



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/575

Approved by:  
Larbi Djacta, Chairman

Date:  
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WIPO



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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 November 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 novembre 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 November 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-eight (68) 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 November 2022.

**VI. Discontinuation of special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of all duty stations**

3. The special measures to mitigate the negative impact of the COVID-19 global pandemic on the post adjustment classifications of both the group I and group II duty stations, as outlined in ICSC/CIRC/GEN/06/2020 and ICSC/CIRC/GEN/05/2020 respectively, will be discontinued as of **1 February 2023**. Details of the discontinuation scheme are outlined in document ICSC/CIRC/GEN/05/2022 issued on 30 September 2022.

**VII. 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 November 2022

| <b>Duty station</b> | <b>Type of survey</b> | <b>Date of survey</b> |
|---------------------|-----------------------|-----------------------|
| Albania             | Place-to-place        | May 2022              |
| Algeria             | Place-to-place        | June 2022             |
| Belize              | Housing               | July 2022             |
| Brazil              | Place-to-place        | May 2022              |
| Burkina Faso        | Place-to-place        | June 2022             |
| Cape Verde          | Place-to-place        | June 2022             |
| Dominican Republic  | Housing               | July 2022             |
| El Salvador         | Housing               | June 2022             |
| Ghana               | Housing               | June 2022             |
| Indonesia           | Housing               | June 2022             |
| Samoa               | Place-to-place        | June 2022             |
| Sao Tome & Principe | Place-to-place        | June 2022             |
| Senegal             | Housing               | May 2022              |

### **VIII. Gap Closure Measure**

5. 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.

6. 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.

7. In accordance with the above-mentioned gap closure measure:
- a. 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.

- b. 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.
- c. The personal transitional allowance (PTA) is the difference between the revised and prevailing PAMs.
- d. The PTA is paid in full for the first **6 months** after the implementation date; and adjusted downward by **3 per cent every 4 months**, until it is phased out.
- e. During an adjustment month, the new PTA is calculated by taking the difference between the prevailing pay index and the pay index applicable to existing staff (that is, the prevailing pay index plus the existing PTA), reduced by **3 per cent**.

8. The Gap Closure Measure was applied to cost-of-living survey results for the group II duty stations listed in Table 2, along with their corresponding PTAs. In accordance with the special measures outlined in ICSC/CIRC/GEN/05/2020, the PTA is applicable to both newly assigned and existing staff (staff already in the duty station before 1 November 2022) and will not be revised until the special measures are discontinued in February 2023.

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

| <b>Duty station</b> | <b>Existing PAM</b> | <b>Existing pay index</b> | <b>Updated Survey PAI</b> | <b>Updated Survey PAI plus 3%</b> | <b>Revised PAM</b> | <b>PTA</b>       |
|---------------------|---------------------|---------------------------|---------------------------|-----------------------------------|--------------------|------------------|
|                     |                     | <b>(2) + 100</b>          |                           | <b>(4) x 1.03</b>                 |                    | <b>(2) - (6)</b> |
| <b>(1)</b>          | <b>(2)</b>          | <b>(3)</b>                | <b>(4)</b>                | <b>(5)</b>                        | <b>(6)</b>         | <b>(7)</b>       |
| Burkina Faso        | 36.5                | 136.5                     | 129.5                     | 133.4                             | 33.4               | 3.1              |
| Samoa               | 47.4                | 147.4                     | 137.8                     | 141.9                             | 41.9               | 5.5              |

## **IX. Duty Stations with Personal Transitional Allowance (PTA)**

9. 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 November 2022.

10. In line with ICSC/CIRC/GEN/05/2022 to discontinue the special measures provided in 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 will resume as of 1 February 2023, meaning that the revision cycle of all existing PTAs would resume from when and at what level they were originally frozen (except when revised downward due increase in the underlying multiplier). Furthermore, as of 1 February 2023, new promulgations of the PTAs will be granted only to existing staff; not to new staff after 1 February 2023. That is, all existing PTAs



that have been frozen by special measures, as well as their applicable revised levels, will continue to be paid to all staff on post at the concerned duty stations before 1 February 2023, until they are phased out. 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 November 2022**

| <b>Duty Station</b>   | <b>Existing PTA</b> | <b>PTA starting date</b> | <b>All staff eligible from</b> |
|-----------------------|---------------------|--------------------------|--------------------------------|
| Burkina Faso          | 3.1                 | 1 November 2022          | 1 November 2022                |
| Central African Rep.* | 8.2                 | 1 September 2022         | 1 September 2022               |
| Chile*                | 10.3                | 1 September 2022         | 1 September 2022               |
| Comoros               | 8.9                 | 1 April 2022             | 1 April 2022                   |
| Congo                 | 9.0                 | 1 April 2022             | 1 April 2022                   |
| Gabon                 | 7.8                 | 1 March 2022             | 1 March 2022                   |
| Jordan                | 4.2                 | 1 September 2022         | 1 September 2022               |
| Maldives              | 3.1                 | 1 June 2020              | 1 June 2020                    |
| Mexico*               | 1.9                 | 1 December 2021          | 1 December 2021                |
| Niger                 | 6.1                 | 1 December 2021          | 1 December 2021                |
| Qatar                 | 10.8                | 1 October 2019           | 1 April 2020                   |
| Samoa                 | 5.5                 | 1 November 2022          | 1 November 2022                |
| Singapore*            | 7.9                 | 1 September 2022         | 1 September 2022               |
| Thailand*             | 4.8                 | 1 September 2022         | 1 September 2022               |
| Zimbabwe              | 21.8                | 1 February 2020          | 1 April 2020                   |

\* PTA revised as of 1 November 2022 due to increase to the PAM from the four-month review

## **X. One Month Rule**

11. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **Argentina, Lebanon, Sri Lanka and Türkiye**. 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 review did not change multipliers for any of **these duty stations** due to the offsetting impact of the significant devaluation of their currencies relative to the U.S dollar.

## **XI. Ten-Point Rule**

12. The application of the One Month Rule triggered the 10-point rule for **Lebanon** effective **1 November 2022**. In accordance with this rule, the existing multiplier for this duty station will be maintained for four months pending completion of a place-to-place cost-of-living survey. It

should be noted that, in the absence of cost-of-living survey results, the existing post adjustment multiplier would be reduced by 10 points, effective **1 March 2023**. The trigger of the 10-point rule effectively ceases any further application of the One Month Rule until it is triggered again after the implementation of the above-referenced cost-of-living survey.

13. Following the four-month review, the 10-point rule is triggered for the duty stations listed in Table 4 below. In accordance with this rule, the existing multipliers will be maintained for four months pending completion of a cost-of-living surveys. It should be noted that, in the absence of cost-of-living survey results, the existing post adjustment multipliers would be reduced by 10 points, effective **1 March 2023**.

**Table 4. Summary of 10-point rule trigger dates in group II duty stations**

|                | <b>10-point rule trigger date</b> | <b>Frozen Multiplier</b> |
|----------------|-----------------------------------|--------------------------|
| Angola         | 1 November 2022                   | 85.1                     |
| China, Beijing | 1 November 2022                   | 76.6                     |
| Haiti          | 1 November 2022                   | 71.4                     |
| Suriname       | 1 November 2022                   | 38.1                     |

## **XII. W40 Measure**

14. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **Brazil, Ghana** and **Indonesia**, effective 1 November 2022.

15. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Sao Tome and Principe**, effective 1 November 2022.

## **XIII. Revised post adjustment multiplier for a linked city**

16. A revised post adjustment multiplier for **Puerto Rico** has been established, effective 1 November 2022, as listed in the attached Consolidated Post Adjustment Circular, based on a new cost-of-living survey in Dominican Republic, to which Puerto Rico is linked.

**XV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 November 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                  | 88.312        | 138.1   | 41.7       |        | Mar-22         |                   | 9               | 10                 |        | Jul-06         |
| Albania                      | 114.51        | 131.0   | 31.0       | Y      | Nov-22         | PP                | 19              | 20                 | Y      | Nov-22         |
| Algeria /W40                 | 138.584       | 140.7   | 40.7       | Y      | Nov-22         | PP                | 20              | 21                 |        | Apr-21         |
| Angola /W40                  | 482.99        | 172.4   | 85.1       |        | Jul-22         |                   | 17              | 18                 |        | Sep-22         |
| Anguilla /W40 14/            | 2.7           | 149.9   | 51.8       | Y      | Nov-22         | FMR               | 23              | 24                 |        | Oct-17         |
| Antigua and Barbuda /W40 14/ | 2.7           | 149.9   | 51.8       | Y      | Nov-22         | FMR               | 23              | 24                 |        | Oct-17         |
| Argentina                    | 160.724       | 138.9   | 41.7       |        | Nov-21         |                   | 25              | 26                 |        | Jan-22         |
| Armenia                      | 392           | 139.7   | 39.7       | Y      | Nov-22         | FMR               | 20              | 21                 |        | Nov-19         |
| Aruba 12/                    | 1.79          | 167.1   | 67.1       | Y      | Nov-22         | A                 | 29              | 31                 |        | Aug-22         |
| Australia                    | 1.497         | 135.9   | 29.3       | Y      | Nov-22         | ER                | 24              | 25                 |        | Oct-19         |
| Austria                      | 0.972         | 144.2   | 39.9       | Y      | Nov-22         | ER                | 19              | 20                 |        | Aug-22         |
| Azerbaijan                   | 1.693         | 143.4   | 43.4       | Y      | Nov-22         | FMR               | 14              | 15                 |        | Feb-22         |
| Bahamas                      | 1             | 176.1   | 76.1       | Y      | Nov-22         | FMR               | 30              | 32                 |        | Sep-22         |
| Bahrain                      | 0.377         | 155.4   | 55.6       |        | Sep-22         |                   | 22              | 23                 |        | Sep-22         |
| Bangladesh /W40              | 100           | 142.2   | 46.0       |        | Mar-22         |                   | 17              | 18                 |        | Sep-21         |
| Barbados /W40                | 2             | 160.9   | 60.9       | Y      | Nov-22         | FMR               | 20              | 21                 |        | Jul-22         |
| Belarus                      | 2.464         | 148.8   | 48.8       | Y      | Nov-22         | FMR               | 18              | 19                 |        | Oct-22         |
| Belgium                      | 0.972         | 140.7   | 29.5       | Y      | Nov-22         | ER                | 17              | 18                 |        | Feb-15         |
| Belize                       | 2             | 148.6   | 48.6       | Y      | Nov-22         | H                 | 16              | 17                 | Y      | Nov-22         |
| Benin /W40                   | 637.656       | 137.7   | 44.2       | Y      | Nov-22         | FMR               | 18              | 19                 |        | Jul-22         |
| Bermuda 16/                  | 1             | 190.6   | 90.6       | Y      | Nov-22         | L                 | 35              | 37                 |        | Dec-17         |
| Bhutan                       | 80.8          | 132.9   | 34.1       |        | Mar-22         |                   | 13              | 14                 |        | Aug-20         |
| Bolivia                      | 6.853         | 129.0   | 29.8       |        | Mar-22         |                   | 17              | 18                 |        | Mar-22         |
| Bonaire /W40 14/             | 1             | 149.9   | 51.8       | Y      | Nov-22         | FMR               | 23              | 24                 |        | Oct-17         |
| Bosnia and Herzegovina /W40  | 1.901         | 124.3   | 25.7       |        | Jul-21         |                   | 13              | 14                 |        | Jun-19         |
| Botswana                     | 12.903        | 124.4   | 28.7       |        | Jul-21         |                   | 19              | 20                 |        | Jun-19         |
| Brazil /W40                  | 5.301         | 129.9   | 29.9       | Y      | Nov-22         | PP                | 19              | 20                 |        | Feb-21         |
| British Virgin Islands /W40  | 1             | 151.7   | 51.7       | Y      | Nov-22         | FMR               | 22              | 23                 |        | Jun-19         |
| Bulgaria                     | 1.901         | 121.7   | 13.1       | Y      | Nov-22         | ER                | 16              | 17                 |        | Feb-15         |
| Burkina Faso /W40            | 637.656       | 129.5   | 33.4       | Y      | Nov-22         | GCM               | 14              | 15                 |        | Feb-21         |
| Burundi /W40                 | 2037.885      | 147.5   | 47.5       | Y      | Nov-22         | FMR               | 14              | 15                 |        | Jul-22         |
| Cambodia                     | 4130          | 137.5   | 38.5       |        | Mar-22         |                   | 23              | 24                 |        | Mar-21         |
| Cameroon /W40                | 637.656       | 136.6   | 40.1       | Y      | Nov-22         | FMR               | 15              | 16                 |        | Jul-15         |
| Canada, Montreal             | 1.328         | 153.0   | 50.2       | Y      | Nov-22         | ER                | 18              | 19                 |        | Aug-22         |
| Canada, Ottawa               | 1.328         | 163.5   | 60.5       | Y      | Nov-22         | L                 | 20              | 21                 |        | Aug-22         |
| Canada, Toronto              | 1.328         | 171.1   | 67.9       | Y      | Nov-22         | L                 | 20              | 21                 |        | May-17         |
| Cape Verde                   | 107.189       | 142.4   | 42.4       | Y      | Nov-22         | PP                | 23              | 24                 | Y      | Nov-22         |
| Cayman Islands 17/           | 0.82          | 156.0   | 56.0       | Y      | Nov-22         | L                 | 24              | 25                 |        | Dec-17         |
| Central African Rep. /W40    | 637.656       | 151.2   | 56.4       | Y      | Nov-22         | FMR               | 17              | 18                 |        | Nov-17         |

**XV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 November 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 |        |                |
| Chad /W40                  | 637.656       | 152.4   | 57.3       |        | Jul-21         |                   | 16              | 17                 |        | Dec-19         |
| Chile /W40                 | 891           | 125.1   | 28.3       | Y      | Nov-22         | FMR               | 19              | 20                 |        | Aug-19         |
| China, Beijing             | 7.1           | 166.2   | 76.6       |        | Mar-22         |                   | 25              | 27                 |        | Feb-22         |
| China, Hong Kong (SAR)     | 7.837         | 213.7   | 112.7      | Y      | Nov-22         | ER                | 19              | 20                 |        | Jun-12         |
| China, Macao (SAR)         | 8.072         | 151.5   | 55.6       | Y      | Nov-22         | FMR               | 21              | 22                 |        | Jul-18         |
| Colombia                   | 4794          | 122.6   | 29.3       |        | Mar-22         |                   | 20              | 21                 |        | Oct-20         |
| Comoros                    | 478.242       | 138.9   | 39.5       |        | Apr-22         |                   | 14              | 15                 |        | Apr-19         |
| Congo /W40                 | 637.656       | 146.5   | 54.6       |        | Apr-22         |                   | 7               | 7                  |        | Sep-19         |
| Congo, Dem. Rep. /W40      | 1999.035      | 157.4   | 58.7       |        | Mar-22         |                   | 25              | 27                 |        | Sep-19         |
| Cook Islands 4/            | 1.644         | 150.0   | 53.0       |        | Jul-22         |                   | 22              | 23                 |        | Oct-19         |
| Costa Rica                 | 609.18        | 136.7   | 36.7       | Y      | Nov-22         | FMR               | 22              | 23                 |        | Oct-19         |
| Cote d Ivoire              | 637.656       | 151.5   | 56.1       |        | Jan-22         |                   | 21              | 22                 |        | Jan-22         |
| Croatia, Republic of       | 7.331         | 140.3   | 32.3       | Y      | Nov-22         | ER                | 8               | 9                  |        | Aug-19         |
| Cuba                       | 24            | 156.5   | 57.8       |        | Mar-22         |                   | 25              | 27                 |        | Mar-21         |
| Cyprus                     | 0.972         | 126.6   | 14.7       | Y      | Nov-22         | ER                | 18              | 19                 |        | Jun-19         |
| Czech Republic             | 23.6          | 151.5   | 39.0       | Y      | Nov-22         | ER                | 21              | 22                 |        | Sep-06         |
| Denmark                    | 7.23          | 165.2   | 51.4       | Y      | Nov-22         | ER                | 25              | 27                 |        | Jun-19         |
| Djibouti /W40              | 177           | 148.6   | 50.4       |        | Jul-21         |                   | 16              | 17                 |        | Jan-15         |
| Dominica /W40 14/          | 2.7           | 149.9   | 51.8       | Y      | Nov-22         | FMR               | 23              | 24                 |        | Oct-17         |
| Dominican Republic         | 53.943        | 137.5   | 37.5       | Y      | Nov-22         | H                 | 22              | 23                 | Y      | Nov-22         |
| Ecuador                    | 1             | 131.0   | 35.8       |        | Mar-22         |                   | 20              | 21                 |        | Oct-22         |
| Egypt /W40                 | 24.348        | 127.9   | 36.0       |        | Mar-22         |                   | 20              | 21                 |        | Sep-22         |
| El Salvador                | 1             | 132.4   | 32.9       |        | Jul-22         |                   | 23              | 24                 |        | Dec-21         |
| Equatorial Guinea /W40     | 637.656       | 141.7   | 46.2       |        | Oct-21         |                   | 18              | 19                 |        | Oct-21         |
| Eritrea                    | 15            | 151.3   | 53.6       |        | Mar-22         |                   | 11              | 12                 |        | Dec-17         |
| Estonia                    | 0.972         | 139.8   | 39.8       | Y      | Nov-22         | FMR               | 18              | 19                 |        | Feb-01         |
| Eswatini                   | 17.285        | 118.2   | 22.6       |        | Mar-22         |                   | 11              | 12                 |        | Sep-03         |
| Ethiopia /W40              | 52.917        | 155.6   | 55.6       | Y      | Nov-22         | FMR               | 25              | 27                 |        | Feb-22         |
| Fiji /W40                  | 2.3           | 134.7   | 39.6       |        | Mar-22         |                   | 20              | 21                 |        | Sep-11         |
| Finland                    | 0.972         | 137.0   | 29.0       | Y      | Nov-22         | ER                | 20              | 21                 |        | Feb-15         |
| France, Lyon and Elsewhere | 0.972         | 145.3   | 43.7       | Y      | Nov-22         | L                 | 19              | 20                 |        | Aug-22         |
| France, Paris              | 0.972         | 148.7   | 47.1       | Y      | Nov-22         | ER                | 25              | 27                 |        | Aug-22         |
| French Guiana              | 0.972         | 131.7   | 27.0       | Y      | Nov-22         | ER                | 0               | 0                  |        | Jan-00         |
| Gabon /W40                 | 637.656       | 145.9   | 54.4       |        | Mar-22         |                   | 18              | 19                 |        | Jun-19         |
| Gambia                     | 58.97         | 138.0   | 40.6       |        | Mar-22         |                   | 17              | 18                 |        | Oct-21         |
| Georgia, Republic of       | 2.734         | 124.8   | 24.8       | Y      | Nov-22         | FMR               | 18              | 19                 |        | Jul-22         |
| Germany, Berlin            | 0.972         | 136.1   | 28.1       | Y      | Nov-22         | L                 | 24              | 25                 |        | May-19         |
| Germany, Bonn              | 0.972         | 130.6   | 22.9       | Y      | Nov-22         | ER                | 20              | 21                 |        | May-19         |
| Germany, Dresden           | 0.972         | 130.6   | 22.9       | Y      | Nov-22         | A                 | 19              | 20                 |        | May-19         |

**XV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 November 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 |        |                |
| Germany, Frankfurt        | 0.972         | 135.8   | 27.8       | Y      | Nov-22         | L                 | 21              | 22                 |        | Aug-20         |
| Germany, Hamburg          | 0.972         | 137.6   | 29.5       | Y      | Nov-22         | L                 | 21              | 22                 |        | May-19         |
| Germany, Munich           | 0.972         | 141.5   | 33.2       | Y      | Nov-22         | L                 | 20              | 21                 |        | May-19         |
| Ghana /W40                | 13.913        | 123.1   | 48.1       |        | Jul-21         |                   | 24              | 25                 | Y      | Nov-22         |
| Gibraltar 1/              | 0.852         | 163.0   | 59.1       | Y      | Nov-22         | A                 | 29              | 31                 |        | Aug-22         |
| Greece                    | 0.972         | 126.7   | 16.7       | Y      | Nov-22         | ER                | 17              | 18                 |        | May-19         |
| Grenada /W40 14/          | 2.7           | 149.9   | 51.8       | Y      | Nov-22         | FMR               | 23              | 24                 |        | Oct-17         |
| Guatemala /W40            | 7.797         | 137.6   | 37.6       | Y      | Nov-22         | FMR               | 16              | 17                 |        | Jan-09         |
| Guinea /W40               | 8536.86       | 152.6   | 53.7       | Y      | Nov-22         | FMR               | 19              | 20                 |        | Dec-21         |
| Guinea Bissau             | 637.656       | 150.1   | 50.1       | Y      | Nov-22         | FMR               | 13              | 14                 |        | Nov-15         |
| Guyana /W40               | 209.1         | 151.8   | 51.8       | Y      | Nov-22         | FMR               | 17              | 18                 |        | Aug-21         |
| Haiti                     | 129.084       | 150.9   | 71.4       |        | Nov-20         |                   | 24              | 25                 |        | Aug-19         |
| Honduras                  | 24.522        | 139.9   | 39.9       | Y      | Nov-22         | FMR               | 24              | 25                 |        | Apr-21         |
| Hungary                   | 392.47        | 126.8   | 18.0       | Y      | Nov-22         | ER                | 19              | 20                 |        | May-19         |
| Iceland                   | 144.65        | 130.4   | 21.4       | Y      | Nov-22         | ER                | 0               | 0                  |        | Jan-00         |
| India /W40                | 80.8          | 133.5   | 35.7       |        | Sep-21         |                   | 22              | 23                 |        | Dec-19         |
| Indonesia /W40            | 15490         | 136.7   | 36.7       | Y      | Nov-22         | H                 | 23              | 24                 |        | Dec-21         |
| Iran                      | 274313        | 140.6   | 45.2       |        | Jul-21         |                   | 30              | 32                 |        | Jun-20         |
| Iraq                      | 1450          | 127.7   | 32.5       |        | Nov-19         |                   | 14              | 15                 |        | May-02         |
| Ireland                   | 0.972         | 151.1   | 39.8       | Y      | Nov-22         | ER                | 24              | 25                 |        | May-98         |
| Israel, Tel Aviv /W40 22/ | 3.418         | 172.5   | 79.3       |        | Nov-21         |                   | 25              | 27                 |        | Nov-19         |
| Italy, Brindisi           | 0.972         | 121.1   | 18.9       | Y      | Nov-22         | L                 | 10              | 11                 |        | Nov-99         |
| Italy, Rome               | 0.972         | 126.8   | 24.5       | Y      | Nov-22         | ER                | 21              | 22                 |        | Aug-22         |
| Jamaica /W40              | 152.676       | 154.0   | 54.0       | Y      | Nov-22         | FMR               | 25              | 27                 |        | Apr-21         |
| Japan, Hiroshima          | 139.27        | 140.0   | 31.7       | Y      | Nov-22         | L                 | 13              | 14                 |        | Sep-19         |
| Japan, Tokyo              | 139.27        | 160.6   | 51.0       | Y      | Nov-22         | ER                | 22              | 23                 |        | Sep-19         |
| Jerusalem /W40            | 3.418         | 163.3   | 69.7       |        | Nov-21         |                   | 25              | 27                 |        | Nov-19         |
| Jordan /W40               | 0.708         | 137.6   | 41.8       |        | Sep-22         |                   | 18              | 19                 |        | Sep-22         |
| Kazakhstan                | 460.45        | 127.3   | 27.8       |        | Nov-21         |                   | 18              | 19                 |        | Sep-17         |
| Kenya /W40                | 121.68        | 136.1   | 42.1       |        | Jul-21         |                   | 25              | 26                 |        | May-22         |
| Kiribati                  | 1.497         | 139.1   | 51.3       |        | Mar-21         |                   | 11              | 12                 |        | Jan-20         |
| Korea, Dem. Peo. Of       | 110           | 153.7   | 55.6       |        | Mar-22         |                   | 10              | 11                 |        | Sep-15         |
| Korea, Republic of /W40   | 1318.57       | 151.4   | 68.0       | Y      | Nov-22         | FMR               | 17              | 18                 |        | Nov-19         |
| Kuwait /W40               | 0.307         | 143.1   | 46.9       | Y      | Nov-22         | FMR               | 21              | 22                 |        | Sep-21         |
| Kyrgyzstan                | 83            | 134.1   | 34.2       |        | Jul-22         |                   | 14              | 15                 |        | Jun-21         |
| Lao Peo. Dem. Rep. /W40   | 17367         | 129.1   | 33.5       |        | Jul-21         |                   | 13              | 14                 |        | Oct-03         |
| Latvia 23/                | 0.972         | 157.5   | 57.6       | Y      | Nov-22         | FMR               | 18              | 19                 |        | Nov-19         |
| Lebanon /W40              | 30300         | 146.7   | 121.5      |        | Oct-22         |                   | 22              | 23                 |        | Sep-11         |
| Lesotho                   | 17.285        | 132.8   | 36.1       | Y      | Nov-22         | FMR               | 14              | 15                 |        | Jan-11         |

**XV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 November 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 |        |                |
| Liberia                              | 152.901       | 152.0   | 54.1       |        | Nov-21         |                   | 19              | 20                 |        | Jun-10         |
| Libya /W40 27/                       | 4.974         | 134.4   | 37.6       | Y      | Nov-22         | FMR               | 19              | 20                 |        | Jun-21         |
| Lithuania                            | 0.972         | 133.7   | 33.7       | Y      | Nov-22         | FMR               | 17              | 18                 |        | Dec-03         |
| Luxembourg                           | 0.972         | 145.5   | 37.2       | Y      | Nov-22         | ER                | 17              | 18                 |        | Dec-17         |
| Madagascar /W40                      | 4271.55       | 134.5   | 36.7       |        | Jul-21         |                   | 23              | 24                 |        | Jul-21         |
| Malawi                               | 1036.941      | 138.7   | 43.0       |        | Mar-22         |                   | 19              | 20                 |        | May-21         |
| Malaysia /W40                        | 4.62          | 139.2   | 46.1       |        | Jul-21         |                   | 19              | 20                 |        | Dec-19         |
| Maldives                             | 15            | 143.7   | 50.5       |        | Mar-22         |                   | 23              | 24                 |        | Jun-20         |
| Mali /W40                            | 637.656       | 146.5   | 49.0       | Y      | Nov-22         | FMR               | 13              | 14                 |        | Sep-20         |
| Malta                                | 0.972         | 131.0   | 22.6       | Y      | Nov-22         | ER                | 14              | 15                 |        | Oct-06         |
| Marshall Islands 2/                  | 1             | 150.3   | 54.4       |        | Jul-22         |                   | 21              | 22                 |        | Jul-19         |
| Mauritania /W40                      | 37.79         | 138.6   | 38.6       |        | Apr-22         |                   | 13              | 14                 |        | Apr-22         |
| Mauritius                            | 43.641        | 134.2   | 34.9       |        | Mar-20         |                   | 18              | 19                 |        | Sep-21         |
| Mexico /W40                          | 19.54         | 145.6   | 46.9       | Y      | Nov-22         | FMR               | 21              | 22                 |        | Jul-19         |
| Micronesia, Fed States of 2/         | 1             | 150.3   | 54.4       |        | Jul-22         |                   | 23              | 24                 |        | Feb-07         |
| Moldova                              | 19.136        | 142.3   | 42.3       | Y      | Nov-22         | FMR               | 21              | 22                 |        | Oct-21         |
| Monaco 3/                            | 0.972         | 148.7   | 47.1       | Y      | Nov-22         | A                 | 25              | 27                 |        | Aug-22         |
| Mongolia                             | 3395.03       | 137.6   | 42.7       |        | Mar-22         |                   | 19              | 20                 |        | Oct-22         |
| Montenegro                           | 0.972         | 128.5   | 29.6       |        | Jul-21         |                   | 20              | 21                 |        | May-21         |
| Morocco                              | 10.736        | 127.5   | 34.8       | Y      | Nov-22         | FMR               | 21              | 22                 |        | May-21         |
| Mozambique /W40                      | 63.25         | 138.0   | 38.4       |        | Mar-22         |                   | 26              | 28                 |        | Sep-21         |
| Myanmar /W40                         | 2100          | 134.6   | 38.7       |        | Mar-21         |                   | 25              | 27                 |        | Dec-17         |
| Namibia                              | 17.285        | 126.2   | 31.5       |        | Mar-22         |                   | 14              | 15                 |        | Jul-22         |
| Nepal /W40                           | 129.274       | 130.1   | 30.8       | Y      | Nov-22         | FMR               | 12              | 13                 |        | Jan-14         |
| Netherlands                          | 0.972         | 144.3   | 42.1       | Y      | Nov-22         | ER                | 24              | 25                 |        | Oct-19         |
| New Caledonia                        | 116.003       | 137.0   | 46.2       |        | Jul-21         |                   | 16              | 17                 |        | Sep-05         |
| New Zealand 26/                      | 1.644         | 137.6   | 50.2       | Y      | Nov-22         | L                 | 24              | 25                 |        | Dec-20         |
| Nicaragua                            | 35.868        | 126.0   | 34.1       |        | Jul-21         |                   | 20              | 21                 |        | Oct-21         |
| Niger /W40                           | 637.656       | 127.6   | 35.1       |        | Dec-21         |                   | 10              | 11                 |        | Mar-09         |
| Nigeria /W40                         | 442.98        | 150.8   | 50.8       | Y      | Nov-22         | FMR               | 24              | 25                 |        | Sep-21         |
| The Republic of North Macedonia /W40 | 59.478        | 132.6   | 32.6       | Y      | Nov-22         | FMR               | 20              | 21                 |        | Apr-22         |
| Norway                               | 9.948         | 144.7   | 34.4       | Y      | Nov-22         | ER                | 20              | 21                 |        | Jul-19         |
| Oman                                 | 0.385         | 137.6   | 37.6       |        | Jul-22         |                   | 21              | 22                 |        | Jul-22         |
| Pakistan /W40                        | 221.25        | 133.3   | 34.9       |        | Mar-22         |                   | 17              | 18                 |        | Jul-22         |
| Palau, Republic of 4/                | 1             | 150.0   | 53.0       |        | Jul-22         |                   | 0               | 0                  |        | Jan-00         |
| Panama /W40                          | 1             | 140.2   | 41.9       |        | Jul-22         |                   | 24              | 25                 |        | Aug-18         |
| Papua New Guinea /W40                | 3.521         | 171.5   | 71.5       |        | Mar-22         |                   | 30              | 32                 |        | Feb-18         |
| Paraguay /W40                        | 7017          | 130.1   | 30.8       |        | Jul-22         |                   | 17              | 18                 |        | Aug-20         |
| Peru /W40                            | 3.855         | 135.9   | 36.6       | Y      | Nov-22         | FMR               | 21              | 22                 |        | Aug-17         |

**XV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 November 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 |        |                |
| Philippines /W40                        | 57.243        | 141.0   | 48.2       |        | Jul-21         |                   | 22              | 23                 |        | Oct-18         |
| Poland                                  | 4.549         | 119.9   | 10.9       | Y      | Nov-22         | ER                | 20              | 21                 |        | May-19         |
| Portugal, Guimaraes                     | 0.972         | 109.0   | 7.6        | Y      | Nov-22         | L                 | 0               | 0                  |        | Jan-00         |
| Portugal, Lisbon                        | 0.972         | 132.8   | 31.1       | Y      | Nov-22         | ER                | 20              | 21                 |        | Jan-05         |
| Puerto Rico 13/                         | 1             | 137.5   | 37.5       | Y      | Nov-22         | A                 | 22              | 23                 | Y      | Nov-22         |
| Qatar                                   | 3.669         | 159.2   | 59.6       |        | Mar-22         |                   | 28              | 30                 |        | Oct-19         |
| Romania                                 | 4.753         | 118.6   | 11.7       | Y      | Nov-22         | ER                | 22              | 23                 |        | May-19         |
| Russian Federation /W40                 | 60.601        | 166.3   | 66.4       |        | Jul-22         |                   | 18              | 19                 |        | Oct-19         |
| Rwanda                                  | 1051.319      | 135.2   | 36.2       |        | Jul-22         |                   | 17              | 18                 |        | Oct-22         |
| Saint Helena 5/                         | 0.852         | 142.0   | 53.8       | Y      | Nov-22         | L                 | 13              | 14                 |        | Aug-22         |
| St. Lucia                               | 2.7           | 150.2   | 50.7       |        | Mar-22         |                   | 18              | 19                 |        | Mar-21         |
| Samoa                                   | 2.746         | 137.8   | 41.9       | Y      | Nov-22         | GCM               | 17              | 18                 |        | Feb-21         |
| Sao Tome and Principe                   | 24.819        | 152.8   | 52.8       | Y      | Nov-22         | PP                | 22              | 23                 | Y      | Nov-22         |
| Saudi Arabia /W40                       | 3.759         | 149.6   | 50.4       |        | Nov-21         |                   | 21              | 22                 |        | Nov-17         |
| Senegal /W40                            | 637.656       | 135.5   | 39.6       |        | Sep-21         |                   | 18              | 19                 |        | Sep-21         |
| Serbia                                  | 113.87        | 129.7   | 33.0       |        | Jul-21         |                   | 17              | 18                 |        | Apr-22         |
| Seychelles                              | 13.189        | 163.2   | 63.2       | Y      | Nov-22         | FMR               | 20              | 21                 |        | Jan-19         |
| Sierra Leone /W40                       | 17.58         | 147.6   | 52.4       |        | May-22         |                   | 19              | 20                 |        | May-18         |
| Singapore                               | 1.376         | 165.2   | 69.4       | Y      | Nov-22         | FMR               | 23              | 24                 |        | Jul-19         |
| Slovak Republic                         | 0.972         | 129.0   | 19.1       | Y      | Nov-22         | ER                | 16              | 17                 |        | Feb-12         |
| Slovenia, Republic of 24/               | 0.972         | 133.6   | 25.9       | Y      | Nov-22         | ER                | 14              | 15                 |        | Jan-20         |
| Solomon Islands /W40                    | 8.097         | 157.3   | 59.1       |        | Jul-22         |                   | 18              | 19                 |        | Dec-07         |
| Somalia 6/                              | 24300         | 145.8   | 48.9       | Y      | Nov-22         | FMR               | 19              | 20                 |        | Feb-22         |
| South Africa /W40                       | 17.285        | 124.1   | 31.9       | Y      | Nov-22         | FMR               | 22              | 23                 |        | Jun-21         |
| South Sudan, Republic of /W40           | 619.782       | 155.3   | 58.7       |        | Mar-21         |                   | 14              | 15                 |        | Sep-17         |
| Spain                                   | 0.972         | 129.8   | 28.4       | Y      | Nov-22         | ER                | 22              | 23                 |        | Aug-22         |
| Sri Lanka /W40                          | 362.94        | 132.7   | 32.7       |        | Oct-22         |                   | 22              | 23                 |        | Jul-21         |
| St. Kitts and Nevis /W40 14/            | 2.7           | 149.9   | 51.8       | Y      | Nov-22         | FMR               | 23              | 24                 |        | Oct-17         |
| St. Vincent and the Grenadines /W40 14/ | 2.7           | 149.9   | 51.8       | Y      | Nov-22         | FMR               | 23              | 24                 |        | Oct-17         |

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Effective 1 November 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 |        |                |
| Sudan /W40                              | 578.5         | 160.2   | 72.4       |        | Feb-21         |                   | 22              | 23                 |        | Nov-19         |
| Suriname                                | 30.214        | 123.8   | 38.1       |        | Jul-20         |                   | 16              | 17                 |        | Oct-12         |
| Sweden                                  | 10.398        | 141.6   | 31.8       | Y      | Nov-22         | ER                | 26              | 28                 |        | Aug-19         |
| Switzerland                             | 0.95          | 176.5   | 75.6       | Y      | Nov-22         | ER                | 22              | 23                 |        | Aug-22         |
| Syrian Arab Republic 10/                | 3000          | 102.1   | 27.6       |        | Jul-19         |                   | 20              | 21                 |        | Jun-12         |
| Tajikistan                              | 10.269        | 136.3   | 36.5       | Y      | Nov-22         | FMR               | 13              | 14                 |        | Feb-22         |
| Tanzania, United Rep. of /W40           | 2323          | 141.4   | 43.9       |        | Jul-21         |                   | 22              | 23                 |        | Oct-21         |
| Thailand /W40                           | 35.97         | 136.9   | 41.1       | Y      | Nov-22         | FMR               | 22              | 23                 |        | Jul-19         |
| Timor-Leste /W40                        | 1             | 144.0   | 48.7       |        | Mar-22         |                   | 15              | 16                 |        | Jul-11         |
| Togo                                    | 637.656       | 142.3   | 49.0       |        | Jul-21         |                   | 17              | 18                 |        | Jun-19         |
| Tonga                                   | 2.346         | 136.5   | 37.2       |        | Nov-21         |                   | 9               | 10                 |        | Jan-09         |
| Trinidad and Tobago                     | 6.752         | 139.0   | 42.7       |        | Jul-22         |                   | 20              | 21                 |        | Aug-21         |
| Tunisia                                 | 3.183         | 134.7   | 36.1       |        | Nov-21         |                   | 16              | 17                 |        | Nov-19         |
| Türkiye, Ankara /W40                    | 18.538        | 114.4   | 17.6       |        | Oct-21         |                   | 16              | 17                 |        | Oct-21         |
| Türkiye, Gebze /W40 19/                 | 18.538        | 120.3   | 23.7       |        | Oct-21         |                   | 17              | 18                 |        | Oct-21         |
| Türkiye, Istanbul /W40 15/              | 18.538        | 120.3   | 23.7       |        | Oct-21         |                   | 17              | 18                 |        | Oct-21         |
| Turkmenistan                            | 3.5           | 197.9   | 97.9       | Y      | Nov-22         | FMR               | 8               | 9                  |        | Oct-21         |
| Tuvalu 11/                              | 1.497         | 142.5   | 49.4       |        | Jul-22         |                   | 0               | 0                  |        | Jan-00         |
| Uganda /W40                             | 3757.46       | 134.9   | 35.1       |        | Mar-22         |                   | 24              | 25                 |        | May-14         |
| Ukraine                                 | 37            | 131.9   | 37.7       |        | Nov-21         |                   | 16              | 17                 |        | Aug-19         |
| United Arab Emirates                    | 3.673         | 172.6   | 72.6       | Y      | Nov-22         | FMR               | 32              | 34                 |        | Aug-11         |
| United Kingdom                          | 0.852         | 163.0   | 59.1       | Y      | Nov-22         | ER                | 29              | 31                 |        | Aug-22         |
| USA, El Paso 20/                        | 1             | 160.0   | 56.9       |        | Aug-22         |                   | 13              | 14                 |        | Aug-22         |
| USA, Miami 7/                           | 1             | 161.4   | 58.3       |        | Aug-22         |                   | 25              | 27                 |        | Aug-22         |
| USA, New York                           | 1             | 183.5   | 73.8       |        | Feb-22         |                   | 28              | 30                 |        | Apr-11         |
| USA, San Diego 21/                      | 1             | 179.7   | 75.1       |        | Aug-22         |                   | 29              | 31                 |        | Aug-22         |
| USA, San Francisco 8/                   | 1             | 187.8   | 83.1       |        | Aug-22         |                   | 29              | 31                 |        | Aug-22         |
| USA, Seattle 18/                        | 1             | 163.2   | 60.0       |        | Aug-22         |                   | 25              | 27                 |        | Aug-22         |
| USA, Washington D.C.                    | 1             | 167.1   | 63.9       |        | Aug-22         |                   | 27              | 29                 |        | Apr-11         |
| Uruguay                                 | 39.89         | 150.0   | 50.0       | Y      | Nov-22         | FMR               | 27              | 29                 |        | May-22         |
| Uzbekistan /W40                         | 11145         | 129.8   | 30.6       |        | Mar-22         |                   | 17              | 18                 |        | Jun-21         |
| Vanuatu                                 | 118.24        | 143.7   | 49.7       |        | Jul-21         |                   | 15              | 16                 |        | Aug-12         |
| Venezuela /W40 10/                      | 8.829         | 82.8  | 62.4       |        | Mar-18         |                   | 27              | 29                 |        | Aug-12         |
| Vietnam /W40                            | 24815         | 131.0   | 34.4       |        | Mar-22         |                   | 19              | 20                 |        | Mar-22         |
| West Bank & the Gaza Strip, The /W40 9/ | 3.418         | 163.3   | 69.7       |        | Nov-21         |                   | 21              | 22                 |        | Sep-13         |
| Yemen, Republic of 28/                  | 542.23        | 131.1   | 31.1       |        | Jul-22         |                   | 20              | 21                 |        | Jul-22         |
| Zambia                                  | 16.38         | 134.9   | 34.9       |        | Jul-22         |                   | 23              | 24                 |        | Feb-20         |
| Zimbabwe /W40 25/                       | 620.464       | 128.8   | 33.0       |        | Mar-22         |                   | 16              | 17                 |        | Dec-18         |



**XV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 November 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 0.8711 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 0.9656.
- 8/ New York PAI x 1.0234.
- 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/ Türkiye, Ankara PAI x 1.051.
- 16/ Bahamas PAI x 1.082.
- 17/ Jamaica PAI x 1.013.
- 18/ Washington D.C. x 0.9763.
- 19/ Same post adjustment classification/rental threshold as for Istanbul Türkiye.
- 20/ Washington D.C. x 0.9574.
- 21/ New York x 0.9790.
- 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.
- 28/ Oman PAI x 0.9528.

**XIV. 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<br>populaire lao                    | Lao People's Democratic Republic<br>(the)                      |
| Les Îles Cook                          | Cook Islands                              | République dominicaine                                      | Dominican Republic (the)                                       |
| Lesotho                                | Lesotho                                   | République populaire<br>démocratique de Corée               | Democratic People's Republic of<br>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-<br>Bretagne et d'Irlande du<br>Nord* | United Kingdom of Great Britain<br>and Northern Ireland (the)* |
| Luxembourg*                            | Luxembourg*                               | Rwanda  | Rwanda   |
| Macédoine du Nord, la<br>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-<br>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                                 | Tadjikistan   | 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   | Türkiye  |
| 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<br>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<br>Congo    | Democratic Republic of the<br>Congo (the) | * Lieu d'affectation du<br>groupe 1                         | * Group 1 duty station   |