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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/566

Approved by:
Larbi Djacta, Chairman

Date:
15 February 2022

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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 2022**, 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 2022** 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 all group I duty stations

1. Pursuant to General Assembly resolutions *70/244, 71/264, 72/255, 73/273, 74/255, 75/245, 76/240* the secretariat continued monitoring the margin since it was last reported to the Assembly by the ICSC Chair at the time of the introduction of the 2021 ICSC annual report, at which time it stood at 113.3. The margin updated on the basis of the increase in the post adjustment multiplier for New York (from 67.8 to 73.8) stood at 113.9 as of 1 February 2022, thus remaining within the 113-117 range, and hence requiring no margin management action on the part of the ICSC. For further details, please refer to ICSC/CIRC/GEN/03/2022.

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 2022), pursuant to General Assembly resolution *A/RES/69/251*. The review led to real salary increases in all 53 group I duty stations whose updated post adjustment indices exceeded their prevailing pay indices (exchange-rate-only adjusted post adjustment multiplier plus 100). The applicable post adjustment multipliers effective 1 February 2022 are listed in the attached Consolidated Post Adjustment Circular.

V. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group I duty stations

3. Given that the ICSC has suspended its survey programme as a result of the disruptions in global markets, and the attendant lockdowns, both legally established and de facto, due to the impact of the COVID-19 pandemic, the ICSC Chair has decided, under his delegated authority, to approve the promulgation of a special measure for group I duty stations where staff incur a significant share of local expenditures in non-local currencies, with effect from 1 June 2020, until further notice. This measure entails a modification of the 0.5 percent rule, to guarantee stability of each of two separate portions of the net take-home pay (NTP), one set in local currency and the other in US dollars. The proportions of the two NTP components are based on the proportions of local expenditures incurred in local and non-local currencies, as measured with the most recent place-to-place survey at the duty station. See document ICSC/CIRC/GEN/06/2020 for details. Please note that five duty stations were found to be eligible for this special measure: Bulgaria, Croatia, Hungary, Poland and Romania. For February 2022, this special measure resulted in multipliers that were equal to those obtained from the 12-month review.

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 February 2022

Duty station	Type of survey	Date of survey	Survey materials received
Azerbaijan	Place-to-place	October 2021	November 2021
China-Beijing	Place-to-place	September 2021	October 2021
Ethiopia ¹	Place-to-place	September 2021	November 2021
Tajikistan	Place-to-place	September 2021	October 2021
Togo	Place-to-place	September 2021	November 2021

¹ Cost of Living survey impacted the Post Adjustment Classification for Somalia

VII. W40 Measure

5. The waiver of the 40 per cent of rent limit on rental subsidies is no longer applicable for China-Beijing, effective 1 February 2022.

VIII. Duty Stations with Personal Transitional Allowance (PTA)

6. 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 2 is a summary of all PTAs in effect as of 1 February 2022.

7. In line with the special measures, ICSC/CIRC/GEN/05/2020, to mitigate the negative impact of COVID-19 pandemic on post adjustment classifications of group II duty stations, the PTA revision cycle is frozen as of 1 April 2020 and there will be no further downward adjustment of the PTA for the five duty stations in Table 2, until the special measures are discontinued. The existing PTA will be applied to all staff at the duty station (not just staff on post before the date of implementation of the survey results) as of 1 April 2020 and the revision cycle will resume its regular course upon the lifting of the special measures. Staff on post after the first implementation of the PTA, but before 1 April 2020, are not eligible for the PTA for the period of service before 1 April 2020, the date that the special measure came into force. Table 2 also provides the applicable start date of the PTA to all staff.

Table 2: Summary of personal transitional allowances (PTAs), as of 1 February 2022

Duty Station	Existing PTA	PTA starting date	All staff eligible from
Angola	9.1	1 March 2020	1 April 2020
Maldives	3.1	1 June 2020	1 June 2020
Mexico	5.7	1 December 2021	1 December 2021
Niger	6.2	1 December 2021	1 December 2021
Qatar	11.1	1 October 2019	1 April 2020
Russian Federation	3.0	1 October 2019	1 April 2020
Zimbabwe	22.5	1 February 2020	1 April 2020

IX. One Month Rule

8. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **Lebanon, Sudan** and **Suriname**. Under this rule, the post adjustment multipliers of Lebanon and Sudan are reviewed on a monthly basis during the period of substantial inflation. Based on the application of the one-month rule, the applicable post adjustment multiplier for **Lebanon** effective 1 February 2022 is listed in the attached Consolidated Post Adjustment Circular. The application of the one-month rule did not trigger any change in the post adjustment multipliers for **Sudan** and **Suriname**.

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	92.01	141.4	41.6		Jul-21		9	10		Jul-06
Albania	103.96	123.0	23.9		Jul-21		16	17		Feb-09
Algeria /W40	140.118	140.0	39.7		Nov-21		20	21		Apr-21
Angola /W40	521.695	165.8	53.1		Nov-21		18	19		Mar-20
Anguilla /W40 14/	2.7	147.8	49.9		Nov-21		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	147.8	49.9		Nov-21		23	24		Oct-17
Argentina	106.101	136.3	41.7		Nov-21		25	26		Jan-22
Armenia	476.91	131.8	31.4		Nov-21		20	21		Nov-19
Aruba 12/	1.79	154.1	52.6		Nov-21		27	29		Nov-14
Australia	1.394	137.6	37.6	Y	Feb-22	TMR	24	25		Oct-19
Austria	0.878	147.0	47.0	Y	Feb-22	TMR	18	19		May-14
Azerbaijan	1.693	142.0	42.0	Y	Feb-22	PP	14	15	Y	Feb-22
Bahamas	1	171.4	71.0		Nov-21		32	34		Apr-13
Bahrain	0.377	151.5	51.2		Nov-21		23	24		Jul-21
Bangladesh /W40	85.7271	144.7	44.6		Sep-21		17	18		Sep-21
Barbados /W40	2	157.7	57.2		Nov-21		19	20		Sep-05
Belarus	2.554	143.8	44.7		Nov-21		20	21		Sep-21
Belgium	0.878	141.5	41.5	Y	Feb-22	TMR	17	18		Feb-15
Belize	2	145.1	44.8		Jan-22		14	15		Jan-22
Benin	575.704	142.5	42.8		Mar-21		19	20		Aug-20
Bermuda 16/	1	185.4	85.0		Nov-21		35	37		Dec-17
Bhutan	75.38	133.5	33.4		Nov-21		13	14		Aug-20
Bolivia /W40	6.814	127.5	27.3		Nov-21		15	16		Oct-16
Bonaire /W40 14/	1	147.8	49.9		Nov-21		23	24		Oct-17
Bosnia and Herzegovina /W40	1.717	124.8	25.7		Jul-21		13	14		Jun-19
Botswana	11.442	127.3	28.7		Jul-21		19	20		Jun-19
Brazil	5.192	126.9	29.8		Jul-21		19	20		Feb-21
British Virgin Islands /W40	1	149.2	49.8		Nov-21		22	23		Jun-19
Bulgaria	1.717	121.2	21.2	Y	Feb-22	TMR	16	17		Feb-15
Burkina Faso /W40	575.704	137.5	36.5		Jul-21		14	15		Feb-21
Burundi	1996.46	142.9	42.9		Nov-21		13	14		Sep-20
Cambodia	4060	137.9	37.8		Nov-21		23	24		Mar-21
Cameroon /W40	575.704	137.3	36.8		Nov-21		15	16		Jul-15
Canada, Montreal	1.269	148.9	48.9	Y	Feb-22	TMR	17	18		May-17
Canada, Ottawa	1.269	158.6	58.6	Y	Feb-22	L	18	19		May-17
Canada, Toronto	1.269	166.5	66.5	Y	Feb-22	L	20	21		May-17
Cape Verde	96.775	128.6	28.6		Jul-21		16	17		Jul-11
Cayman Islands 17/	0.82	152.0	52.2		Nov-21		24	25		Dec-17

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Central African Rep. /W40	575.704	163.7	64.6		Jul-21		17	18		Nov-17
Chad /W40	575.704	155.5	57.3		Jul-21		16	17		Dec-19
Chile	808	134.8	38.6		Mar-21		19	20		Aug-19
China, Beijing	6.354	175.9	75.9	Y	Feb-22	PP	25	27	Y	Feb-22
China, Hong Kong (SAR)	7.801	213.6	113.6	Y	Feb-22	TMR	19	20		Jun-12
China, Macao (SAR)	8.024	152.6	55.5		Jul-20		21	22		Jul-18
Colombia	3911	126.5	27.8		Nov-21		20	21		Oct-20
Comoros	431.778	148.3	48.4		Jul-21		14	15		Apr-19
Congo /W40	575.704	161.7	63.6		Jul-21		7	7		Sep-19
Congo, Dem. Rep. /W40	1989.483	158.3	58.2		Nov-21		25	27		Sep-19
Cook Islands 4/	1.495	151.2	51.8		Nov-21		22	23		Oct-19
Costa Rica	640.99	132.5	32.9		Jul-21		22	23		Oct-19
Cote d'Ivoire	575.704	156.8	56.1		Jan-22		21	22		Jan-22
Croatia, Republic of	6.605	142.1	42.1	Y	Feb-22	TMR	8	9		Aug-19
Cuba	24	157.4	57.4		Nov-21		25	27		Mar-21
Cyprus	0.878	125.1	25.1	Y	Feb-22	TMR	18	19		Jun-19
Czech Republic	21.42	151.4	51.4	Y	Feb-22	TMR	21	22		Sep-06
Denmark	6.53	165.8	65.8	Y	Feb-22	TMR	25	27		Jun-19
Djibouti /W40	177	149.7	50.4		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	147.8	49.9		Nov-21		23	24		Oct-17
Dominican Republic	56.946	134.3	34.0		Jan-22		23	24		Jan-22
Ecuador	1	134.5	34.4		Nov-21		22	23		Feb-21
Egypt /W40	15.67	135.2	35.0		Nov-21		21	22		May-21
El Salvador	1	131.8	31.7		Dec-21		23	24		Dec-21
Equatorial Guinea /W40	575.704	145.8	46.2		Oct-21		18	19		Oct-21
Eritrea	15	153.2	53.1		Nov-21		11	12		Dec-17
Estonia	0.878	134.6	34.3		Jul-21		18	19		Feb-01
Eswatini	15.112	121.6	19.9		Jul-21		11	12		Sep-03
Ethiopia /W40	50.262	154.5	54.5	Y	Feb-22	PP	25	27	Y	Feb-22
Fiji /W40	2.13	138.1	39.3		Jul-21		20	21		Sep-11
Finland	0.878	141.0	41.0	Y	Feb-22	TMR	20	21		Feb-15
France, Lyon and Elsewhere	0.878	147.3	47.3	Y	Feb-22	L	17	18		Jul-01
France, Paris	0.878	150.9	50.9	Y	Feb-22	TMR	21	22		Jan-04
French Guiana	0.878	138.8	38.8	Y	Feb-22	TMR	0	0		Jan-00
Gabon /W40	575.704	159.6	62.2		Jul-21		18	19		Jun-19
Gambia	53.55	139.2	38.8		Oct-21		17	18		Oct-21
Georgia, Republic of	3.072	122.9	22.5		Nov-21		17	18		May-14
Germany, Berlin	0.878	139.9	39.9	Y	Feb-22	L	24	25		May-19

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Bonn	0.878	134.2	34.2	Y	Feb-22	TMR	20	21		May-19
Germany, Dresden	0.878	134.2	34.2	Y	Feb-22	A	19	20		May-19
Germany, Frankfurt	0.878	139.5	39.5	Y	Feb-22	L	21	22		Aug-20
Germany, Hamburg	0.878	141.5	41.5	Y	Feb-22	L	21	22		May-19
Germany, Munich	0.878	145.5	45.5	Y	Feb-22	L	20	21		May-19
Ghana	6.254	139.8	48.1		Jul-21		25	26		Oct-21
Gibraltar 1/	0.736	169.9	69.9	Y	Feb-22	A	0	0		Jan-00
Greece	0.878	127.4	27.4	Y	Feb-22	TMR	17	18		May-19
Grenada /W40 14/	2.7	147.8	49.9		Nov-21		23	24		Oct-17
Guatemala /W40	7.682	135.8	35.4		Nov-21		16	17		Jan-09
Guinea /W40	8979.22	147.3	50.1		Nov-21		19	20		Dec-21
Guinea Bissau	575.704	134.9	34.9		Nov-21		13	14		Nov-15
Guyana /W40	208.4	150.6	51.0		Nov-21		17	18		Aug-21
Haiti	101.78	154.8	71.4		Nov-20		24	25		Aug-19
Honduras	24.438	137.6	37.9		Nov-21		24	25		Apr-21
Hungary	310.54	132.9	32.9	Y	Feb-22	TMR	19	20		May-19
Iceland	124.36	138.4	38.4	Y	Feb-22	TMR	0	0		Jan-00
India /W40	75.38	135.3	35.7		Sep-21		22	23		Dec-19
Indonesia	14347	135.7	35.8		Dec-21		23	24		Dec-21
Iran	242656	141.1	45.2		Jul-21		30	32		Jun-20
Iraq	1450	130.3	32.5		Nov-19		14	15		May-02
Ireland	0.878	152.9	52.9	Y	Feb-22	TMR	24	25		May-98
Israel, Tel Aviv /W40 22/	3.233	175.3	79.3		Nov-21		25	27		Nov-19
Italy, Brindisi	0.878	127.0	27.0	Y	Feb-22	L	10	11		Nov-99
Italy, Rome	0.878	133.0	33.0	Y	Feb-22	TMR	20	21		Jul-01
Jamaica /W40	156.171	150.0	50.3		Nov-21		25	27		Apr-21
Japan, Hiroshima	115.83	155.3	55.3	Y	Feb-22	L	13	14		Sep-19
Japan, Tokyo	115.83	178.1	78.1	Y	Feb-22	TMR	22	23		Sep-19
Jerusalem, Jerusalem /W40	3.233	166.0	69.7		Nov-21		25	27		Nov-19
Jordan /W40	0.708	145.4	44.7		Nov-21		20	21		Aug-17
Kazakhstan	429.56	126.3	27.8		Nov-21		18	19		Sep-17
Kenya /W40	113.51	141.0	42.1		Jul-21		26	28		Feb-20
Kiribati	1.394	143.3	51.3		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	110	155.4	55.3		Nov-21		10	11		Sep-15
Korea, Republic of /W40	1198.45	155.3	63.9		Jul-21		17	18		Nov-19
Kuwait /W40	0.302	146.2	44.4		Nov-21		21	22		Sep-21
Kyrgyzstan	84.5	132.8	32.7		Nov-21		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	11454	131.8	33.5		Jul-21		13	14		Oct-03

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Effective 1 February 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Latvia 23/	0.878	144.7	46.4		Nov-21		18	19		Nov-19
Lebanon /W40	1507.5	188.9	88.9	Y	Feb-22	OMR	22	23		Sep-11
Lesotho /W40	15.112	133.1	33.8		Jul-21		14	15		Jan-11
Liberia	152.676	153.3	54.1		Nov-21		19	20		Jun-10
Libya /W40 27/	4.582	137.1	36.9		Nov-21		19	20		Jun-21
Lithuania	0.878	133.0	32.8		Jul-21		17	18		Dec-03
Luxembourg	0.878	150.1	50.1	Y	Feb-22	TMR	17	18		Dec-17
Madagascar /W40	3975.99	136.1	36.7		Jul-21		23	24		Jul-21
Malawi	825	141.7	41.7		Jul-21		19	20		May-21
Malaysia /W40	4.189	143.5	46.1		Jul-21		19	20		Dec-19
Maldives	15	149.8	49.7		Nov-21		23	24		Jun-20
Mali /W40	575.704	147.9	48.3		Jul-21		13	14		Sep-20
Malta	0.878	133.9	33.9	Y	Feb-22	TMR	14	15		Oct-06
Marshall Islands 2/	1	152.5	53.1		Nov-21		21	22		Jul-19
Mauritania /W40	36.15	136.3	35.9		Nov-21		12	13		May-18
Mauritius	43.159	130.9	34.9		Mar-20		18	19		Sep-21
Mexico /W40	20.43	140.0	40.8		Dec-21		21	22		Jul-19
Micronesia, Fed States of 2/	1	152.5	53.1		Nov-21		23	24		Feb-07
Moldova	17.76	136.7	37.0		Nov-21		21	22		Oct-21
Monaco 3/	0.878	150.9	50.9	Y	Feb-22	A	21	22		Jan-04
Mongolia	2846.67	140.2	39.8		Nov-21		21	22		Aug-19
Montenegro	0.878	129.0	29.6		Jul-21		20	21		May-21
Morocco /W40	9.34	133.0	34.7		Jul-21		21	22		May-21
Mozambique /W40	63.2	137.0	37.6		Jul-21		26	28		Sep-21
Myanmar /W40	1776	137.0	38.7		Mar-21		25	27		Dec-17
Namibia	15.112	130.2	31.2		Jul-21		19	20		Jul-20
Nepal /W40	120.37	130.0	29.3		Nov-21		12	13		Jan-14
Netherlands	0.878	143.6	43.6	Y	Feb-22	TMR	24	25		Oct-19
New Caledonia	104.732	142.8	46.2		Jul-21		16	17		Sep-05
New Zealand 26/	1.495	139.3	43.5		Nov-21		24	25		Dec-20
Nicaragua	35.493	126.0	34.1		Jul-21		20	21		Oct-21
Niger /W40	575.704	131.8	35.1		Dec-21		10	11		Mar-09
Nigeria /W40	416	150.1	48.7		Sep-21		24	25		Sep-21
The Republic of North Macedonia	53.839	127.4	27.7		Nov-21		18	19		Jun-19
Norway	8.819	149.4	49.4	Y	Feb-22	TMR	20	21		Jul-19
Oman	0.385	134.1	33.7		Nov-21		19	20		Feb-15
Pakistan	174.43	133.8	34.8		Jul-21		18	19		Jun-19

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Palau, Republic of 4/	1	151.2	51.8		Nov-21		0	0		Jan-00
Panama /W40	1	140.4	40.2		Nov-21		24	25		Aug-18
Papua New Guinea /W40	3.509	171.6	70.9		Nov-21		30	32		Feb-18
Paraguay /W40	6925	129.5	29.4		Nov-21		17	18		Aug-20
Peru /W40	3.726	133.5	33.4		Mar-20		21	22		Aug-17
Philippines /W40	51.315	145.8	48.2		Jul-21		22	23		Oct-18
Poland	3.974	121.7	21.7	Y	Feb-22	TMR	20	21		May-19
Portugal, Guimaraes	0.878	108.7	8.7	Y	Feb-22	L	0	0		Jan-00
Portugal, Lisbon	0.878	132.4	32.4	Y	Feb-22	TMR	20	21		Jan-05
Puerto Rico 13/	1	134.3	27.6		Mar-20		0	0		Jan-00
Qatar	3.649	158.6	58.3		Nov-21		28	30		Oct-19
Romania	4.34	117.9	17.9	Y	Feb-22	TMR	22	23		May-19
Russian Federation /W40	75.911	145.6	48.0		Nov-21		18	19		Oct-19
Rwanda	1018.2799	134.5	34.6		Nov-21		18	19		Jun-21
Saint Helena 5/	0.736	142.5	46.7		Mar-21		0	0		Jan-00
St. Lucia	2.7	149.2	48.8		Nov-21		18	19		Mar-21
Samoa	2.607	144.8	46.8		Nov-21		17	18		Feb-21
Sao Tome and Principe /W40	21.744	142.0	42.4		Nov-21		15	16		Jun-19
Saudi Arabia /W40	3.752	148.6	50.4		Nov-21		21	22		Nov-17
Senegal /W40	575.704	138.6	39.6		Sep-21		18	19		Sep-21
Serbia	103.113	131.9	33.0		Jul-21		21	22		Jun-19
Seychelles	13.267	162.2	61.3		Nov-21		20	21		Jan-19
Sierra Leone /W40	11325	151.2	51.2		Nov-21		19	20		May-18
Singapore	1.343	177.6	76.2		Nov-21		23	24		Jul-19
Slovak Republic	0.878	130.0	30.0	Y	Feb-22	TMR	16	17		Feb-12
Slovenia, Republic of 24/	0.878	137.5	37.5	Y	Feb-22	TMR	14	15		Jan-20
Solomon Islands /W40	7.968	155.7	55.4		Nov-21		18	19		Dec-07
Somalia 6/	24300	147.8	47.8	Y	Feb-22	PP	19	20	Y	Feb-22
South Africa /W40	15.112	129.1	31.8		Jun-21		22	23		Jun-21
South Sudan, Republic of /W40	433.016	157.4	58.7		Mar-21		14	15		Sep-17
Spain	0.878	133.8	33.8	Y	Feb-22	TMR	19	20		Nov-08
Sri Lanka /W40	200.9	132.6	32.6		Nov-21		22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	147.8	49.9		Nov-21		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	147.8	49.9		Nov-21		23	24		Oct-17
Sudan /W40	457	153.4	72.4		Feb-21		22	23		Nov-19
Suriname	21.25	130.6	38.1		Jul-20		16	17		Oct-12
Sweden	9.271	145.7	45.7	Y	Feb-22	TMR	26	28		Aug-19

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Switzerland	0.926	175.6	75.6	Y	Feb-22	TMR	21	22		Apr-06
Syrian Arab Republic 10/	2500	103.8	27.6		Jul-19		20	21		Jun-12
Tajikistan	11.239	133.6	33.6	Y	Feb-22	PP	13	14	Y	Feb-22
Tanzania, United Rep. of /W40	2305	141.9	43.9		Jul-21		22	23		Oct-21
Thailand /W40	32.67	143.6	45.9		Mar-21		22	23		Jul-19
Timor-Leste /W40	1	148.2	47.2		Nov-21		15	16		Jul-11
Togo	575.704	146.0	49.0		Jul-21		17	18		Jun-19
Tonga	2.224	136.7	37.2		Nov-21		9	10		Jan-09
Trinidad and Tobago	6.764	138.0	42.6		Jul-21		20	21		Aug-21
Tunisia	2.862	136.0	36.1		Nov-21		16	17		Nov-19
Turkey, Ankara /W40	13.489	111.1	17.6		Oct-21		16	17		Oct-21
Turkey, Gebze /W40 19/	13.489	116.8	23.7		Oct-21		17	18		Oct-21
Turkey, Istanbul /W40 15/	13.489	116.8	23.7		Oct-21		17	18		Oct-21
Turkmenistan	3.5	192.8	90.7		Nov-21		8	9		Oct-21
Tuvalu 11/	1.394	145.8	48.5		Nov-21		0	0		Jan-00
Uganda /W40	3515.91	127.4	26.8		Nov-21		24	25		May-14
Ukraine	28.32	134.9	37.7		Nov-21		16	17		Aug-19
United Arab Emirates	3.673	164.1	63.8		Nov-21		32	34		Aug-11
United Kingdom	0.736	169.9	69.9	Y	Feb-22	TMR	27	29		Feb-14
USA, El Paso 20/	1	147.6	47.6	Y	Feb-22	L	12	13		Jul-19
USA, Miami 7/	1	146.4	46.4	Y	Feb-22	L	23	24		Oct-21
USA, New York	1	173.8	73.8	Y	Feb-22	TMR	28	30		Apr-11
USA, San Diego 21/	1	166.3	66.3	Y	Feb-22	L	27	29		Aug-19
USA, San Francisco 8/	1	165.0	65.0	Y	Feb-22	L	27	28		Oct-21
USA, Seattle 18/	1	146.8	46.8	Y	Feb-22	L	22	23		Aug-18
USA, Washington D.C.	1	154.1	54.1	Y	Feb-22	TMR	27	29		Apr-11
Uruguay /W40	43.05	142.5	41.8		Nov-21		25	27		Dec-19
Uzbekistan /W40	10780	130.0	29.8		Nov-21		17	18		Jun-21
Vanuatu	110.37	147.2	49.7		Jul-21		15	16		Aug-12
Venezuela /W40 10/	4.49	83.2	62.4		Mar-18		27	29		Aug-12
Vietnam	22665	126.7	26.3		Nov-21		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.233	166.0	69.7		Nov-21		21	22		Sep-13
Yemen, Republic of 10/	582.97	122.6	23.1		Jul-19		12	13		Nov-10
Zambia	18.708	129.6	30.9		Nov-21		23	24		Feb-20
Zimbabwe /W40 25/	115.9	131.1	32.7		Jul-21		16	17		Dec-18

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		

NOTES:

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

- 1/ Same post adjustment classification as for London, United Kingdom.
- 2/ Average PAM of Fiji, Papua New Guinea, Samoa and Solomon Islands until results of a new P/P survey are implemented.
- 3/ Same post adjustment classification/rental threshold as for Paris, France.
- 4/ Average PAM of Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.
- 5/ London PAI x 0.8389 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 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/ Turkey, Ankara PAI x 1.051.
- 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.
- 22/ Jerusalem x 1.0565
- 23/ Average PAM of Belarus and Russian Federation until results of a new P/P survey are implemented.
- 24/ Average PAM of Croatia and Hungary until results of a new P/P survey are implemented.
- 25/ Average PAM of Botswana, Mozambique and South Africa until results of a new P/P survey are implemented.
- 26/ Australia PAI x 1.0127 until results of a new P/P survey are implemented.
- 27/ Average PAM of Algeria, Egypt and Tunisia until results of a new P/P survey are implemented.

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

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

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

* Lieu d'affectation du
groupe 1

* Group 1 duty station

