun-08
Palau, Republic of 4/	1.000	148.2	51.7		Mar-19					
Panama /W40	1.0	142.8	42.8		Mar-19		24	25		Aug-18
Papua New Guinea /W40	3.2570	175.8	80.6		Mar-19		30	32		Feb-18
Paraguay /W40	6290.000	124.1	25.2		Mar-19		13	14		Jan-09

**VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2019

(last updated 15 May 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		
Peru	3.316	134.0	39.1		Mar-19		21	22		Aug-17
Philippines /W40	52.104	143.1	43.4		Mar-19		22	23		Oct-18
Poland	3.850	117.9	17.9	Y	May-19	PP	20	21	Y	May-19
Portugal, Guimaraes	0.897	106.7	5.4	Y	May-19	L				
Portugal, Lisbon	0.897	130.0	28.4	Y	May-19	ER	20	21		Jan-05
Puerto Rico 13/	1.000	127.0	32.9		Mar-19	A				
Qatar	3.659	166.7	77.9		Mar-19		35	37		Aug-17
Romania	4.263	112.9	12.9	Y	May-19	PP	22	23	Y	May-19
Russian Federation /W40	64.510	146.7	53.8		Mar-19		20	21		Mar-16
Rwanda /W40	906.0	126.4	26.9		Mar-19		16	17		Apr-13
Saint Helena 5/	0.775	134.2	44.0		Mar-19					
St. Lucia	2.700	130.4	33.7		Nov-14		16	17		Feb-12
Samoa /W40	2.546	137.0	41.8		Mar-19		15	16		Oct-17
Sao Tome and Principe	21.520	137.6	37.2		Mar-19		16	17		Jun-18
Saudi Arabia /W40	3.750	142.6	51.7		Jul-18		21	22		Nov-17
Senegal /W40	588.1970	129.7	36.8		Nov-18		17	18		Jul-15
Serbia /W40	106	121.2	22.9		Mar-19		18	19		Jul-12
Seychelles	13.750	152.9	53.3		Mar-19		20	21		Jan-19
Sierra Leone /W40	8711.000	146.0	47.7		Mar-19		19	20		May-18
Singapore	1.363	171.4	72.3		Mar-19		22	23		Jun-08
Slovak Republic	0.897	121.7	20.8	Y	May-19	ER	16	17		Feb-12
Slovenia, Republic of	0.897	116.9	15.7	Y	May-19	ER	21	22		Nov-03
Solomon Islands /W40	7.937	147.3	49.7		Mar-19		18	19		Dec-07
Somalia 6/	24300.000	138.3	38.1		Mar-19		15	16		Sep-99
South Africa /W40	14.320	126.1	31.1		Mar-19		19	20		Apr-17
South Sudan, Republic of /W40	157.1	157.5	56.0		Mar-19		14	15		Sep-17
Spain	0.897	126.1	26.7	Y	May-19	ER	19	20		Nov-08
Sri Lanka	175.8	132.3	31.5		Mar-19		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	147.4	47.4		Mar-19		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	147.4	47.4		Mar-19		23	24		Oct-17
Sudan /W40	47.500	127.7	30.4		Mar-19		17	18		Mar-16
Suriname	7.420	130.8	30.4		Mar-19		16	17		Oct-12

**VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 May 2019

(last updated 15 May 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		
Sweden	9.525	134.9	31.9	Y	May-19	ER	22	23		Feb-15
Switzerland	1.021	163.2	64.3	Y	May-19	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.0000	135.1	32.8		Mar-15		20	21		Jun-12
Tajikistan	9.44	125.8	25.5		Mar-19		19	20		Oct-18
Tanzania, United Rep. of	2297.26	134.6	35.6		Mar-19		29	31		Jun-11
Thailand /W40	31.9500	138.9	39.9		Mar-19		19	20		Sep-06
Timor-Leste /W40	1.00	143.5	50.0		Apr-18		15	16		Jul-11
Togo /W40	588.1970	126.0	33.5		Nov-18		13	14		Nov-11
Tonga	2.2774	132.9	32.6		Mar-19		9	10		Jan-09
Trinidad and Tobago	6.7750	142.0	41.9		Mar-19		26	28		Oct-08
Tunisia /W40	3.0120	107.9	17.3		Mar-19		13	14		Jun-17
Turkey, Ankara /W40	5.9464	112.2	14.6		Mar-19		18	19		Mar-18
Turkey, Istanbul /W40 15/	5.9464	121.0	23.5		Mar-19		22	23		Mar-14
Turkmenistan	3.50	139.3	39.0		Mar-19		13	14		May-18
Tuvalu 11/	1.420	140.8	43.0		Mar-19					
Uganda /W40	3745.00	124.8	25.1		Mar-19		24	25		May-14
Ukraine /W40	29.000	121.5	20.6		Mar-19		23	24		Mar-17
United Arab Emirates	3.673	165.6	65.5		Mar-19		32	34		Aug-11
United Kingdom	0.775	160.0	59.6	Y	May-19	ER	27	29		Feb-14
USA, Miami 7/	1.00	140.6	40.2		Feb-19					
USA, New York	1.00	168.0	67.5		Feb-19		28	30		Apr-11
USA, San Francisco 8/	1.00	159.4	59.0		Feb-19					
USA, Seattle 18/	1.00	140.9	40.5		Feb-19		22	23		Aug-18
USA, Washington D.C.	1.00	148.0	47.6		Feb-19		27	29		Apr-11
Uruguay	34.650	138.9	42.7		Mar-19		24	25		Jan-18
Uzbekistan /W40	8451.00	128.5	28.4		Mar-19		20	21		Aug-12
Vanuatu /W40	110.35	145.2	46.6		Nov-18		15	16		Aug-12
Venezuela /W40 10/	5201.880	81.8	69.0		Mar-18		27	29		Aug-12
Vietnam	23280	121.4	22.9		Mar-19		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.617	149.4	50.4		Mar-19	A	21	22		Sep-13
Yemen, Republic of 10/	508.280	116.8	28.1		Jul-17		12	13		Nov-10
Zambia	12.692	120.1	25.3		Mar-19		21	22		Apr-06
Zimbabwe /W40	3.254	156.1	55.9		Mar-19		16	17		Dec-18

### VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 May 2019

(last updated 15 May 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.

## IX.

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 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
Namibie	Namibia	Suède*	Sweden*
Népal	Nepal	Suisse*	Switzerland*
Nicaragua	Nicaragua	Suriname	Suriname
Niger	Niger (the)	Tadjikistan	Tajikistan
Nigéria	Nigeria	Tchad	Chad
Norvège*	Norway*	Thaïlande	Thailand
Nouvelle-Calédonie	New Caledonia	Timor-Leste	Timor-Leste
Nouvelle-Zélande	New Zealand	Timor-Leste	Timor-Leste
Oman	Oman	Togo	Togo
Ouganda	Uganda	Tonga	Tonga
Ouzbékistan	Uzbekistan	Trinité-et-Tobago	Trinidad and Tobago
Pakistan	Pakistan	Tunisie	Tunisia
Palaos	Palau	Turkménistan	Turkmenistan
Panama	Panama	Turquie	Turkey
Papouasie-Nouvelle-Guinée	Papua New Guinea	Tuvalu	Tuvalu
Paraguay	Paraguay	Ukraine	Ukraine
Pays-Bas*	Netherlands (the)*	Uruguay	Uruguay
Pérou	Peru	Vanuatu	Vanuatu
Philippines	Philippines (the)	Venezuela	Venezuela (Bolivarian Republic of)
Pologne*	Poland*	Viet Nam	Viet Nam
Porto Rico	Puerto Rico	Yémen	Yemen
Portugal*	Portugal*	Zambie	Zambia
Qatar	Qatar	Zimbabwe	Zimbabwe
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
République démocratique populaire lao	Lao People's Democratic Republic (the)		