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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/538

Approved by:
Larbi Djacta, Chairman

Date:
15 October 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 October 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 octobre 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 October 2019

Duty station	Type of survey	Date of survey	Survey materials received
Albania	Housing	March 2019	April 2019
Australia	Place-to-place	January 2019	January 2019
Brazil	Place-to-place	February 2019	March 2019
Burkina Faso	Place-to-place	April 2019	April 2019
Costa Rica	Place-to-place	March 2019	April 2019
Cuba	Place-to-place	March 2019	April 2019
Kuwait	Place-to-place	April 2019	May 2019
Malta	Place-to-place	January 2019	February 2019
Netherlands	Place-to-place	March 2019	April 2019
Peru	Place-to-place	February 2019	April 2019
Philippines	Housing	February 2019	April 2019
Portugal	Place-to-place	December 2018	January 2019
Qatar	Place-to-place	February 2019	March 2019
Russian Federation	Place-to-place	March 2019	May 2019
Rwanda	Housing	January 2019	March 2019
Samoa	Place-to-place	April 2019	May 2019
St. Lucia	Place-to-place	February 2019	March 2019
Sierra Leone	Housing	October 2018	May 2019
Suriname	Place-to-place	April 2019	May 2019
Turkmenistan	Place-to-place	March 2019	March 2019
Uzbekistan	Place-to-place	February 2019	March 2019

V. Multiplier for newly established Duty Station

2. A multiplier has been established for the new duty station listed in Table 2, effective 1 October 2019:

Table 2: Multiplier for newly established duty station

DUTY STATION	MULTIPLIER
Cook Islands	51.7

VI. Gap Closure Measure

3. 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.

4. 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.

5. 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;
- 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**.

6. The table below shows the steps in the calculation of the PTA effective 1 October 2019 for **Qatar and Russian Federation** under the gap closure measure.

Table 3: Duty stations under gap closure measure based on cost-of-living surveys effective 1 October 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)
Qatar	77.8	177.8	156.8	161.5	61.5	16.3
Russian Federation	56.8	156.8	144.8	149.2	49.2	7.6

VII. Duty Stations with Personal Transitional Allowance (PTA)

7. 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 4 is a summary of all PTAs in effect as of 1 October 2019. Also shown is the corresponding date of the next revision of the PTA.

Table 4: Summary of personal transitional allowances (PTAs), as of 1 October 2019

Duty Station	Applicable multiplier points	Date of next revision
Angola	20.2	November 2019
Croatia	2.5	February 2020
Qatar	16.3	April 2020
Russian Federation	7.6	April 2020

VIII. W40 Measure

8. The waiver of the 40 per cent of rent limit on rental subsidy is **no longer applicable** for **Costa Rica, Cuba and Samoa** effective 1 October 2019.

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 October 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	78.10	138.7	47.2		Nov-11		9	10		Jul-06
Albania	108.43	118.7	21.5		Jul-19		16	17		Feb-09
Algeria /W40	120.6570	133.7	34.2		Jul-19		27	29		Aug-18
Angola	365.460	154.1	61.5		Jul-19		24	25		May-19
Anguilla /W40 14/	2.7	147.4	47.8		Jul-19		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	147.4	47.8		Jul-19		23	24		Oct-17
Argentina	57.313	131.5	42.1		Jul-19		26	28		Nov-18
Armenia	475.5	121.9	22.7		Jul-19		15	16		Sep-11
Aruba 12/	1.79	149.9	48.9		Jul-19	A	27	29		Nov-14
Australia	1.478	130.5	30.5	Y	Oct-19	PP	24	25	Y	Oct-19
Austria	0.914	140.8	39.2	Y	Oct-19	ER	18	19		May-14
Azerbaijan	1.7009	128.0	28.2		Jul-19		26	28		Feb-18
Bahamas	1.00	170.1	70.1		Mar-19		32	34		Apr-13
Bahrain	0.37700	140.1	40.7		Nov-18		22	23		Aug-08
Bangladesh /W40	84.525	134.4	34.3		Jul-19		15	16		Sep-11
Barbados /W40	2.0	152.7	52.8		Jul-18		19	20		Sep-05
Belarus	2.0724	137.0	36.9		Sep-19		18	19		Sep-19
Belgium	0.914	134.5	38.5	Y	Oct-19	ER	17	18		Feb-15
Belize	2.00	127.9	27.8		Mar-19		13	14		Sep-13
Benin /W40	599.595	125.2	32.2		Jul-19		14	15		Oct-16
Bermuda 16/	1.00	184.1	84.0		Mar-19		35	37		Dec-17
Bhutan /W40	70.57	126.3	26.7		Jul-19		10	11		Oct-09
Bolivia /W40	6.91	124.8	29.3		Mar-19		15	16		Oct-16
Bonaire /W40 14/	1.00	147.4	47.8		Jul-19		23	24		Oct-17
Bosnia and Herzegovina /W40	1.788	120.7	22.2		Jul-19		13	14		Jun-19
Botswana	11.0497	124.5	25.7		Jul-19		19	20		Jun-19
Brazil /W40	4.158	130.3	34.8		Jul-19		23	24		Aug-18
British Virgin Islands /W40	1.00	145.7	47.8		Jul-19		22	23		Jun-19
Bulgaria	1.788	114.9	14.6	Y	Oct-19	ER	16	17		Feb-15
Burkina Faso /W40	599.595	128.8	31.3		Nov-18		12	13		Mar-09
Burundi	1847.005	124.7	33.7		Jul-19		12	13		Sep-19
Cambodia /W40	4090	127.0	28.1		Mar-19		21	22		Sep-18
Cameroon /W40	599.595	128.3	31.2		Jul-19		15	16		Jul-15
Canada, Montreal	1.324	141.6	39.2	Y	Oct-19	ER	17	18		May-17
Canada, Ottawa	1.324	150.9	48.3	Y	Oct-19	L	18	19		May-17
Canada, Toronto	1.324	158.3	55.6	Y	Oct-19	L	20	21		May-17
Cape Verde	100.791	122.6	27.6		Nov-18		16	17		Jul-11

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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	145.9	47.3		Jul-19		24	25		Dec-17
Central African Rep. /W40	599.595	157.5	63.4		Nov-18		17	18		Nov-17
Chad /W40	599.595	139.1	38.7		Mar-19		13	14		Jul-15
Chile	726	135.1	37.1		Aug-19		19	20		Aug-19
China, Beijing /W40	7.121	153.2	57.0		Jul-19		23	24		Jan-18
China, Hong Kong (SAR)	7.840	209.7	107.2	Y	Oct-19	ER	19	20		Jun-12
China, Macao (SAR)	8.076	157.4	57.5		Aug-19		21	22		Jul-18
Colombia	3461	118.9	27.3		Jul-19		21	22		May-18
Comoros	449.696	138.4	40.1		Jul-19		14	15		Apr-19
Congo /W40	599.595	155.3	55.5		Sep-19		7	7		Sep-19
Congo, Dem. Rep. /W40	1653.877	152.8	52.6		Sep-19		25	27		Sep-19
Cook Islands 4/	1.586	146.5	51.7		Oct-19		22	23		Oct-19
Costa Rica	582.24	133.0	33.0	Y	Oct-19	PP	22	23	Y	Oct-19
Cote d'Ivoire /W40	599.595	136.3	40.7		Jul-19		15	16		Dec-12
Croatia, Republic of	6.771	136.8	38.9	Y	Oct-19	ER	8	9		Aug-19
Cuba *	0.99	154.8	54.8	Y	Oct-19	PP	32	34	Y	Oct-19
Cyprus	0.914	120.4	16.9	Y	Oct-19	ER	18	19		Jun-19
Czech Republic	23.64	131.7	28.6	Y	Oct-19	ER	21	22		Sep-06
Denmark	6.825	156.5	54.9	Y	Oct-19	ER	25	27		Jun-19
Djibouti /W40	177	146.1	45.5		Jun-19		16	17		Jan-15
Dominica /W40 14/	2.7	147.4	47.8		Jul-19		23	24		Oct-17
Dominican Republic	52.533	126.0	32.9		Mar-19		21	22		Sep-13
Ecuador	1.00	132.3	32.1		Sep-19		21	22		Sep-19
Egypt /W40	16.308	126.9	27.1		Jul-19		19	20		Jul-18
El Salvador	1.00	124.7	28.9		Jul-18		21	22		Nov-15
Equatorial Guinea	599.595	134.0	35.0		Aug-19		19	20		Aug-19
Eritrea	15.00	150.0	53.8		Jan-19		11	12		Dec-17
Estonia	0.914	129.5	30.7		Jul-19		18	19		Feb-01
Eswatini	15.0860	112.7	22.2		Jul-19		11	12		Sep-03
Ethiopia /W40	29.486	140.8	40.4		Jul-19		20	21		Sep-18
Fiji /W40	2.180	132.6	34.8		Jul-19		20	21		Sep-11
Finland	0.914	135.5	34.1	Y	Oct-19	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.914	140.4	37.7	Y	Oct-19	L	17	18		Jul-01
France, Paris	0.914	143.7	41.0	Y	Oct-19	ER	21	22		Jan-04
French Guiana	0.914	132.8	30.8	Y	Oct-19	ER				
Gabon /W40	599.595	154.3	56.1		Jul-19		18	19		Jun-19
Gambia	50.660	126.8	27.2		Jul-19		14	15		May-18

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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		
Georgia, Republic of /W40	2.971	118.4	20.6		Jul-19		17	18		May-14
Germany, Berlin	0.914	133.6	32.0	Y	Oct-19	L	24	25		May-19
Germany, Bonn	0.914	128.2	26.7	Y	Oct-19	ER	20	21		May-19
Germany, Dresden	0.914	128.2	26.7	Y	Oct-19	A	19	20		May-19
Germany, Hamburg	0.914	135.1	33.5	Y	Oct-19	L	21	22		May-19
Germany, Munich	0.914	139.0	37.3	Y	Oct-19	L	20	21		May-19
Ghana /W40	5.445	138.7	37.5		Jul-19		24	25		Dec-18
Gibraltar 1/	0.812	154.5	53.1	Y	Oct-19					
Greece	0.914	123.0	20.2	Y	Oct-19	ER	17	18		May-19
Grenada /W40 14/	2.7	147.4	47.8		Jul-19		23	24		Oct-17
Guatemala /W40	7.7317	133.6	35.8		Mar-19		16	17		Jan-09
Guinea	9230	139.4	38.5		Jul-19		20	21		Feb-18
Guinea Bissau	599.595	128.6	34.4		Nov-18		13	14		Nov-15
Guyana	207.2000	133.4	35.7		Jul-19		19	20		May-18
Haiti	93.354	145.1	43.6		Aug-19		24	25		Aug-19
Honduras /W40	24.7092	123.6	23.6		Jul-19		17	18		Jul-09
Hungary	306.80	126.7	21.6	Y	Oct-19	ER	19	20		May-19
Iceland	122.84	136.3	36.2	Y	Oct-19	ER				
India /W40	70.57	132.8	32.9		Jul-19		24	25		Feb-18
Indonesia	14173	130.2	32.0		Jul-19		24	25		Sep-11
Iran	104650	131.4	30.4		Jul-19		24	25		May-16
Iraq	1170.000	129.7	38.0		Nov-11		14	15		May-02
Ireland	0.914	136.9	33.9	Y	Oct-19	ER	24	25		May-98
Israel /W40	3.484	151.3	51.0		Jul-19		21	22		Sep-13
Italy, Brindisi	0.914	123.4	23.2	Y	Oct-19	L	10	11		Nov-99
Italy, Rome	0.914	129.3	29.1	Y	Oct-19	ER	20	21		Jul-01
Jamaica /W40	135.09	144.0	45.5		Jul-19		24	25		Oct-17
Japan, Hiroshima	108.05	160.8	59.8	Y	Oct-19	L	13	14		Sep-19
Japan, Tokyo	108.05	184.4	84.3	Y	Oct-19	ER	22	23		Sep-19
Jordan /W40	0.708	145.2	45.6		Mar-19		20	21		Aug-17
Kazakhstan /W40	387.81	123.2	26.3		Jul-19		18	19		Sep-17
Kenya /W40	103.880	136.7	36.3		Jul-19		21	22		Feb-19
Kiribati	1.478	138.0	39.6		Jul-19		8	8		Dec-96
Korea, Dem. Peo. Of *	108.50	152.3	52.3		Jul-19		10	11		Sep-15
Korea, Republic of	1199.960	159.2	62.4		Jul-19		18	19		Mar-09
Kuwait /W40	0.304	138.8	40.1		Jul-19		20	21		Aug-17
Kyrgyzstan	69.75	119.8	20.0		Mar-19		13	14		Dec-09

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 October 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		
Lao Peo. Dem. Rep. /W40	8832.000	131.8	33.8		Jul-19		13	14		Oct-03
Latvia	0.914	132.7	36.6		Nov-18		19	20		Dec-03
Lebanon /W40	1511.50	140.5	46.4		Nov-13		22	23		Sep-11
Lesotho /W40	15.086	127.4	28.9		Jul-19		14	15		Jan-11
Liberia	208.260	138.8	43.1		Jul-19		19	20		Jun-10
Libya	1.415	121.7	24.1		Jul-19		12	13		Nov-05
Lithuania	0.914	127.9	29.6		Nov-18		17	18		Dec-03
Luxembourg	0.914	142.2	40.8	Y	Oct-19	ER	17	18		Dec-17
Madagascar	3736.790	127.3	29.4		Jul-19		20	21		Oct-18
Malawi /W40	735.0000	133.3	31.5		Jul-19		18	19		Mar-11
Malaysia /W40	4.1858	131.9	34.3		Mar-19		17	18		Jul-19
Maldives	15.000	153.4	58.4		Mar-19		26	28		Jul-19
Mali /W40	599.595	126.9	30.2		Mar-19		12	13		Jul-15
Malta	0.914	127.1	28.9	Y	Oct-19	ER	14	15		Oct-06
Marshall Islands 2/	1.00	148.7	51.6		Jul-19		21	22		Jul-19
Mauritania /W40	36.57	131.3	31.1		Sep-19		12	13		May-18
Mauritius /W40	36.4995	125.2	26.6		Jul-19		11	12		Sep-13
Mexico	19.650	139.8	41.1		Jul-19		21	22		Jul-19
Micronesia, Fed States of 2/	1.00	148.7	53.1		Jul-19		23	24		Feb-07
Moldova	17.75	125.5	27.0		Nov-18		15	16		Apr-16
Monaco 3/	0.914	143.7	41.0	Y	Oct-19	A	21	22		Jan-04
Mongolia	2660.930	134.4	34.1		Aug-19		21	22		Aug-19
Montenegro	0.914	118.7	20.7		Jul-19		20	21		Sep-18
Morocco /W40	9.737	126.2	26.9		Jul-19		19	20		Jan-19
Mozambique	61.01	137.1	43.4		Jul-19		30	32		Apr-17
Myanmar /W40	1533.0000	138.7	40.8		Nov-18		25	27		Dec-17
Namibia	15.086	120.8	22.9		Jul-19		23	24		Mar-17
Nepal /W40	113.450	125.5	26.0		Jul-19		12	13		Jan-14
Netherlands	0.914	138.0	38.0	Y	Oct-19	PP	24	25	Y	Oct-19
New Caledonia	109.0790	139.7	44.3		Jul-19		16	17		Sep-05
New Zealand	1.586	111.9	15.3		Jul-19		22	23		Oct-80
Nicaragua	33.60	127.2	29.8		Mar-19		21	22		May-18
Niger /W40	599.595	133.2	35.2		Jul-19		10	11		Mar-09
Nigeria /W40	361.740	136.1	34.7		Jul-19		20	21		May-18
The Republic of North Macedonia	56.236	124.2	24.8		Jul-19		18	19		Jun-19
Norway	9.079	142.7	39.9	Y	Oct-19	ER	20	21		Jul-19
Oman	0.385	135.2	38.2		Feb-15		19	20		Feb-15

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 October 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		
Pakistan	156.850	131.1	30.0		Jul-19		18	19		Jun-19
Palau, Republic of 4/	1.00	146.5	51.7		Jul-19					
Panama /W40	1.00	140.6	42.8		Mar-19		24	25		Aug-18
Papua New Guinea /W40	3.257	177.4	80.6		Mar-19		30	32		Feb-18
Paraguay /W40	6383.000	122.4	25.2		Mar-19		13	14		Jan-09
Peru	3.3835	135.4	39.3		Jul-19		21	22		Aug-17
Philippines /W40	51.909	141.3	44.4		Jul-19		22	23		Oct-18
Poland	4.0103	116.7	13.8	Y	Oct-19	ER	20	21		May-19
Portugal, Guimaraes	0.914	104.1	4.1	Y	Oct-19	L				
Portugal, Lisbon	0.914	126.7	26.8	Y	Oct-19	PP	20	21		Jan-05
Puerto Rico 13/	1.00	126.0	32.9		Mar-19	A				
Qatar	3.661	156.8	61.5	Y	Oct-19	GCM	28	30	Y	Oct-19
Romania	4.344	113.3	11.1	Y	Oct-19	ER	22	23		May-19
Russian Federation /W40	64.33	144.8	49.2	Y	Oct-19	GCM	18	19	Y	Oct-19
Rwanda /W40	925.000	125.4	26.8		Jul-19		16	17		Apr-13
Saint Helena 5/	0.812	129.6	44.7		Jul-19					
St. Lucia	2.70	147.5	47.5	Y	Oct-19	PP	17	18	Y	Oct-19
Samoa	2.646	141.0	41.0	Y	Oct-19	PP	15	16		Oct-17
Sao Tome and Principe /W40	22.268	135.1	37.2		Mar-19		15	16		Jun-19
Saudi Arabia /W40	3.7520	142.3	51.7		Jul-18		21	22		Nov-17
Senegal /W40	599.595	128.7	36.7		Jul-19		17	18		Jul-15
Serbia	107.451	126.9	28.4		Jul-19		21	22		Jun-19
Seychelles	13.712	153.0	53.6		Jul-19		20	21		Jan-19
Sierra Leone /W40	9255.000	147.0	47.0	Y	Oct-19	H	19	20		May-18
Singapore	1.3800	174.6	75.6		Jul-19		23	24		Jul-19
Slovak Republic	0.914	121.7	18.9	Y	Oct-19	ER	16	17		Feb-12
Slovenia, Republic of	0.914	116.8	13.9	Y	Oct-19	ER	21	22		Nov-03
Solomon Islands /W40	8.264	143.9	49.9		Jul-19		18	19		Dec-07
Somalia 6/	24300.000	138.7	38.4		Jul-19		15	16		Sep-99
South Africa /W40	15.086	125.3	30.7		Jul-19		19	20		Apr-17
South Sudan, Republic of /W40	159.878	162.3	59.2		Jul-19		14	15		Sep-17
Spain	0.914	126.6	24.6	Y	Oct-19	ER	19	20		Nov-08
Sri Lanka	181.830	131.3	32.3		Jul-19		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.70	147.4	47.8		Jul-19		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.70	147.4	47.8		Jul-19		23	24		Oct-17

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 October 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		
Sudan /W40	45.000	131.3	31.2		Jul-19		17	18		Mar-16
Suriname	7.420	132.1	32.1	Y	Oct-19	PP	16	17		Oct-12
Sweden	9.801	137.4	36.7	Y	Oct-19	ER	26	28		Aug-19
Switzerland	0.992	167.8	68.7	Y	Oct-19	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.00	136.2	32.8		Jul-19		20	21		Jun-12
Tajikistan	9.691	127.4	27.4		Sep-19		20	21		Sep-19
Tanzania, United Rep. of	2293.9000	136.1	36.0		Jul-19		29	31		Jun-11
Thailand /W40	30.65	145.2	44.7		Jul-19		22	23		Jul-19
Timor-Leste /W40	1.00	144.9	50.0		Apr-18		15	16		Jul-11
Togo	599.595	138.8	40.8		Jul-19		17	18		Jun-19
Tonga	2.3121	131.1	32.8		Jul-19		9	10		Jan-09
Trinidad and Tobago	6.7760	142.1	42.7		Jul-19		26	28		Oct-08
Tunisia /W40	2.8716	109.8	18.7		Jul-19		13	14		Jun-17
Turkey, Ankara /W40	5.662	110.4	14.6		Mar-19		18	19		Mar-18
Turkey, Gebze /W40 19/	5.662	119.0	23.5		Jul-19		22	23		Jul-19
Turkey, Istanbul /W40 15/	5.662	119.0	23.5		Mar-19		22	23		Mar-14
Turkmenistan	3.50	155.2	55.2	Y	Oct-19	PP	11	12	Y	Oct-19
Tuvalu 11/	1.478	139.1	42.2		Jul-19					
Uganda /W40	3680.710	125.0	24.9		Jul-19		24	25		May-14
Ukraine	24.320	134.0	32.4		Aug-19		16	17		Aug-19
United Arab Emirates	3.673	165.0	65.5		Mar-19		32	34		Aug-11
United Kingdom	0.812	154.5	53.1	Y	Oct-19	ER	27	29		Feb-14
USA, El Paso 20/	1.00	143.5	41.3		Jul-19		12	13		Jul-19
USA, Miami 7/	1.00	142.3	40.2		Feb-19					
USA, New York	1.00	169.9	67.5		Feb-19		28	30		Apr-11
USA, San Diego 21/	1.00	162.6	60.2		Aug-19		27	29		Aug-19
USA, San Francisco 8/	1.00	161.3	59.0		Feb-19					
USA, Seattle 18/	1.00	142.7	40.5		Feb-19		22	23		Aug-18
USA, Washington D.C.	1.00	149.9	47.6		Feb-19		27	29		Apr-11
Uruguay	36.8375	138.3	40.2		Jul-19		24	25		Jan-18
Uzbekistan /W40	9445	130.5	30.5	Y	Oct-19	PP	21	22	Y	Oct-19
Vanuatu	113.970	139.8	45.6		Jul-19		15	16		Aug-12
Venezuela /W40 10/	20903.680	81.7	69.0		Mar-18		27	29		Aug-12
Vietnam	23201.000	123.3	23.1		Jul-19		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.484	151.3	51.0		Jul-19		21	22		Sep-13
Yemen, Republic of 10/	588.790	114.2	28.1		Jul-19		12	13		Nov-10

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 October 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		
Zambia	13.175	119.7	23.2		Jul-19		21	22		Apr-06
Zimbabwe /W40	14.200	117.5	55.9		Mar-19		16	17		Dec-18

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.
- 19/ Same post adjustment classification/rental threshold as for Istanbul Turkey.
- 20/ Washington D.C. x 0.9574.
- 21/ New York x 0.9567.

X.**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		

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
Namibie	Namibia	Suède*	Sweden*
Népal	Nepal	Suisse*	Switzerland*
Nicaragua	Nicaragua	Suriname	Suriname
Niger	Niger (the)	Tajikistan	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)	* Lieu d'affectation du groupe 1	Group 1 duty station
République de Corée	Republic of Korea (the)		
République de Moldova	Republic of Moldova (the)		
République démocratique du Congo	Democratic Republic of the Congo (the)		