



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/576

Approved by:  
Larbi Djacta, Chairman

Date:  
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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 December 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 décembre 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.
  - Multi* - 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 December 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. Discontinuation of special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of all duty stations**

2. 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.

**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 December 2022**

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>
Fiji	Place-to-place	July 2022
Guatemala	Place-to-place	July 2022
Honduras	Place-to-place	July 2022
Malawi	Place-to-place	July 2022
Philippines	Place-to-place	July 2022
Russian Federation	Place-to-place	July 2022
Seychelles	Place-to-place	July 2022
Solomon Islands	Place-to-place	July 2022
Tunisia	Place-to-place	June 2022
Vanuatu	Place-to-place	July 2022

## **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, 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.

6. 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**.

7. 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 December 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 December 2022**

Duty station	Existing PAM	Existing pay index	Updated Survey PAI	Updated Survey PAI plus 3%	Revised PAM	PTA
		(2) + 100		(4) x 1.03		(2) - (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Russian Federation	66.4	166.4	146.2	150.6	50.6	15.8
Seychelles	63.2	163.2	150.3	154.8	54.8	8.4
Tunisia	36.1	136.1	129.0	132.8	32.8	3.3

### **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 provides a summary of all PTAs in effect as of 1 December 2022.

9. 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 to an 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 for all staff.



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

Duty Station	Existing PTA	PTA starting date	All staff eligible from
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
Russian Federation	15.8	1 December 2022	1 December 2022
Samoa	5.5	1 November 2022	1 November 2022
Seychelles	8.4	1 December 2022	1 December 2022
Singapore	7.9	1 September 2022	1 September 2022
Thailand	4.8	1 September 2022	1 September 2022
Tunisia	3.3	1 December 2022	1 December 2022
Zimbabwe	21.8	1 February 2020	1 April 2020

#### **IX. One Month Rule**

10. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **Argentina, 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 resulted in higher multiplier for **Sri Lanka** but did not change multipliers for **Argentina** and **Türkiye** due to the offsetting impact of the significant devaluation of their currencies relative to the U.S dollar.

#### **X. W40 Measure**

11. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **Honduras** and **Seychelles**, effective 1 December 2022.

#### **XI. Revised post adjustment multiplier for linked cities**

12. A revised post adjustment multiplier for **Cook Islands** and **Palau, Republic of** have been established, effective 1 December 2022, as listed in the attached Consolidated Post Adjustment Circular, based on a new cost-of-living surveys in Philippines, Solomon Islands and Vanuatu.

**XII CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	87.48	138.4	41.7		Mar-22		9	10		Jul-06
Albania	109.01	133.3	31.0		Nov-22		19	20		Nov-22
Algeria /W40	137.046	141.4	40.7		Nov-22		20	21		Apr-21
Angola /W40	504.734	169.6	85.1		Jul-22		17	18		Sep-22
Anguilla /W40 14/	2.7	150.2	51.8		Nov-22		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	150.2	51.8		Nov-22		23	24		Oct-17
Argentina	171.745	138.4	41.7		Nov-21		25	26		Jan-22
Armenia	391.7	139.9	39.7		Nov-22		20	21		Nov-19
Aruba 12/	1.79	169.7	67.1		Nov-22		29	31		Aug-22
Australia	1.451	139.4	32.9	Y	Dec-22	ER	24	25		Oct-19
Austria	0.938	148.6	44.4	Y	Dec-22	ER	19	20		Aug-22
Azerbaijan	1.694	143.6	43.4		Nov-22		14	15		Feb-22
Bahamas	1	176.9	76.1		Nov-22		30	32		Sep-22
Bahrain	0.377	155.9	55.6		Sep-22		22	23		Sep-22
Bangladesh /W40	101	142.2	46.0		Mar-22		17	18		Sep-21
Barbados /W40	2	161.1	60.9		Nov-22		20	21		Jul-22
Belarus	2.478	148.9	48.8		Nov-22		18	19		Oct-22
Belgium	0.938	145.6	33.5	Y	Dec-22	ER	17	18		Feb-15
Belize	2	149.0	48.6		Nov-22		16	17		Nov-22
Benin /W40	615.402	140.0	44.2		Nov-22		18	19		Jul-22
Bermuda 16/	1	191.4	90.6		Nov-22		35	37		Dec-17
Bhutan	82.8	132.6	34.1		Mar-22		13	14		Aug-20
Bolivia	6.852	129.2	29.8		Mar-22		17	18		Mar-22
Bonaire /W40 14/	1	150.2	51.8		Nov-22		23	24		Oct-17
Bosnia and Herzegovina /W40	1.835	126.1	25.7		Jul-21		13	14		Jun-19
Botswana	12.953	124.5	28.7		Jul-21		19	20		Jun-19
Brazil /W40	5.261	131.5	29.9		Nov-22		19	20		Feb-21
British Virgin Islands /W40	1	151.9	51.7		Nov-22		22	23		Jun-19
Bulgaria	1.835	124.0	15.8	Y	Dec-22	ER	16	17		Feb-15
Burkina Faso /W40	615.402	131.3	33.4		Nov-22		14	15		Feb-21
Burundi /W40	2043.123	147.7	47.5		Nov-22		14	15		Jul-22
Cambodia	4130	137.7	38.5		Mar-22		23	24		Mar-21
Cameroon /W40	615.402	138.9	40.1		Nov-22		15	16		Jul-15
Canada, Montreal	1.353	151.3	47.7	Y	Dec-22	ER	18	19		Aug-22
Canada, Ottawa	1.353	161.6	57.8	Y	Dec-22	L	20	21		Aug-22
Canada, Toronto	1.353	169.1	65.1	Y	Dec-22	L	20	21		May-17
Cape Verde	103.448	144.4	42.4		Nov-22		23	24		Nov-22
Cayman Islands 17/	0.82	156.1	56.0		Nov-22		24	25		Dec-17
Central African Rep. /W40	615.402	152.8	56.4		Nov-22		17	18		Nov-17

**XII CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Chad /W40	615.402	154.3	57.3		Jul-21		16	17		Dec-19
Chile /W40	852	128.1	28.3		Nov-22		19	20		Aug-19
China, Beijing	6.94	168.4	76.6		Mar-22		25	27		Feb-22
China, Hong Kong (SAR)	7.773	215.1	114.3	Y	Dec-22	ER	19	20		Jun-12
China, Macao (SAR)	8.007	152.3	55.6		Nov-22		21	22		Jul-18
Colombia	4795	122.8	29.3		Mar-22		20	21		Oct-20
Comoros	461.552	140.5	39.5		Apr-22		14	15		Apr-19
Congo /W40	615.402	148.1	54.6		Apr-22		7	7		Sep-19
Congo, Dem. Rep. /W40	1987.069	157.7	58.7		Mar-22		25	27		Sep-19
Cook Islands 4/	1.535	152.4	53.2	Y	Dec-22	PP	22	23		Oct-19
Costa Rica	580.88	138.6	36.7		Nov-22		22	23		Oct-19
Cote d Ivoire	615.402	154.2	56.1		Jan-22		21	22		Jan-22
Croatia, Republic of	7.073	141.8	35.5	Y	Dec-22	ER	8	9		Aug-19
Cuba	24	156.8	57.8		Mar-22		25	27		Mar-21
Cyprus	0.938	129.6	18.2	Y	Dec-22	ER	18	19		Jun-19
Czech Republic	22.8	155.4	43.3	Y	Dec-22	ER	21	22		Sep-06
Denmark	6.979	169.7	56.2	Y	Dec-22	ER	25	27		Jun-19
Djibouti /W40	177	148.9	50.4		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	150.2	51.8		Nov-22		23	24		Oct-17
Dominican Republic	54.716	137.2	37.5		Nov-22		22	23		Nov-22
Ecuador	1	131.2	35.8		Mar-22		20	21		Oct-22
Egypt /W40	24.592	127.9	36.0		Mar-22		20	21		Sep-22
El Salvador	1	132.6	32.9		Jul-22		23	24		Dec-21
Equatorial Guinea /W40	615.402	143.7	46.2		Oct-21		18	19		Oct-21
Eritrea	15	151.7	53.6		Mar-22		11	12		Dec-17
Estonia	0.938	144.2	39.8		Nov-22		18	19		Feb-01
Eswatini	17.351	118.3	22.6		Mar-22		11	12		Sep-03
Ethiopia /W40	53.174	156.3	55.6		Nov-22		25	27		Feb-22
Fiji /W40	2.2	139.9	39.9	Y	Dec-22	PP	20	21		Sep-11
Finland	0.938	140.0	33.1	Y	Dec-22	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.938	150.7	48.3	Y	Dec-22	L	19	20		Aug-22
France, Paris	0.938	154.3	51.8	Y	Dec-22	ER	25	27		Aug-22
French Guiana	0.938	134.1	31.0	Y	Dec-22	ER	0	0		Jan-00
Gabon /W40	615.402	148.9	54.4		Mar-22		18	19		Jun-19
Gambia	61.14	137.4	40.6		Mar-22		17	18		Oct-21
Georgia, Republic of	2.685	125.3	24.8		Nov-22		18	19		Jul-22
Germany, Berlin	0.938	139.5	32.0	Y	Dec-22	L	24	25		May-19
Germany, Bonn	0.938	133.9	26.7	Y	Dec-22	ER	20	21		May-19
Germany, Dresden	0.938	133.9	26.7	Y	Dec-22	A	19	20		May-19

**XII CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Frankfurt	0.938	139.2	31.7	Y	Dec-22	L	21	22		Aug-20
Germany, Hamburg	0.938	141.1	33.5	Y	Dec-22	L	21	22		May-19
Germany, Munich	0.938	145.1	37.3	Y	Dec-22	L	20	21		May-19
Ghana /W40	11	129.7	48.1		Jul-21		24	25		Nov-22
Gibraltar 1/	0.804	174.4	67.6	Y	Dec-22	A	29	31		Aug-22
Greece	0.938	129.2	20.3	Y	Dec-22	ER	17	18		May-19
Grenada /W40 14/	2.7	150.2	51.8		Nov-22		23	24		Oct-17
Guatemala /W40	7.87	137.9	37.9	Y	Dec-22	PP	16	17		Jan-09
Guinea /W40	8543.03	152.8	53.7		Nov-22		19	20		Dec-21
Guinea Bissau	615.402	151.7	50.1		Nov-22		13	14		Nov-15
Guyana /W40	208.4	152.3	51.8		Nov-22		17	18		Aug-21
Haiti	141.74	148.0	71.4		Nov-20		24	25		Aug-19
Honduras /W40	24.478	136.0	39.9		Nov-22		22	23	Y	Dec-22
Hungary	383.96	129.2	19.3	Y	Dec-22	ER	19	20		May-19
Iceland	141.67	132.0	23.6	Y	Dec-22	ER	0	0		Jan-00
India /W40	82.8	132.7	35.7		Sep-21		22	23		Dec-19
Indonesia /W40	15655	136.4	36.7		Nov-22		23	24		Dec-21
Iran	286676	140.8	45.2		Jul-21		30	32		Jun-20
Iraq	1450	128.0	32.5		Nov-19		14	15		May-02
Ireland	0.938	155.3	44.2	Y	Dec-22	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.389	173.3	79.3		Nov-21		25	27		Nov-19
Italy, Brindisi	0.938	127.4	22.6	Y	Dec-22	L	10	11		Nov-99
Italy, Rome	0.938	133.5	28.4	Y	Dec-22	ER	21	22		Aug-22
Jamaica /W40	153.47	154.1	54.0		Nov-22		25	27		Apr-21
Japan, Hiroshima	134.87	143.5	35.5	Y	Dec-22	L	13	14		Sep-19
Japan, Tokyo	134.87	164.6	55.4	Y	Dec-22	ER	22	23		Sep-19
Jerusalem /W40	3.389	164.1	69.7		Nov-21		25	27		Nov-19
Jordan /W40	0.708	137.8	41.8		Sep-22		18	19		Sep-22
Kazakhstan	468.95	127.1	27.8		Nov-21		18	19		Sep-17
Kenya /W40	122.74	135.9	42.1		Jul-21		25	26		May-22
Kiribati	1.451	140.8	51.3		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	110	154.2	55.6		Mar-22		10	11		Sep-15
Korea, Republic of /W40	1302.73	152.7	68.0		Nov-22		17	18		Nov-19
Kuwait /W40	0.307	143.4	46.9		Nov-22		21	22		Sep-21
Kyrgyzstan	84	134.2	34.2		Jul-22		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	17363	130.4	33.5		Jul-21		13	14		Oct-03
Latvia 23/	0.938	147.6	57.6		Nov-22		18	19		Nov-19
Lebanon /W40	30600	146.6	121.5		Oct-22		22	23		Sep-11
Lesotho	17.351	133.0	36.1		Nov-22		14	15		Jan-11

**XII CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Liberia	153.412	152.3	54.1		Nov-21		19	20		Jun-10
Libya /W40 27/	4.847	132.7	37.6		Nov-22		19	20		Jun-21
Lithuania	0.938	135.9	33.7		Nov-22		17	18		Dec-03
Luxembourg	0.938	149.5	41.6	Y	Dec-22	ER	17	18		Dec-17
Madagascar /W40	4383.52	134.4	36.7		Jul-21		23	24		Jul-21
Malawi	1036.249	140.7	43.0		Mar-22		18	19	Y	Dec-22
Malaysia /W40	4.426	141.8	46.1		Jul-21		19	20		Dec-19
Maldives	15	144.0	50.5		Mar-22		23	24		Jun-20
Mali /W40	615.402	147.9	49.0		Nov-22		13	14		Sep-20
Malta	0.938	134.2	26.4	Y	Dec-22	ER	14	15		Oct-06
Marshall Islands 2/	1	152.8	54.4		Jul-22		21	22		Jul-19
Mauritania /W40	37.68	139.0	38.6		Apr-22		13	14		Apr-22
Mauritius	43.523	134.6	34.9		Mar-20		18	19		Sep-21
Mexico /W40	19.67	145.6	46.9		Nov-22		21	22		Jul-19
Micronesia, Fed States of 2/	1	152.8	54.4		Jul-22		23	24		Feb-07
Moldova	19.26	142.2	42.3		Nov-22		21	22		Oct-21
Monaco 3/	0.938	154.3	51.8	Y	Dec-22	A	25	27		Aug-22
Mongolia	3420	138.0	42.7		Mar-22		19	20		Oct-22
Montenegro	0.938	130.3	29.6		Jul-21		20	21		May-21
Morocco	10.479	128.8	34.8		Nov-22		21	22		May-21
Mozambique /W40	63.25	138.2	38.4		Mar-22		26	28		Sep-21
Myanmar /W40	2100	134.9	38.7		Mar-21		25	27		Dec-17
Namibia	17.351	126.4	31.5		Mar-22		14	15		Jul-22
Nepal /W40	132.484	129.4	30.8		Nov-22		12	13		Jan-14
Netherlands	0.938	150.2	46.6	Y	Dec-22	ER	24	25		Oct-19
New Caledonia	111.954	139.6	46.2		Jul-21		16	17		Sep-05
New Zealand 26/	1.535	141.2	50.2		Nov-22		24	25		Dec-20
Nicaragua	36.047	126.1	34.1		Jul-21		20	21		Oct-21
Niger /W40	615.402	129.6	35.1		Dec-21		10	11		Mar-09
Nigeria /W40	444.6	151.4	50.8		Nov-22		24	25		Sep-21
The Republic of North Macedonia /W40	57.655	133.9	32.6		Nov-22		20	21		Apr-22
Norway	9.76	146.4	36.6	Y	Dec-22	ER	20	21		Jul-19
Oman	0.385	137.8	37.6		Jul-22		21	22		Jul-22
Pakistan /W40	224.75	133.2	34.9		Mar-22		17	18		Jul-22
Palau, Republic of 4/	1	152.4	53.2	Y	Dec-22	PP	0	0		Jan-00
Panama /W40	1	140.4	41.9		Jul-22		24	25		Aug-18
Papua New Guinea /W40	3.521	171.9	71.5		Mar-22		30	32		Feb-18
Paraguay /W40	7160	129.9	30.8		Jul-22		17	18		Aug-20
Peru /W40	3.827	136.6	36.6		Nov-22		21	22		Aug-17

**XII CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Philippines /W40	55.89	144.1	48.2		Jul-21		22	23		Oct-18
Poland	4.402	122.7	13.4	Y	Dec-22	ER	20	21		May-19
Portugal, Guimaraes	0.938	111.6	11.0	Y	Dec-22	L	0	0		Jan-00
Portugal, Lisbon	0.938	136.0	35.2	Y	Dec-22	ER	20	21		Jan-05
Puerto Rico 13/	1	137.2	37.5		Nov-22		22	23		Nov-22
Qatar	3.672	159.4	59.6		Mar-22		28	30		Oct-19
Romania	4.623	120.5	13.5	Y	Dec-22	ER	22	23		May-19
Russian Federation /W40	63.136	146.2	50.6	Y	Dec-22	GCM	17	18	Y	Dec-22
Rwanda	1051.221	135.4	36.2		Jul-22		17	18		Oct-22
Saint Helena 5/	0.804	151.9	53.8		Nov-22		13	14		Aug-22
St. Lucia	2.7	150.6	50.7		Mar-22		18	19		Mar-21
Samoa	2.674	139.5	41.9		Nov-22		17	18		Feb-21
Sao Tome and Principe	23.299	156.0	52.8		Nov-22		22	23		Nov-22
Saudi Arabia /W40	3.759	149.8	50.4		Nov-21		21	22		Nov-17
Senegal /W40	615.402	138.0	39.6		Sep-21		18	19		Sep-21
Serbia	110.027	131.5	33.0		Jul-21		17	18		Apr-22
Seychelles /W40	13.175	150.3	54.8	Y	Dec-22	GCM	18	19	Y	Dec-22
Sierra Leone /W40	18.45	147.0	52.4		May-22		19	20		May-18
Singapore	1.344	167.9	69.4		Nov-22		23	24		Jul-19
Slovak Republic	0.938	132.9	22.8	Y	Dec-22	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.938	135.5	29.8	Y	Dec-22	ER	14	15		Jan-20
Solomon Islands /W40	8.157	159.7	59.7	Y	Dec-22	PP	18	19		Dec-07
Somalia 6/	24300	146.1	48.9		Nov-22		19	20		Feb-22
South Africa /W40	17.351	124.3	31.9		Nov-22		22	23		Jun-21
South Sudan, Republic of /W40	663.32	155.5	58.7		Mar-21		14	15		Sep-17
Spain	0.938	132.5	32.4	Y	Dec-22	ER	22	23		Aug-22
Sri Lanka /W40	362.22	134.5	34.5	Y	Dec-22	OMR	22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	150.2	51.8		Nov-22		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	150.2	51.8		Nov-22		23	24		Oct-17

**XII CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 2022

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Sudan /W40	578	160.8	72.4		Feb-21		22	23		Nov-19
Suriname	31.688	122.4	38.1		Jul-20		16	17		Oct-12
Sweden	10.177	144.4	34.2	Y	Dec-22	ER	26	28		Aug-19
Switzerland	0.924	180.8	80.0	Y	Dec-22	ER	22	23		Aug-22
Syrian Arab Republic 10/	3000	102.4	27.6		Jul-19		20	21		Jun-12
Tajikistan	10.269	136.7	36.5		Nov-22		13	14		Feb-22
Tanzania, United Rep. of /W40	2326.84	141.7	43.9		Jul-21		22	23		Oct-21
Thailand /W40	34.56	139.4	41.1		Nov-22		22	23		Jul-19
Timor-Leste /W40	1	144.3	48.7		Mar-22		15	16		Jul-11
Togo	615.402	144.6	49.0		Jul-21		17	18		Jun-19
Tonga	2.353	136.7	37.2		Nov-21		9	10		Jan-09
Trinidad and Tobago	6.746	139.3	42.7		Jul-22		20	21		Aug-21
Tunisia	3.14	129.0	32.8	Y	Dec-22	GCM	15	16	Y	Dec-22
Türkiye, Ankara /W40	18.633	115.2	17.6		Oct-21		16	17		Oct-21
Türkiye, Gebze /W40 19/	18.633	121.1	23.7		Oct-21		17	18		Oct-21
Türkiye, Istanbul /W40 15/	18.633	121.1	23.7		Oct-21		17	18		Oct-21
Turkmenistan	3.5	198.9	97.9		Nov-22		8	9		Oct-21
Tuvalu 11/	1.451	146.0	49.4		Jul-22		0	0		Jan-00
Uganda /W40	3690.67	135.4	35.1		Mar-22		24	25		May-14
Ukraine	37	133.0	37.7		Nov-21		16	17		Aug-19
United Arab Emirates	3.673	173.3	72.6		Nov-22		32	34		Aug-11
United Kingdom	0.804	174.4	67.6	Y	Dec-22	ER	29	31		Aug-22
USA, El Paso 20/	1	162.4	56.9		Aug-22		13	14		Aug-22
USA, Miami 7/	1	163.8	58.3		Aug-22		25	27		Aug-22
USA, New York	1	184.2	73.8		Feb-22		28	30		Apr-11
USA, San Diego 21/	1	180.3	75.1		Aug-22		29	31		Aug-22
USA, San Francisco 8/	1	188.5	83.1		Aug-22		29	31		Aug-22
USA, Seattle 18/	1	165.6	60.0		Aug-22		25	27		Aug-22
USA, Washington D.C.	1	169.7	63.9		Aug-22		27	29		Apr-11
Uruguay	38.525	151.3	50.0		Nov-22		27	29		May-22
Uzbekistan /W40	11245	130.0	30.6		Mar-22		17	18		Jun-21
Vanuatu	114.83	150.1	50.1	Y	Dec-22	PP	15	16		Aug-12
Venezuela /W40 10/	13.596	83.0	62.4		Mar-18		27	29		Aug-12
Vietnam /W40	23624	133.1	34.4		Mar-22		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.389	164.1	69.7		Nov-21		21	22		Sep-13
Yemen, Republic of 28/	541.75	131.3	31.1		Jul-22		20	21		Jul-22
Zambia	17.44	133.0	34.9		Jul-22		23	24		Feb-20
Zimbabwe /W40 25/	645.414	129.0	33.0		Mar-22		16	17		Dec-18

**XII CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 2022

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

NOTES:

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

- 1/ Same post adjustment classification as for London, United Kingdom.
- 2/ Average PAM of Fiji, Papua New Guinea, Samoa and Solomon Islands until results of a new P/P survey are implemented.
- 3/ Same post adjustment classification/rental threshold as for Paris, France.
- 4/ Average PAM of Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.
- 5/ London PAI x 0.8711 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.



**XIII. 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	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 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