



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/577

Approved by:
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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 January 2023**, 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 janvier 2023** 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. Consolidation of post adjustment into base salary

1. The General Assembly, by resolution A/RES/77/256, approved a revised base/floor salary scale for staff in the Professional and higher categories effective 1 January 2023. The revised scale has been implemented in conjunction with a consolidation of 2.28 per cent of post adjustment into net base salary on a no gain/no loss basis. This means that the net base salary is increased by 2.28 per cent and post adjustment indices and multipliers at all duty stations are reduced by the same rate, effective the same date. Multipliers before and after consolidation of 2.28 per cent of post adjustment into net base salary are provided in Annex I. The methodology for implementing the consolidation is outlined in Annex II.

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

2. 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 January 2023 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.

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 January 2023

Duty station	Type of survey	Date of survey
Argentina	Housing	August 2022
Armenia	Place-to-place	August 2022
Chad	Place-to-place	July 2022
China, Beijing	Housing	August 2022
Costa Rica	Place-to-place	June 2022
Eswatini	Housing	August 2022
Guinea, Conakry	Housing	August 2022
Jerusalem	Place-to-place	August 2022
Madagascar	Place-to-place	August 2022
Montenegro	Place-to-place	August 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:

- 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 January 2023) 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 January 2023

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)
Jerusalem	65.9	165.9	158.1	162.8	62.8	3.1
Madagascar	33.7	133.7	126.6	130.4	30.4	3.3

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. The **PTA became effective** for the **Jerusalem-Jerusalem** and **Madagascar** due to **low survey results** implemented in **January 2023**. Table 3 provides a summary of all PTAs in effect as of 1 January 2023.

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 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 to all staff.

11. Owing to the consolidation of the base/floor salary scale for staff in the Professional and higher categories in January 2023 as described above, the existing Personal Transitional Allowances (PTAs) are adjusted as shown in Table 3 effective 1 January 2023, in accordance with the provisions of the special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group II duty stations (ICSC/CIRC/GEN/05/2020).

12. It should be noted that the PTA is supposed to be paid **in addition to** the regular post adjustment multiplier and thus should be taken into account in determining all other entitlements ordinarily affected by post adjustment, such as rental subsidy, settling-in grant, spousal allowance etc.

Table 3: Summary of personal transitional allowances (PTAs), as of 1 January 2023

Duty Station	Existing PTA	New PTA	Difference	PTA starting date	All staff eligible from
Burkina Faso	3.1	3.1	0.0	1 November 2022	1 November 2022
Central African Rep.	8.2	8.0	-0.2	1 September 2022	1 September 2022
Chile	10.3	10.1	-0.2	1 September 2022	1 September 2022
Comoros	8.9	8.7	-0.2	1 April 2022	1 April 2022
Congo, Brazzaville	9.0	8.8	-0.2	1 April 2022	1 April 2022
Gabon	7.8	7.6	-0.2	1 March 2022	1 March 2022
Jerusalem, Jerusalem	NA	3.1	NA	1 January 2023	1 January 2023
Jordan	4.2	4.1	-0.1	1 September 2022	1 September 2022
Madagascar	NA	3.3	NA	1 January 2023	1 January 2023
Maldives	3.1	3.1	0.0	1 June 2020	1 June 2020
Mexico	1.9	1.9	0.0	1 December 2021	1 December 2021
Niger	6.1	6.0	-0.1	1 December 2021	1 December 2021
Qatar	10.8	10.6	-0.2	1 October 2019	1 April 2020
Russian Federation	15.8	15.5	-0.3	1 December 2022	1 December 2022
Samoa	5.5	5.4	-0.1	1 November 2022	1 November 2022
Seychelles	8.4	8.2	-0.2	1 December 2022	1 December 2022
Singapore	7.9	7.7	-0.2	1 September 2022	1 September 2022
Thailand	4.8	4.6	-0.2	1 September 2022	1 September 2022
Tunisia	3.3	3.3	0.0	1 December 2022	1 December 2022
Zimbabwe	21.8	21.3	-0.5	1 February 2020	1 April 2020

X. One Month Rule

13. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **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 for **Türkiye** due to the offsetting impact of the significant devaluation of its currency relative to the US dollar.

XI. W40 Measure

14. The waiver of the 40 per cent of rent limit on rental subsidies **is no longer applicable** for **Madagascar**, effective 1 January 2023.

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Effective 1 January 2023

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	88.73	135.8	38.5		Mar-22		9	10		Jul-06
Albania	109.71	130.6	28.1		Nov-22		19	20		Nov-22
Algeria /W40	136.414	138.9	37.6		Nov-22		20	21		Apr-21
Angola /W40	503.865	166.2	81.0		Jul-22		17	18		Sep-22
Anguilla /W40 14/	2.7	147.2	48.4		Nov-22		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	147.2	48.4		Nov-22		23	24		Oct-17
Argentina	180.682	136.3	38.5		Nov-21		23	24	Y	Jan-23
Armenia	393	135.4	36.6		Nov-22		20	21		Nov-19
Aruba 12/	1.79	165.1	63.4		Nov-22		29	31		Aug-22
Australia	1.448	137.1	30.1	Y	Jan-23	ER	24	25		Oct-19
Austria	0.929	146.0	42.4	Y	Jan-23	ER	19	20		Aug-22
Azerbaijan	1.693	141.6	40.2		Nov-22		14	15		Feb-22
Bahamas	1	173.6	72.2		Nov-22		30	32		Sep-22
Bahrain	0.377	153.0	52.1		Sep-22		22	23		Sep-22
Bangladesh /W40	102	139.0	42.7		Mar-22		17	18		Sep-21
Barbados /W40	2	157.9	57.3		Nov-22		20	21		Jul-22
Belarus	2.71	143.2	45.5		Nov-22		18	19		Oct-22
Belgium	0.929	144.7	31.7	Y	Jan-23	ER	17	18		Feb-15
Belize	2	146.1	45.3		Nov-22		16	17		Nov-22
Benin /W40	609.286	137.6	41.0		Nov-22		18	19		Jul-22
Bermuda 16/	1	187.8	86.4		Nov-22		35	37		Dec-17
Bhutan	81.57	130.3	31.1		Mar-22		13	14		Aug-20
Bolivia	6.853	126.6	26.9		Mar-22		17	18		Mar-22
Bonaire /W40 14/	1	147.2	48.4		Nov-22		23	24		Oct-17
Bosnia and Herzegovina /W40	1.817	124.4	22.9		Jul-21		13	14		Jun-19
Botswana	12.723	123.0	25.8		Jul-21		19	20		Jun-19
Brazil /W40	5.199	129.4	27.0		Nov-22		19	20		Feb-21
British Virgin Islands /W40	1	148.7	48.3		Nov-22		22	23		Jun-19
Bulgaria	1.817	122.4	14.0	Y	Jan-23	ER	16	17		Feb-15
Burkina Faso /W40	609.286	129.1	30.4		Nov-22		14	15		Feb-21
Burundi /W40	2048.45	144.9	44.2		Nov-22		14	15		Jul-22
Cambodia	4110	134.9	35.4		Mar-22		23	24		Mar-21
Cameroon /W40	609.286	136.9	37.0		Nov-22		15	16		Jul-15
Canada, Montreal	1.342	149.2	45.5	Y	Jan-23	ER	18	19		Aug-22
Canada, Ottawa	1.342	159.4	55.5	Y	Jan-23	L	20	21		Aug-22
Canada, Toronto	1.342	166.8	62.7	Y	Jan-23	L	20	21		May-17
Cape Verde	102.42	141.9	39.2		Nov-22		23	24		Nov-22
Cayman Islands 17/	0.82	153.1	52.5		Nov-22		24	25		Dec-17
Central African Rep. /W40	609.286	150.1	52.9		Nov-22		17	18		Nov-17

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Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Chad /W40	609.286	151.0	53.8		Jul-21		16	17		Dec-19
Chile /W40	824	127.5	25.4		Nov-22		19	20		Aug-19
China, Beijing	6.771	165.1	72.7		Mar-22		25	27		Feb-22
China, Hong Kong (SAR)	7.811	209.9	108.6	Y	Jan-23	ER	19	20		Jun-12
China, Macao (SAR)	8.046	148.8	52.1		Nov-22		21	22		Jul-18
Colombia	4758	120.5	26.4		Mar-22		20	21		Oct-20
Comoros	456.964	138.1	36.4		Apr-22		14	15		Apr-19
Congo /W40	609.286	145.4	51.2		Apr-22		7	7		Sep-19
Congo, Dem. Rep. /W40	1995.868	154.5	55.2		Mar-22		25	27		Sep-19
Cook Islands 4/	1.573	149.8	49.8		Dec-22		22	23		Oct-19
Costa Rica	581.42	136.2	36.2	Y	Jan-23	PP	23	24	Y	Jan-23
Cote d Ivoire	609.286	151.7	52.6		Jan-22		21	22		Jan-22
Croatia, Republic of	0.929	139.8	33.5	Y	Jan-23	ER	8	9		Aug-19
Cuba	24	153.5	54.3		Mar-22		25	27		Mar-21
Cyprus	0.929	126.4	16.5	Y	Jan-23	ER	18	19		Jun-19
Czech Republic	22.32	154.9	42.7	Y	Jan-23	ER	21	22		Sep-06
Denmark	6.908	170.3	54.1	Y	Jan-23	ER	25	27		Jun-19
Djibouti /W40	177	145.8	47.0		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	147.2	48.4		Nov-22		23	24		Oct-17
Dominican Republic	56.042	133.6	34.4		Nov-22		22	23		Nov-22
Ecuador	1	128.5	32.8		Mar-22		20	21		Oct-22
Egypt /W40	29.75	121.4	33.0		Mar-22		20	21		Sep-22
El Salvador	1	129.9	29.9		Jul-22		23	24		Dec-21
Equatorial Guinea /W40	609.286	141.3	42.9		Oct-21		18	19		Oct-21
Eritrea	15	148.7	50.2		Mar-22		11	12		Dec-17
Estonia	0.929	142.1	36.7		Nov-22		18	19		Feb-01
Eswatini	16.961	116.9	19.9		Mar-22		11	12		Sep-03
Ethiopia /W40	53.335	153.6	52.1		Nov-22		25	27		Feb-22
Fiji /W40	2.16	138.0	36.8		Dec-22		20	21		Sep-11
Finland	0.929	138.3	31.2	Y	Jan-23	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.929	148.5	46.2	Y	Jan-23	L	19	20		Aug-22
France, Paris	0.929	152.0	49.7	Y	Jan-23	ER	25	27		Aug-22
French Guiana	0.929	132.1	29.2	Y	Jan-23	ER	0	0		Jan-00
Gabon /W40	609.286	146.4	51.0		Mar-22		18	19		Jun-19
Gambia	61	134.8	37.5		Mar-22		17	18		Oct-21
Georgia, Republic of	2.674	122.8	22.0		Nov-22		18	19		Jul-22
Germany, Berlin	0.929	140.3	30.2	Y	Jan-23	L	24	25		May-19
Germany, Bonn	0.929	134.7	24.9	Y	Jan-23	ER	20	21		May-19
Germany, Dresden	0.929	134.7	24.9	Y	Jan-23	A	19	20		May-19

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Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Frankfurt	0.929	140.0	29.9	Y	Jan-23	L	21	22		Aug-20
Germany, Hamburg	0.929	141.9	31.6	Y	Jan-23	L	21	22		May-19
Germany, Munich	0.929	145.9	35.4	Y	Jan-23	L	20	21		May-19
Ghana /W40	11	127.8	44.8		Jul-21		24	25		Nov-22
Gibraltar 1/	0.824	167.2	60.3	Y	Jan-23	A	29	31		Aug-22
Greece	0.929	129.3	18.6	Y	Jan-23	ER	17	18		May-19
Grenada /W40 14/	2.7	147.2	48.4		Nov-22		23	24		Oct-17
Guatemala /W40	7.838	135.2	34.8		Dec-22		16	17		Jan-09
Guinea /W40	8539.8	150.4	50.4	Y	Jan-23	H	19	20		Dec-21
Guinea Bissau	609.286	149.3	46.8		Nov-22		13	14		Nov-15
Guyana /W40	208.4	149.3	48.4		Nov-22		17	18		Aug-21
Haiti	146.39	144.3	67.6		Nov-20		24	25		Aug-19
Honduras /W40	24.462	133.1	36.8		Nov-22		22	23		Dec-22
Hungary	370.72	129.0	18.6	Y	Jan-23	ER	19	20		May-19
Iceland	143.22	128.3	19.7	Y	Jan-23	ER	0	0		Jan-00
India /W40	81.57	130.7	32.7		Sep-21		22	23		Dec-19
Indonesia /W40	15480	134.1	33.7		Nov-22		23	24		Dec-21
Iran	282435	138.2	42.0		Jul-21		30	32		Jun-20
Iraq	1450	125.6	29.5		Nov-19		14	15		May-02
Ireland	0.929	153.2	42.2	Y	Jan-23	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.433	167.0	75.3		Nov-21		25	27		Nov-19
Italy, Brindisi	0.929	125.8	20.9	Y	Jan-23	L	10	11		Nov-99
Italy, Rome	0.929	131.8	26.6	Y	Jan-23	ER	21	22		Aug-22
Jamaica /W40	152.081	151.1	50.6		Nov-22		25	27		Apr-21
Japan, Hiroshima	132.54	142.3	34.5	Y	Jan-23	L	13	14		Sep-19
Japan, Tokyo	132.54	163.2	54.3	Y	Jan-23	ER	22	23		Sep-19
Jerusalem /W40	3.433	158.1	62.8	Y	Jan-23	GCM	25	27		Nov-19
Jordan /W40	0.708	134.9	38.6		Sep-22		18	19		Sep-22
Kazakhstan	461.98	124.8	25.0		Nov-21		18	19		Sep-17
Kenya /W40	123.55	133.0	38.9		Jul-21		25	26		May-22
Kiribati	1.448	138.0	47.9		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	110	151.1	52.1		Mar-22		10	11		Sep-15
Korea, Republic of /W40	1245.9	154.0	64.3		Nov-22		17	18		Nov-19
Kuwait /W40	0.306	140.8	43.6		Nov-22		21	22		Sep-21
Kyrgyzstan	85.2	131.2	31.2		Jul-22		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	17298	127.8	30.5		Jul-21		13	14		Oct-03
Latvia 23/	0.929	140.6	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	38000	142.7	116.6		Oct-22		22	23		Sep-11
Lesotho	16.961	131.1	33.1		Nov-22		14	15		Jan-11

XII CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2023

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Liberia	153.771	149.3	50.7		Nov-21		19	20		Jun-10
Libya /W40 27/	4.798	129.1	34.5		Nov-22		19	20		Jun-21
Lithuania	0.929	133.5	30.7		Nov-22		17	18		Dec-03
Luxembourg	0.929	147.7	39.6	Y	Jan-23	ER	17	18		Dec-17
Madagascar	4493.77	126.6	30.4	Y	Jan-23	GCM	20	21	Y	Jan-23
Malawi	1036.249	137.9	39.8		Mar-22		18	19		Dec-22
Malaysia /W40	4.368	139.6	42.8		Jul-21		19	20		Dec-19
Maldives	15	141.1	47.1		Mar-22		23	24		Jun-20
Mali /W40	609.286	145.2	45.7		Nov-22		13	14		Sep-20
Malta	0.929	132.4	24.6	Y	Jan-23	ER	14	15		Oct-06
Marshall Islands 2/	1	150.0	51.0		Jul-22		21	22		Jul-19
Mauritania /W40	36.3	137.6	35.5		Apr-22		13	14		Apr-22
Mauritius	44.015	131.8	31.9		Mar-20		18	19		Sep-21
Mexico /W40	19.07	144.3	43.6		Nov-22		21	22		Jul-19
Micronesia, Fed States of 2/	1	150.0	51.0		Jul-22		23	24		Feb-07
Moldova	19.074	139.7	39.1		Nov-22		21	22		Oct-21
Monaco 3/	0.929	152.0	49.7	Y	Jan-23	A	25	27		Aug-22
Mongolia	3436.58	135.4	39.5		Mar-22		19	20		Oct-22
Montenegro	0.929	131.1	31.1	Y	Jan-23	PP	21	22	Y	Jan-23
Morocco	10.2	127.4	31.8		Nov-22		21	22		May-21
Mozambique /W40	63.832	135.1	35.3		Mar-22		26	28		Sep-21
Myanmar /W40	2100	132.0	35.6		Mar-21		25	27		Dec-17
Namibia	16.961	124.4	28.6		Mar-22		14	15		Jul-22
Nepal /W40	130.516	127.6	27.9		Nov-22		12	13		Jan-14
Netherlands	0.929	152.0	44.6	Y	Jan-23	ER	24	25		Oct-19
New Caledonia	110.842	137.4	42.9		Jul-21		16	17		Sep-05
New Zealand 26/	1.573	138.8	46.9		Nov-22		24	25		Dec-20
Nicaragua	36.05	123.5	31.1		Jul-21		20	21		Oct-21
Niger /W40	609.286	127.4	32.1		Dec-21		10	11		Mar-09
Nigeria /W40	460.57	147.4	47.4		Nov-22		24	25		Sep-21
The Republic of North Macedonia /W40	56.952	131.5	29.6		Nov-22		20	21		Apr-22
Norway	9.964	142.5	31.2	Y	Jan-23	ER	20	21		Jul-19
Oman	0.384	135.1	34.5		Jul-22		21	22		Jul-22
Pakistan /W40	227.75	130.1	31.9		Mar-22		17	18		Jul-22
Palau, Republic of 4/	1	149.8	49.8		Dec-22		0	0		Jan-00
Panama /W40	1	137.4	38.7		Jul-22		24	25		Aug-18
Papua New Guinea /W40	3.521	168.4	67.7		Mar-22		30	32		Feb-18
Paraguay /W40	7379	126.6	27.9		Jul-22		17	18		Aug-20
Peru /W40	3.773	134.3	33.6		Nov-22		21	22		Aug-17

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Effective 1 January 2023

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Philippines /W40	54.78	142.3	44.9		Jul-21		22	23		Oct-18
Poland	4.347	121.6	11.8	Y	Jan-23	ER	20	21		May-19
Portugal, Guimaraes	0.929	110.8	9.4	Y	Jan-23	L	0	0		Jan-00
Portugal, Lisbon	0.929	135.0	33.3	Y	Jan-23	ER	20	21		Jan-05
Puerto Rico 13/	1	133.6	34.4		Nov-22		22	23		Nov-22
Qatar	3.641	156.7	56.0		Mar-22		28	30		Oct-19
Romania	4.582	118.9	11.6	Y	Jan-23	ER	22	23		May-19
Russian Federation /W40	68.532	137.9	47.2		Dec-22		17	18		Dec-22
Rwanda	1061.311	132.5	33.2		Jul-22		17	18		Oct-22
Saint Helena 5/	0.824	145.7	50.4		Nov-22		13	14		Aug-22
St. Lucia	2.7	147.6	47.3		Mar-22		18	19		Mar-21
Samoa	2.662	136.9	38.7		Nov-22		17	18		Feb-21
Sao Tome and Principe	23.334	153.5	49.4		Nov-22		22	23		Nov-22
Saudi Arabia /W40	3.756	146.7	47.0		Nov-21		21	22		Nov-17
Senegal /W40	609.286	135.9	36.5		Sep-21		18	19		Sep-21
Serbia	108.975	129.2	30.0		Jul-21		17	18		Apr-22
Seychelles /W40	13.454	145.7	51.4		Dec-22		18	19		Dec-22
Sierra Leone /W40	18.83	143.6	49.0		May-22		19	20		May-18
Singapore	1.331	165.4	65.6		Nov-22		23	24		Jul-19
Slovak Republic	0.929	131.1	21.0	Y	Jan-23	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.929	134.4	28.0	Y	Jan-23	ER	14	15		Jan-20
Solomon Islands /W40	8.137	156.8	56.1		Dec-22		18	19		Dec-07
Somalia 6/	24300	143.3	45.6		Nov-22		19	20		Feb-22
South Africa /W40	16.961	122.7	29.0		Nov-22		22	23		Jun-21
South Sudan, Republic of /W40	677.972	152.3	55.2		Mar-21		14	15		Sep-17
Spain	0.929	130.3	30.6	Y	Jan-23	ER	22	23		Aug-22
Sri Lanka /W40	363.42	133.1	33.1	Y	Jan-23	OMR	22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	147.2	48.4		Nov-22		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	147.2	48.4		Nov-22		23	24		Oct-17

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Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Sudan /W40	579	157.5	68.6		Feb-21		22	23		Nov-19
Suriname	31.8	119.7	35.0		Jul-20		16	17		Oct-12
Sweden	10.457	139.8	28.2	Y	Jan-23	ER	26	28		Aug-19
Switzerland	0.929	176.1	75.2	Y	Jan-23	ER	22	23		Aug-22
Syrian Arab Republic 10/	4500	98.1	24.8		Jul-19		20	21		Jun-12
Tajikistan	10.269	133.4	33.5		Nov-22		13	14		Feb-22
Tanzania, United Rep. of /W40	2331.3	138.8	40.7		Jul-21		22	23		Oct-21
Thailand /W40	33.34	138.5	38.0		Nov-22		22	23		Jul-19
Timor-Leste /W40	1	141.3	45.4		Mar-22		15	16		Jul-11
Togo	609.286	142.2	45.7		Jul-21		17	18		Jun-19
Tonga	2.307	134.8	34.1		Nov-21		9	10		Jan-09
Trinidad and Tobago	6.763	136.4	39.5		Jul-22		20	21		Aug-21
Tunisia	3.081	127.1	29.8		Dec-22		15	16		Dec-22
Türkiye, Ankara /W40	18.775	113.6	15.0		Oct-21		16	17		Oct-21
Türkiye, Gebze /W40 19/	18.775	119.4	20.9		Oct-21		17	18		Oct-21
Türkiye, Istanbul /W40 15/	18.775	119.4	20.9		Oct-21		17	18		Oct-21
Turkmenistan	3.5	195.4	93.5		Nov-22		8	9		Oct-21
Tuvalu 11/	1.448	143.5	46.1		Jul-22		0	0		Jan-00
Uganda /W40	3687.48	132.6	32.1		Mar-22		24	25		May-14
Ukraine	37	131.1	34.6		Nov-21		16	17		Aug-19
United Arab Emirates	3.673	170.1	68.8		Nov-22		32	34		Aug-11
United Kingdom	0.824	167.2	60.3	Y	Jan-23	ER	29	31		Aug-22
USA, El Paso 20/	1	158.1	53.4		Aug-22		13	14		Aug-22
USA, Miami 7/	1	159.4	54.7		Aug-22		25	27		Aug-22
USA, New York	1	180.3	69.9		Feb-22		28	30		Apr-11
USA, San Diego 21/	1	176.5	71.2		Aug-22		29	31		Aug-22
USA, San Francisco 8/	1	184.5	79.0		Aug-22		29	31		Aug-22
USA, Seattle 18/	1	161.2	56.4		Aug-22		25	27		Aug-22
USA, Washington D.C.	1	165.1	60.2		Aug-22		27	29		Apr-11
Uruguay	39.75	147.1	46.7		Nov-22		27	29		May-22
Uzbekistan /W40	11290	127.3	27.7		Mar-22		17	18		Jun-21
Vanuatu	113.58	147.6	46.8		Dec-22		15	16		Aug-12
Venezuela /W40 10/	18.61	81.3	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	23442	130.6	31.4		Mar-22		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.433	158.1	65.9		Nov-21		21	22		Sep-13
Yemen, Republic of 28/	542.23	128.7	28.2		Jul-22		20	21		Jul-22
Zambia	18.32	128.6	31.9		Jul-22		23	24		Feb-20
Zimbabwe /W40 25/	686.572	126.9	30.0		Mar-22		16	17		Dec-18

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Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 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

ANNEX I

POST ADJUSTMENT MULTIPLIERS, BEFORE AND AFTER CONSOLIDATION – January 2023

DUTY STATION	PRE-CONSOLIDATION 1 January 2023	POST-CONSOLIDATION 1 January 2023
Afghanistan	41.7	38.5
Albania	31.0	28.1
Algeria	40.7	37.6
Angola	85.1	81.0
Anguilla	51.8	48.4
Antigua and Barbuda	51.8	48.4
Argentina	41.7	38.5
Armenia	39.7	36.6
Aruba	67.1	63.4
Australia	33.1	30.1
Austria	45.6	42.4
Azerbaijan	43.4	40.2
Bahamas	76.1	72.2
Bahrain	55.6	52.1
Bangladesh	46.0	42.7
Barbados	60.9	57.3
Belarus	48.8	45.5
Belgium	34.7	31.7
Belize	48.6	45.3
Benin	44.2	41.0
Bermuda	90.6	86.4
Bhutan	34.1	31.1
Bolivia	29.8	26.9
Bonaire	51.8	48.4
Bosnia and Herzegovina	25.7	22.9
Botswana	28.7	25.8
Brazil	29.9	27.0
British Virgin Islands	51.7	48.3
Bulgaria	16.6	14.0
Burkina Faso	33.4	30.4
Burundi	47.5	44.2
Cambodia	38.5	35.4
Cameroon	40.1	37.0
Canada, Montreal	48.8	45.5
Canada, Ottawa	59.0	55.5
Canada, Toronto	66.4	62.7
Cape Verde	42.4	39.2
Cayman Islands	56.0	52.5
Central African Rep.	56.4	52.9
Chad	57.3	53.8

DUTY STATION	PRE-CONSOLIDATION 1 January 2023	POST-CONSOLIDATION 1 January 2023
Chile	28.3	25.4
China, Beijing	76.6	72.7
China, Hong Kong (SAR)	113.4	108.6
China, Macao (SAR)	55.6	52.1
Colombia	29.3	26.4
Comoros	39.5	36.4
Congo	54.6	51.2
Congo, Dem. Rep.	58.7	55.2
Cook Islands	53.2	49.8
Costa Rica	39.3	36.2
Cote d Ivoire	56.1	52.6
Croatia, Republic of	36.5	33.5
Cuba	57.8	54.3
Cyprus	19.2	16.5
Czech Republic	46.0	42.7
Denmark	57.6	54.1
Djibouti	50.4	47.0
Dominica	51.8	48.4
Dominican Republic	37.5	34.4
Ecuador	35.8	32.8
Egypt	36.0	33.0
El Salvador	32.9	29.9
Equatorial Guinea	46.2	42.9
Eritrea	53.6	50.2
Estonia	39.8	36.7
Eswatini	22.6	19.9
Ethiopia	55.6	52.1
Fiji	39.9	36.8
Finland	34.2	31.2
France, Lyon and Elsewhere	49.5	46.2
France, Paris	53.1	49.7
French Guiana	32.1	29.2
Gabon	54.4	51.0
Gambia	40.6	37.5
Georgia, Republic of	24.8	22.0
Germany, Berlin	33.2	30.2
Germany, Bonn	27.7	24.9
Germany, Dresden	27.7	24.9
Germany, Frankfurt	32.9	29.9
Germany, Hamburg	34.6	31.6
Germany, Munich	38.5	35.4
Ghana	48.1	44.8
Gibraltar	64.0	60.3
Greece	21.3	18.6
Grenada	51.8	48.4
Guatemala	37.9	34.8
Guinea	53.8	50.4
Guinea Bissau	50.1	46.8

DUTY STATION	PRE-CONSOLIDATION 1 January 2023	POST-CONSOLIDATION 1 January 2023
Guyana	51.8	48.4
Haiti	71.4	67.6
Honduras	39.9	36.8
Hungary	21.3	18.6
Iceland	22.4	19.7
India	35.7	32.7
Indonesia	36.7	33.7
Iran	45.2	42.0
Iraq	32.5	29.5
Ireland	45.4	42.2
Israel, Tel Aviv	79.3	75.3
Italy, Brindisi	23.7	20.9
Italy, Rome	29.5	26.6
Jamaica	54.0	50.6
Japan, Hiroshima	37.6	34.5
Japan, Tokyo	57.8	54.3
Jerusalem	66.5	62.8
Jordan	41.8	38.6
Kazakhstan	27.8	25.0
Kenya	42.1	38.9
Kiribati	51.3	47.9
Korea, Dem. Peo. Of	55.6	52.1
Korea, Republic of	68.0	64.3
Kuwait	46.9	43.6
Kyrgyzstan	34.2	31.2
Lao Peo. Dem. Rep.	33.5	30.5
Latvia	57.6	54.1
Lebanon	121.5	116.6
Lesotho	36.1	33.1
Liberia	54.1	50.7
Libya	37.6	34.5
Lithuania	33.7	30.7
Luxembourg	42.8	39.6
Madagascar	33.4	30.4
Malawi	43.0	39.8
Malaysia	46.1	42.8
Maldives	50.5	47.1
Mali	49.0	45.7
Malta	27.4	24.6
Marshall Islands	54.4	51.0
Mauritania	38.6	35.5
Mauritius	34.9	31.9
Mexico	46.9	43.6
Micronesia, Fed States of	54.4	51.0
Moldova	42.3	39.1
Monaco	53.1	49.7
Mongolia	42.7	39.5
Montenegro	34.1	31.1

DUTY STATION	PRE-CONSOLIDATION 1 January 2023	POST-CONSOLIDATION 1 January 2023
Morocco	34.8	31.8
Mozambique	38.4	35.3
Myanmar	38.7	35.6
Namibia	31.5	28.6
Nepal	30.8	27.9
Netherlands	47.9	44.6
New Caledonia	46.2	42.9
New Zealand	50.2	46.9
Nicaragua	34.1	31.1
Niger	35.1	32.1
Nigeria	50.8	47.4
The Republic of North Macedonia	32.6	29.6
Norway	34.2	31.2
Oman	37.6	34.5
Pakistan	34.9	31.9
Palau, Republic of	53.2	49.8
Panama	41.9	38.7
Papua New Guinea	71.5	67.7
Paraguay	30.8	27.9
Peru	36.6	33.6
Philippines	48.2	44.9
Poland	14.3	11.8
Portugal, Guimaraes	11.9	9.4
Portugal, Lisbon	36.3	33.3
Puerto Rico	37.5	34.4
Qatar	59.6	56.0
Romania	14.1	11.6
Russian Federation	50.6	47.2
Rwanda	36.2	33.2
Saint Helena	53.8	50.4
St. Lucia	50.7	47.3
Samoa	41.9	38.7
Sao Tome and Principe	52.8	49.4
Saudi Arabia	50.4	47.0
Senegal	39.6	36.5
Serbia	33.0	30.0
Seychelles	54.8	51.4
Sierra Leone	52.4	49.0
Singapore	69.4	65.6
Slovak Republic	23.8	21.0
Slovenia, Republic of	30.9	28.0
Solomon Islands	59.7	56.1
Somalia	48.9	45.6
South Africa	31.9	29.0
South Sudan, Republic of	58.7	55.2
Spain	33.6	30.6
Sri Lanka	36.1	33.1
St. Kitts and Nevis	51.8	48.4

DUTY STATION	PRE-CONSOLIDATION 1 January 2023	POST-CONSOLIDATION 1 January 2023
St. Vincent and the Grenadines	51.8	48.4
Sudan	72.4	68.6
Suriname	38.1	35.0
Sweden	31.1	28.2
Switzerland	79.2	75.2
Syrian Arab Republic	27.6	24.8
Tajikistan	36.5	33.5
Tanzania, United Rep. of	43.9	40.7
Thailand	41.1	38.0
Timor-Leste	48.7	45.4
Togo	49.0	45.7
Tonga	37.2	34.1
Trinidad and Tobago	42.7	39.5
Tunisia	32.8	29.8
Türkiye, Ankara	17.6	15.0
Türkiye, Gebze	23.7	20.9
Türkiye, Istanbul	23.7	20.9
Turkmenistan	97.9	93.5
Tuvalu	49.4	46.1
Uganda	35.1	32.1
Ukraine	37.7	34.6
United Arab Emirates	72.6	68.8
United Kingdom	64.0	60.3
USA, El Paso	56.9	53.4
USA, Miami	58.2	54.7
USA, New York	73.8	69.9
USA, San Diego	75.1	71.2
USA, San Francisco	83.1	79.0
USA, Seattle	60.0	56.4
USA, Washington D.C.	63.9	60.2
Uruguay	50.0	46.7
Uzbekistan	30.6	27.7
Vanuatu	50.1	46.8
Venezuela	62.4	58.8
Vietnam	34.4	31.4
West Bank & the Gaza Strip, The	69.7	65.9
Yemen, Republic of	31.1	28.2
Zambia	34.9	31.9
Zimbabwe	33.0	30.0

ANNEX II

ADJUSTMENT OF THE BASE/FLOOR SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES (EFFECTIVE 1 JANUARY 2023)

1. Pursuant to General Assembly resolution A/RES/77/256, the base/floor salary scale effective 1 January 2023 for staff in the Professional and higher categories is increased by 2.28 per cent at all grades and steps. This revised base/floor scale reflects a consolidation of 2.28 per cent of post adjustment into net base salary and is implemented effective 1 January 2023.
2. In accordance with the established practice, the consolidation of 2.28 per cent has been implemented on a “no loss, no gain” basis. Consequently, the base/floor has been increased by 2.28 per cent and the post adjustment indices and multipliers applicable at all duty stations, and Personal Transitional Allowance (PTA) where applicable, have been reduced by the same percentage, so that the net remuneration remains unchanged.
3. For all duty stations, the post adjustment multipliers for January 2023 are determined using the normal procedures, and then multipliers reduced using the procedure outlined below. This annex also gives some examples of the impact of the introduction of the revised base/floor salary scale on the level of the net remuneration.
4. It should be noted that the base/floor salary scale is also used to calculate some of the separation payments. Thus, staff leaving the service on or after 1 January 2023 and who are entitled to these payments will experience some gains as a result of the adjustment of the base/floor salary scale.
5. It should also be noted that the adjustment of the base/floor salary scale is not linked to that of the pensionable remuneration scale for the Professional and higher categories of staff.

A. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT INDICES

- | | |
|-------------------------------------------------------------------------------------------------------------------|-------|
| (i) Post adjustment index prior to the introduction of the revised base/floor salary scale (pre-consolidation): | 173.8 |
| (ii) Post adjustment index following the introduction of the revised salary (173.8 /1.0228) (post-consolidation): | 169.9 |

B. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT MULTIPLIERS

● **WHEN THE EXISTING MULTIPLIER IS GREATER THAN 2.28**

- | | |
|-----------------------------------------------------------------------------------------------------------------|-------|
| (i) Post adjustment multiplier prior to the introduction of the revised base/floor salary scale: | 80.0 |
| (ii) Therefore, the corresponding pay index (multiplier + 100): | 180.0 |
| (iii) Revised pay index (180.0/1.0228): | 176.0 |
| (iv) Hence, the post adjustment multiplier following the introduction of the revised salary scale (176.0 -100): | 76.0 |

● **WHEN THE EXISTING MULTIPLIER IS LESS THAN 2.28¹**

- | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| (i) Post adjustment multiplier prior to the introduction of the revised base/floor salary scale: | 2.0 |
| (ii) Hence, corresponding pay index (multiplier + 100): | 102.0 |
| (iii) Revised pay index (102.0/1.0228): | 99.7 |
| (v) Normally the resulting post adjustment multiplier following the introduction of the revised salary scale would have been (99.7 - 100) or - 0.3. However, since no negative post adjustment multipliers can be applied, a multiplier of zero will be implemented: | 0.0 |

¹ There is currently no duty station with a multiplier less than 2.28 prior to the implementation to the new base/floor salary scale, so this example is for illustrative purposes only.

**C. COMPARISON OF REMUNERATION AMOUNT FOR P-4, STEP VI
with SPOUSE OR SINGLE PARENT ALLOWANCE**

DUTY STATION	BASED ON THE 1 JANUARY 2022 SALARY SCALE					BASED ON THE 1 JANUARY 2023 SALARY SCALE					YEARLY DIFFERENCE
	MULTIPLIER	NET BASE SALARY	POST ADJUSTMENT	SPOUSE/ SINGLE PARENT ALLOWANCE	TOTAL YEARLY	MULTIPLIER	NET BASE SALARY	POST ADJUSTMENT	SPOUSE/ SINGLE PARENT ALLOWANCE	TOTAL YEARLY	
	(a)	(b)	(c)=(b)*(a)/100	(d)=((b)+(c))*0.06	(e)=(b)+(c)+(d)	(f)	(g)	(h)=(g)*(f)/100	(i)=((g)+(h))*0.06	(j)=(g)+(h)+(i)	(k)=(j)-(e)
A.	73.8	\$83,826	\$61,864	\$8,741	\$154,431	69.9	\$85,737	\$59,930	\$8,740	\$154,407	(\$24)
B.	19.3	\$83,826	\$16,178	\$6,000	\$106,005	16.6	\$85,737	\$14,232	\$5,998	\$105,968	(\$37)