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# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/567

Approved by:  
Larbi Djacta, Chairman

Date:  
15 March 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 March 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 mars 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. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group I duty stations**

1. 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 March 2022 this special measure was applicable for all the five duty stations, as it resulted in higher post adjustment multipliers than those based on the application of the 0.5 percent rule.

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

2. In accordance with the special measures to mitigate the negative impact of the COVID-19 on post adjustment classification of group II duty stations, ICSC/CIRC/GEN/05/2020, the post adjustment multipliers of sixty-seven (67) group II duty stations, which would have been reduced under the normal four-month review, were frozen at their prevailing levels to protect NTP of staff in the duty stations, effective 1 March 2022.

**VI. 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 March 2022**

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>	<b>Survey materials received</b>
Bolivia	Place-to-place	October 2021	November 2021
Gabon	Place-to-place	October 2021	November 2021
Uganda	Place-to-place	October 2021	November 2021
Vietnam	Place-to-place	October 2021	November 2021

## VII. Gap Closure Measure

4. 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.

5. The Commission, at its eighty-fifth session, revised the 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.

6. 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**.

7. The gap closure measure was applied to Gabon, following the implementation of the results of the cost-of-living survey conducted in Libreville, in October 2021. Table 2 below shows the steps in the calculation of the resulting personal transitional allowance (PTA) effective 1 March 2022.

**Table 2: Duty station under gap closure measure based on cost-of-living surveys effective 1 March 2022**

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)
Gabon	62.2	162.2	149.9	154.4	54.4	7.8

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

8. Under the existing system of operational rules, the PTA is adjusted periodically until it is phased out. During an adjustment month, the new PTA is calculated by reducing the pay index for existing staff by 3 per cent, and then subtracting the prevailing pay index. Table 3 is a summary of all PTAs in effect as of 1 March 2022.

9. 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 3, until the special measures are discontinued or the cost-of-living evolution naturally closes the PTA gap, whichever happens first. 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 3 also provides the applicable start date of the PTA to all staff.

**Table 3:** Summary of personal transitional allowances (PTAs), as of 1 March 2022

Duty Station	Existing PTA	PTA starting date	All staff eligible from
Gabon	7.8	1 March 2022	1 March 2022
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

10. The Personal Transitional Allowance is **no longer applicable** for **Angola**, effective 1 March 2022.

### IX. W40 Measure

11. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Bolivia**, effective 1 March 2022.

12. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **Vietnam**, effective 1 March 2022.



## **X. One Month Rule**

13. 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 these duty stations are reviewed on a monthly basis during the period of substantial inflation. The application of the one-month rule resulted in higher multiplier for **Lebanon** but did not for **Sudan and Suriname** due to the offsetting impact of the significant devaluation of their currencies relative to the U.S. dollar. The applicable post adjustment multiplier for Lebanon, effective 1 March 2022 is listed in the attached Consolidated Post Adjustment Circular.

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 March 2022 (Four Months Review)

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	91.62	141.7	41.7	Y	Mar-22	FMR	9	10		Jul-06
Albania	114.13	120.4	23.9		Jul-21		16	17		Feb-09
Algeria /W40	142.396	140.0	40.0	Y	Mar-22	FMR	20	21		Apr-21
Angola /W40	470.436	173.4	73.4	Y	Mar-22	FMR	18	19		Mar-20
Anguilla /W40 14/	2.7	148.0	50.0	Y	Mar-22	FMR	23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	148.0	50.0	Y	Mar-22	FMR	23	24		Oct-17
Argentina	108.88	137.3	41.7		Nov-21		25	26		Jan-22
Armenia	510.13	131.0	31.4		Nov-21		20	21		Nov-19
Aruba 12/	1.79	155.4	55.4	Y	Mar-22	A	27	29		Nov-14
Australia	1.365	140.3	40.2	Y	Mar-22	ER	24	25		Oct-19
Austria	0.913	143.7	42.0	Y	Mar-22	ER	18	19		May-14
Azerbaijan	1.691	142.8	42.8	Y	Mar-22	FMR	14	15		Feb-22
Bahamas	1	172.4	72.4	Y	Mar-22	FMR	32	34		Apr-13
Bahrain	0.377	152.7	52.7	Y	Mar-22	FMR	23	24		Jul-21
Bangladesh /W40	85.44	146.0	46.0	Y	Mar-22	FMR	17	18		Sep-21
Barbados /W40	2	157.4	57.4	Y	Mar-22	FMR	19	20		Sep-05
Belarus	2.748	142.7	44.7		Nov-21		20	21		Sep-21
Belgium	0.913	140.3	36.7	Y	Mar-22	ER	17	18		Feb-15
Belize	2	145.6	45.6	Y	Mar-22	FMR	14	15		Jan-22
Benin	598.61	140.8	42.8		Mar-21		19	20		Aug-20
Bermuda 16/	1	186.5	86.5	Y	Mar-22	L	35	37		Dec-17
Bhutan	76.59	134.1	34.1	Y	Mar-22	FMR	13	14		Aug-20
Bolivia	6.805	129.8	29.8	Y	Mar-22	PP	17	18	Y	Mar-22
Bonaire /W40 14/	1	148.0	50.0	Y	Mar-22	FMR	23	24		Oct-17
Bosnia and Herzegovina /W40	1.785	124.6	25.7		Jul-21		13	14		Jun-19
Botswana	11.521	128.2	28.7		Jul-21		19	20		Jun-19
Brazil	5.037	128.7	29.8		Jul-21		19	20		Feb-21
British Virgin Islands /W40	1	150.8	49.9	Y	Mar-22	FMR	22	23		Jun-19
Bulgaria	1.785	120.7	18.0	Y	Mar-22	ER	16	17		Feb-15
Burkina Faso /W40	598.61	135.8	36.5		Jul-21		14	15		Feb-21
Burundi	2000.973	143.6	43.6	Y	Mar-22	FMR	13	14		Sep-20
Cambodia	4085	138.5	38.5	Y	Mar-22	FMR	23	24		Mar-21
Cameroon /W40	598.61	135.7	36.8		Nov-21		15	16		Jul-15
Canada, Montreal	1.27	149.6	48.8	Y	Mar-22	ER	17	18		May-17
Canada, Ottawa	1.27	159.4	58.5	Y	Mar-22	L	18	19		May-17
Canada, Toronto	1.27	167.3	66.4	Y	Mar-22	L	20	21		May-17
Cape Verde	100.625	127.0	28.6		Jul-21		16	17		Jul-11
Cayman Islands 17/	0.82	154.0	54.0	Y	Mar-22	L	24	25		Dec-17

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 March 2022 (Four Months Review)

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		
Central African Rep. /W40	598.61	161.1	64.6		Jul-21		17	18		Nov-17
Chad /W40	598.61	154.6	57.3		Jul-21		16	17		Dec-19
Chile	804	137.4	38.6		Mar-21		19	20		Aug-19
China, Beijing	6.339	176.6	76.6	Y	Mar-22	FMR	25	27		Feb-22
China, Hong Kong (SAR)	7.827	213.6	112.9	Y	Mar-22	ER	19	20		Jun-12
China, Macao (SAR)	8.049	152.9	55.5		Jul-20		21	22		Jul-18
Colombia	3828	129.3	29.3	Y	Mar-22	FMR	20	21		Oct-20
Comoros	448.958	148.0	48.4		Jul-21		14	15		Apr-19
Congo /W40	598.61	159.9	63.6		Jul-21		7	7		Sep-19
Congo, Dem. Rep. /W40	1993.826	158.7	58.7	Y	Mar-22	FMR	25	27		Sep-19
Cook Islands 4/	1.462	151.5	52.4	Y	Mar-22	FMR	22	23		Oct-19
Costa Rica	648.24	133.7	33.7	Y	Mar-22	FMR	22	23		Oct-19
Cote d'Ivoire	598.61	154.5	56.1		Jan-22		21	22		Jan-22
Croatia, Republic of	6.903	141.4	37.8	Y	Mar-22	ER	8	9		Aug-19
Cuba	24	157.8	57.8	Y	Mar-22	FMR	25	27		Mar-21
Cyprus	0.913	123.9	21.0	Y	Mar-22	ER	18	19		Jun-19
Czech Republic	22.94	146.4	42.5	Y	Mar-22	ER	21	22		Sep-06
Denmark	6.789	162.9	60.1	Y	Mar-22	ER	25	27		Jun-19
Djibouti /W40	177	150.2	50.4		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	148.0	50.0	Y	Mar-22	FMR	23	24		Oct-17
Dominican Republic	54.7	136.3	36.3	Y	Mar-22	FMR	23	24		Jan-22
Ecuador	1	135.8	35.8	Y	Mar-22	FMR	22	23		Feb-21
Egypt /W40	15.658	136.0	36.0	Y	Mar-22	FMR	21	22		May-21
El Salvador	1	132.4	32.4	Y	Mar-22	FMR	23	24		Dec-21
Equatorial Guinea /W40	598.61	144.7	46.2		Oct-21		18	19		Oct-21
Eritrea	15	153.6	53.6	Y	Mar-22	FMR	11	12		Dec-17
Estonia	0.913	133.7	34.3		Jul-21		18	19		Feb-01
Eswatini	15.023	122.6	22.6	Y	Mar-22	FMR	11	12		Sep-03
Ethiopia /W40	50.828	154.9	54.9	Y	Mar-22	FMR	25	27		Feb-22
Fiji /W40	2.1	139.6	39.6	Y	Mar-22	FMR	20	21		Sep-11
Finland	0.913	138.8	36.2	Y	Mar-22	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.913	144.3	42.4	Y	Mar-22	L	17	18		Jul-01
France, Paris	0.913	147.8	45.8	Y	Mar-22	ER	21	22		Jan-04
French Guiana	0.913	136.9	34.1	Y	Mar-22	ER	0	0		Jan-00
Gabon /W40	598.61	149.9	54.4	Y	Mar-22	GCM	18	19		Jun-19
Gambia	53.93	140.6	40.6	Y	Mar-22	FMR	17	18		Oct-21
Georgia, Republic of	3.4	122.7	22.7	Y	Mar-22	FMR	17	18		May-14
Germany, Berlin	0.913	137.9	35.2	Y	Mar-22	L	24	25		May-19

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

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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		
Germany, Bonn	0.913	132.3	29.7	Y	Mar-22	ER	20	21		May-19
Germany, Dresden	0.913	132.3	29.7	Y	Mar-22	A	19	20		May-19
Germany, Frankfurt	0.913	137.6	34.8	Y	Mar-22	L	21	22		Aug-20
Germany, Hamburg	0.913	139.5	36.7	Y	Mar-22	L	21	22		May-19
Germany, Munich	0.913	143.4	40.6	Y	Mar-22	L	20	21		May-19
Ghana	6.97	136.6	48.1		Jul-21		25	26		Oct-21
Gibraltar 1/	0.764	166.0	64.3	Y	Mar-22	A	0	0		Jan-00
Greece	0.913	126.1	23.2	Y	Mar-22	ER	17	18		May-19
Grenada /W40 14/	2.7	148.0	50.0	Y	Mar-22	FMR	23	24		Oct-17
Guatemala /W40	7.691	136.7	36.7	Y	Mar-22	FMR	16	17		Jan-09
Guinea /W40	8835.57	148.4	52.2	Y	Mar-22	FMR	19	20		Dec-21
Guinea Bissau	598.61	133.7	34.9		Nov-21		13	14		Nov-15
Guyana /W40	208.3	151.1	51.1	Y	Mar-22	FMR	17	18		Aug-21
Haiti	103.754	157.7	71.4		Nov-20		24	25		Aug-19
Honduras	24.441	139.1	39.1	Y	Mar-22	FMR	24	25		Apr-21
Hungary	347.79	128.1	25.3	Y	Mar-22	ER	19	20		May-19
Iceland	132.14	133.7	31.3	Y	Mar-22	ER	0	0		Jan-00
India /W40	76.59	135.1	35.7		Sep-21		22	23		Dec-19
Indonesia	14297	136.5	36.5	Y	Mar-22	FMR	23	24		Dec-21
Iran	241045	141.7	45.2		Jul-21		30	32		Jun-20
Iraq	1450	130.8	32.5		Nov-19		14	15		May-02
Ireland	0.913	150.5	47.7	Y	Mar-22	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.248	175.3	79.3		Nov-21		25	27		Nov-19
Italy, Brindisi	0.913	124.3	22.8	Y	Mar-22	L	10	11		Nov-99
Italy, Rome	0.913	130.2	28.6	Y	Mar-22	ER	20	21		Jul-01
Jamaica /W40	152.276	152.0	52.0	Y	Mar-22	FMR	25	27		Apr-21
Japan, Hiroshima	116.89	155.1	54.0	Y	Mar-22	L	13	14		Sep-19
Japan, Tokyo	116.89	177.9	76.6	Y	Mar-22	ER	22	23		Sep-19
Jerusalem, Jerusalem /W40	3.248	166.0	69.7		Nov-21		25	27		Nov-19
Jordan /W40	0.708	145.9	45.9	Y	Mar-22	FMR	20	21		Aug-17
Kazakhstan	517.35	122.9	27.8		Nov-21		18	19		Sep-17
Kenya /W40	114.09	141.4	42.1		Jul-21		26	28		Feb-20
Kiribati	1.365	144.8	51.3		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	110	155.6	55.6	Y	Mar-22	FMR	10	11		Sep-15
Korea, Republic of /W40	1231.78	155.3	63.9		Jul-21		17	18		Nov-19
Kuwait /W40	0.304	146.3	46.3	Y	Mar-22	FMR	21	22		Sep-21
Kyrgyzstan	103	131.5	32.7		Nov-21		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	11486	132.3	33.5		Jul-21		13	14		Oct-03

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 March 2022 (Four Months Review)

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/	0.913	132.2	46.4		Nov-21		18	19		Nov-19
Lebanon /W40	1507.5	195.1	95.1	Y	Mar-22	OMR	22	23		Sep-11
Lesotho /W40	15.023	134.7	34.7	Y	Mar-22	FMR	14	15		Jan-11
Liberia	153.065	153.7	54.1		Nov-21		19	20		Jun-10
Libya /W40 27/	4.598	137.2	37.4	Y	Mar-22	FMR	19	20		Jun-21
Lithuania	0.913	133.2	33.2	Y	Mar-22	FMR	17	18		Dec-03
Luxembourg	0.913	147.4	45.0	Y	Mar-22	ER	17	18		Dec-17
Madagascar /W40	3974.5	136.4	36.7		Jul-21		23	24		Jul-21
Malawi	825	143.0	43.0	Y	Mar-22	FMR	19	20		May-21
Malaysia /W40	4.194	144.6	46.1		Jul-21		19	20		Dec-19
Maldives	15	150.5	50.5	Y	Mar-22	FMR	23	24		Jun-20
Mali /W40	598.61	148.3	48.3		Jul-21		13	14		Sep-20
Malta	0.913	131.7	29.4	Y	Mar-22	ER	14	15		Oct-06
Marshall Islands 2/	1	153.7	53.7	Y	Mar-22	FMR	21	22		Jul-19
Mauritania /W40	36.21	136.7	36.7	Y	Mar-22	FMR	12	13		May-18
Mauritius	43.871	132.5	34.9		Mar-20		18	19		Sep-21
Mexico /W40	20.95	140.0	42.8	Y	Mar-22	FMR	21	22		Jul-19
Micronesia, Fed States of 2/	1	153.7	53.7	Y	Mar-22	FMR	23	24		Feb-07
Moldova	18.36	137.6	37.6	Y	Mar-22	FMR	21	22		Oct-21
Monaco 3/	0.913	147.8	45.8	Y	Mar-22	A	21	22		Jan-04
Mongolia	2877	142.7	42.7	Y	Mar-22	FMR	21	22		Aug-19
Montenegro	0.913	128.2	29.6		Jul-21		20	21		May-21
Morocco /W40	9.714	131.9	34.7		Jul-21		21	22		May-21
Mozambique /W40	63.2	138.4	38.4	Y	Mar-22	FMR	26	28		Sep-21
Myanmar /W40	1776	137.5	38.7		Mar-21		25	27		Dec-17
Namibia	15.023	131.5	31.5	Y	Mar-22	FMR	19	20		Jul-20
Nepal /W40	122.17	130.2	30.2	Y	Mar-22	FMR	12	13		Jan-14
Netherlands	0.913	141.7	38.7	Y	Mar-22	ER	24	25		Oct-19
New Caledonia	108.899	140.5	46.2		Jul-21		16	17		Sep-05
New Zealand 26/	1.462	142.1	45.1	Y	Mar-22	L	24	25		Dec-20
Nicaragua	35.49	126.9	34.1		Jul-21		20	21		Oct-21
Niger /W40	598.61	130.3	35.1		Dec-21		10	11		Mar-09
Nigeria /W40	415.71	150.7	50.7	Y	Mar-22	FMR	24	25		Sep-21
The Republic of North Macedonia	56.04	127.9	27.9	Y	Mar-22	FMR	18	19		Jun-19
Norway	8.94	149.6	47.6	Y	Mar-22	ER	20	21		Jul-19
Oman	0.385	134.6	34.6	Y	Mar-22	FMR	19	20		Feb-15
Pakistan	178.55	134.9	34.9	Y	Mar-22	FMR	18	19		Jun-19

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 March 2022 (Four Months Review)

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	151.5	52.4	Y	Mar-22	FMR	0	0		Jan-00
Panama /W40	1	141.0	41.0	Y	Mar-22	FMR	24	25		Aug-18
Papua New Guinea /W40	3.521	171.5	71.5	Y	Mar-22	FMR	30	32		Feb-18
Paraguay /W40	6933	130.6	30.6	Y	Mar-22	FMR	17	18		Aug-20
Peru /W40	3.685	134.7	34.7	Y	Mar-22	FMR	21	22		Aug-17
Philippines /W40	52.28	145.0	48.2		Jul-21		22	23		Oct-18
Poland	4.367	117.3	14.0	Y	Mar-22	ER	20	21		May-19
Portugal, Guimaraes	0.913	107.0	5.1	Y	Mar-22	L	0	0		Jan-00
Portugal, Lisbon	0.913	130.3	28.0	Y	Mar-22	ER	20	21		Jan-05
Puerto Rico 13/	1	136.3	36.3	Y	Mar-22	A	0	0		Jan-00
Qatar	3.649	159.6	59.6	Y	Mar-22	FMR	28	30		Oct-19
Romania	4.514	117.1	15.1	Y	Mar-22	ER	22	23		May-19
Russian Federation /W40	131.634	121.7	48.0		Nov-21		18	19		Oct-19
Rwanda	1005.302	135.5	35.5	Y	Mar-22	FMR	18	19		Jun-21
Saint Helena 5/	0.764	139.2	46.7		Mar-21		0	0		Jan-00
St. Lucia	2.7	150.7	50.7	Y	Mar-22	FMR	18	19		Mar-21
Samoa	2.569	147.4	47.4	Y	Mar-22	FMR	17	18		Feb-21
Sao Tome and Principe /W40	21.744	142.5	42.5	Y	Mar-22	FMR	15	16		Jun-19
Saudi Arabia /W40	3.751	149.2	50.4		Nov-21		21	22		Nov-17
Senegal /W40	598.61	137.1	39.6		Sep-21		18	19		Sep-21
Serbia	107.242	131.4	33.0		Jul-21		21	22		Jun-19
Seychelles	13.768	160.3	61.3		Nov-21		20	21		Jan-19
Sierra Leone /W40	11635	151.1	51.2		Nov-21		19	20		May-18
Singapore	1.36	177.3	77.3	Y	Mar-22	FMR	23	24		Jul-19
Slovak Republic	0.913	128.0	25.7	Y	Mar-22	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.913	134.8	32.9	Y	Mar-22	ER	14	15		Jan-20
Solomon Islands /W40	7.949	156.3	56.3	Y	Mar-22	FMR	18	19		Dec-07
Somalia 6/	24300	148.2	48.5	Y	Mar-22	FMR	19	20		Feb-22
South Africa /W40	15.023	130.0	31.8		Jun-21		22	23		Jun-21
South Sudan, Republic of /W40	430.9	157.8	58.7		Mar-21		14	15		Sep-17
Spain	0.913	131.1	29.3	Y	Mar-22	ER	19	20		Nov-08
Sri Lanka /W40	250.09	128.5	32.6		Nov-21		22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	148.0	50.0	Y	Mar-22	FMR	23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	148.0	50.0	Y	Mar-22	FMR	23	24		Oct-17
Sudan /W40	590	149.3	72.4		Feb-21		22	23		Nov-19
Suriname	21.25	132.3	38.1		Jul-20		16	17		Oct-12
Sweden	9.729	142.7	39.6	Y	Mar-22	ER	26	28		Aug-19

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 March 2022 (Four Months Review)

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	0.932	175.1	74.6	Y	Mar-22	ER	21	22		Apr-06
Syrian Arab Republic 10/	2500	104.3	27.6		Jul-19		20	21		Jun-12
Tajikistan	11.247	134.2	34.2	Y	Mar-22	FMR	13	14		Feb-22
Tanzania, United Rep. of /W40	2307	142.6	43.9		Jul-21		22	23		Oct-21
Thailand /W40	33.29	143.1	45.9		Mar-21		22	23		Jul-19
Timor-Leste /W40	1	148.7	48.7	Y	Mar-22	FMR	15	16		Jul-11
Togo	598.61	144.1	49.0		Jul-21		17	18		Jun-19
Tonga	2.226	137.2	37.2		Nov-21		9	10		Jan-09
Trinidad and Tobago	6.766	138.7	42.6		Jul-21		20	21		Aug-21
Tunisia	2.947	135.5	36.1		Nov-21		16	17		Nov-19
Turkey, Ankara /W40	14.718	113.4	17.6		Oct-21		16	17		Oct-21
Turkey, Gebze /W40 19/	14.718	119.2	23.7		Oct-21		17	18		Oct-21
Turkey, Istanbul /W40 15/	14.718	119.2	23.7		Oct-21		17	18		Oct-21
Turkmenistan	3.5	193.9	93.9	Y	Mar-22	FMR	8	9		Oct-21
Tuvalu 11/	1.365	147.3	48.9	Y	Mar-22	FMR	0	0		Jan-00
Uganda /W40	3608	135.1	35.1	Y	Mar-22	PP	24	25		May-14
Ukraine	30	133.5	37.7		Nov-21		16	17		Aug-19
United Arab Emirates	3.673	164.8	64.8	Y	Mar-22	FMR	32	34		Aug-11
United Kingdom	0.764	166.0	64.3	Y	Mar-22	ER	27	29		Feb-14
USA, El Paso 20/	1	148.8	47.6		Feb-22		12	13		Jul-19
USA, Miami 7/	1	147.6	46.4		Feb-22		23	24		Oct-21
USA, New York	1	175.4	73.8		Feb-22		28	30		Apr-11
USA, San Diego 21/	1	167.8	66.3		Feb-22		27	29		Aug-19
USA, San Francisco 8/	1	166.5	65.0		Feb-22		27	28		Oct-21
USA, Seattle 18/	1	148.0	46.8		Feb-22		22	23		Aug-18
USA, Washington D.C.	1	155.4	54.1		Feb-22		27	29		Apr-11
Uruguay /W40	42.385	144.2	44.2	Y	Mar-22	FMR	25	27		Dec-19
Uzbekistan /W40	10887	130.6	30.6	Y	Mar-22	FMR	17	18		Jun-21
Vanuatu	109.23	148.3	49.7		Jul-21		15	16		Aug-12
Venezuela /W40 10/	4.327	83.5	62.4		Mar-18		27	29		Aug-12
Vietnam /W40	22850	134.4	34.4	Y	Mar-22	PP	19	20	Y	Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.248	166.0	69.7		Nov-21		21	22		Sep-13
Yemen, Republic of 10/	583.94	123.4	23.1		Jul-17		12	13		Nov-10
Zambia	18.223	131.3	31.3	Y	Mar-22	FMR	23	24		Feb-20
Zimbabwe /W40 25/	126.903	132.2	33.0	Y	Mar-22	FMR	16	17		Dec-18

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 March 2022 (Four Months Review)

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.



**XII. 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