



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/578

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 February 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 février 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. Post Adjustment Classification Review for New York and all group I duty stations**

1. Pursuant to General Assembly resolutions *70/244, 71/264, 72/255, 73/273, 74/255, 75/245, 76/240, 77/256* the secretariat continued monitoring the margin since it was last reported to the Assembly by the ICSC Chair at the time of the introduction of the 2022 ICSC annual report, at which time it stood at 113.9. The margin updated based on the increase in the post adjustment multiplier for New York (from 69.9 to 80.5), now stands at 115.7, thus within the established 113-117 range, and hence requiring no margin management action on the part of the ICSC. For further details, please refer to ICSC/CIRC/GEN/06/2023.
2. Furthermore, the post adjustment classifications of all headquarters and other group I duty stations were reviewed on the anniversary date of the post adjustment classification review for New York (results effective 1 February 2023), pursuant to General Assembly resolution **A/RES/69/251**. The review led to real remuneration increases in all 53 group I duty stations whose updated post adjustment indices exceeded their prevailing pay indices (exchange-rate-only adjusted post adjustment multiplier plus 100). The applicable post adjustment multipliers effective 1 February 2023 are listed in the attached Consolidated Post Adjustment Circular.
3. Based on the revised post adjustment multiplier and the most recent cost of living survey results, the revised applicable rental subsidy thresholds for New York, USA effective 1 February 2023 are listed in the attached Consolidated Post Adjustment Circular.

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

4. 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, are now discontinued effective 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**

5. The results of cost-of-living surveys for duty stations listed in Table 1 are included in the attached Consolidated Post Adjustment Circular.

**Table 1: List of surveys by duty station for February 2023**

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>
Bangladesh	Place-to-place	September 2022
Bosnia and Herzegovina	Place-to-place	September 2022
Cote d'Ivoire	Housing	September 2022
Kyrgyzstan	Place-to-place	September 2022
Mauritius	Place-to-place	August 2022
Myanmar	Place-to-place	August 2022
Nigeria	Place-to-place	September 2022
Tajikistan	Housing	September 2022
Tanzania, United Rep. of	Place-to-place	September 2022
Togo	Housing	September 2022
Trinidad and Tobago	Place-to-place	September 2022

**VII. W40 Measure**

6. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Myanmar**, effective 1 February 2023.

7. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **Cote d'Ivoire** and **Trinidad and Tobago**, effective 1 February 2023.

**VIII. Revised post adjustment multiplier for linked duty stations**

8. The revised post adjustment multipliers and applicable rental subsidy thresholds for **Anguilla, Antigua and Barbuda, Bonaire, Dominica, Grenada, St. Kitts and Nevis, and St. Vincent and the Grenadines** have been established, effective 1 February 2023, as listed in the attached Consolidated Post Adjustment Circular, based on a new cost-of-living survey in **Trinidad and Tobago**, to which these duty stations are linked for purposes of post adjustment.

**IX. One Month Rule**

9. 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. However, the application of the rule did not trigger a change in the

post adjustment multipliers **for these duty stations** due to the offsetting impact of the significant devaluation of its currency relative to the US dollar.

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

10. Under the existing system of operational rules, the PTA is adjusted periodically until it is phased out. During an adjustment month, the new PTA is calculated by reducing the pay index for existing staff by 3 per cent, and then subtracting the prevailing pay index. Table 2 provides a summary of all PTAs in effect as of 1 February 2023.

11. 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 resumed as of 1 February 2023. The resumption of the normal revision cycle of the PTAs means that all existing PTAs as of February 2023 will continue to be paid in full for six months (beginning February 2023 until July 2023). The first downward revision will be done in August 2023 and will thereafter be reduced gradually every four months until it is phased out. It should be noted that existing PTAs should be paid only to staff on post as of February 2023. Any staff joining the duty station after February 2023 will not be eligible for the currently existing PTA unless the PTA is revised as a result of the implementation of another survey in which case staff on post after February 2023 can become eligible.

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 2: Summary of personal transitional allowances (PTAs), as of 1 February 2023**

<b>Duty Station</b>	<b>Existing PTA</b>	<b>PTA starting date</b>	<b>All staff eligible from</b>	<b>Date of next revision</b>
Burkina Faso	3.1	1 November 2022	1 November 2022	1 August 2023
Central African Rep.	8.0	1 September 2022	1 September 2022	1 August 2023
Chile	10.1	1 September 2022	1 September 2022	1 August 2023
Comoros	8.7	1 April 2022	1 April 2022	1 August 2023
Congo, Brazzaville	8.8	1 April 2022	1 April 2022	1 August 2023
Gabon	7.6	1 March 2022	1 March 2022	1 August 2023
Jerusalem, Jerusalem	3.1	1 January 2023	1 January 2023	1 August 2023
Jordan	4.1	1 September 2022	1 September 2022	1 August 2023
Madagascar	3.3	1 January 2023	1 January 2023	1 August 2023
Maldives	3.1	1 June 2020	1 June 2020	1 August 2023
Mexico	1.9	1 December 2021	1 December 2021	1 August 2023



Niger	6.0	1 December 2021	1 December 2021	1 August 2023
Qatar	10.6	1 October 2019	1 April 2020	1 August 2023
Russian Federation	15.5	1 December 2022	1 December 2022	1 August 2023
Samoa	5.4	1 November 2022	1 November 2022	1 August 2023
Seychelles	8.2	1 December 2022	1 December 2022	1 August 2023
Singapore	7.7	1 September 2022	1 September 2022	1 August 2023
Thailand	4.6	1 September 2022	1 September 2022	1 August 2023
Tunisia	3.3	1 December 2022	1 December 2022	1 August 2023
Zimbabwe	21.3	1 February 2020	1 April 2020	1 August 2023

**XI CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 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	89.119	136.6	38.5		Mar-22		9	10		Jul-06
Albania	105.77	132.1	28.1		Nov-22		19	20		Nov-22
Algeria /W40	136.301	139.6	37.6		Nov-22		20	21		Apr-21
Angola /W40	504.318	168.1	81.0		Jul-22		17	18		Sep-22
Anguilla /W40 14/	2.7	150.7	50.7	Y	Feb-23	L	21	22	Y	Feb-23
Antigua and Barbuda /W40 14/	2.7	150.7	50.7	Y	Feb-23	L	21	22	Y	Feb-23
Argentina	191.64	136.3	38.5		Nov-21		23	24		Jan-23
Armenia	391.5	136.4	36.6		Nov-22		20	21		Nov-19
Aruba 12/	1.79	163.5	63.4		Nov-22		29	31		Aug-22
Australia	1.437	138.0	38.0	Y	Feb-23	TMR	24	25		Oct-19
Austria	0.933	146.9	46.9	Y	Feb-23	TMR	19	20		Aug-22
Azerbaijan	1.695	143.1	40.2		Nov-22		14	15		Feb-22
Bahamas	1	174.4	72.2		Nov-22		30	32		Sep-22
Bahrain	0.377	153.5	52.1		Sep-22		22	23		Sep-22
Bangladesh /W40	103	143.1	43.1	Y	Feb-23	PP	17	18		Sep-21
Barbados /W40	2	160.1	57.3		Nov-22		20	21		Jul-22
Belarus	2.729	142.9	45.5		Nov-22		18	19		Oct-22
Belgium	0.933	147.8	47.8	Y	Feb-23	TMR	17	18		Feb-15
Belize	2	146.8	45.3		Nov-22		16	17		Nov-22
Benin /W40	612.129	137.8	41.0		Nov-22		18	19		Jul-22
Bermuda 16/	1	188.7	86.4		Nov-22		35	37		Dec-17
Bhutan	82.73	130.5	31.1		Mar-22		13	14		Aug-20
Bolivia	6.857	126.9	26.9		Mar-22		17	18		Mar-22
Bonaire /W40 14/	1	150.7	50.7	Y	Feb-23	L	21	22	Y	Feb-23
Bosnia and Herzegovina /W40	1.825	129.7	29.7	Y	Feb-23	PP	14	15	Y	Feb-23
Botswana	13.055	122.5	25.8		Jul-21		19	20		Jun-19
Brazil /W40	5.173	130.2	27.0		Nov-22		19	20		Feb-21
British Virgin Islands /W40	1	149.3	48.3		Nov-22		22	23		Jun-19
Bulgaria	1.825	122.7	22.7	Y	Feb-23	TMR	16	17		Feb-15
Burkina Faso /W40	612.129	127.6	30.4		Nov-22		14	15		Feb-21
Burundi /W40	2069.26	145.3	44.2		Nov-22		14	15		Jul-22
Cambodia	4112	135.2	35.4		Mar-22		23	24		Mar-21
Cameroon /W40	612.129	137.2	37.0		Nov-22		15	16		Jul-15
Canada, Montreal	1.333	150.3	50.3	Y	Feb-23	TMR	18	19		Aug-22
Canada, Ottawa	1.333	160.6	60.6	Y	Feb-23	L	20	21		Aug-22
Canada, Toronto	1.333	168.1	68.1	Y	Feb-23	L	20	21		May-17
Cape Verde	102.898	142.3	39.2		Nov-22		23	24		Nov-22
Cayman Islands 17/	0.82	153.5	52.5		Nov-22		24	25		Dec-17

**XI CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 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		
Central African Rep. /W40	612.129	150.5	52.9		Nov-22		17	18		Nov-17
Chad /W40	612.129	151.4	53.8		Jul-21		16	17		Dec-19
Chile /W40	791	131.2	25.4		Nov-22		19	20		Aug-19
China, Beijing	6.823	165.1	72.7		Mar-22		25	27		Feb-22
China, Hong Kong (SAR)	7.85	209.6	109.6	Y	Feb-23	TMR	19	20		Jun-12
China, Macao (SAR)	8.085	148.9	52.1		Nov-22		21	22		Jul-18
Colombia	4822	120.6	26.4		Mar-22		20	21		Oct-20
Comoros	459.096	139.6	36.4		Apr-22		14	15		Apr-19
Congo /W40	612.129	145.7	51.2		Apr-22		7	7		Sep-19
Congo, Dem. Rep. /W40	2020.163	154.9	55.2		Mar-22		25	27		Sep-19
Cook Islands 4/	1.572	150.6	49.8		Dec-22		22	23		Oct-19
Costa Rica	572.92	136.9	36.2		Jan-23		23	24		Jan-23
Cote d Ivoire /W40	612.129	154.1	54.1	Y	Feb-23	H	21	22		Jan-22
Croatia, Republic of	0.933	140.5	40.5	Y	Feb-23	TMR	8	9		Aug-19
Cuba	24	154.0	54.3		Mar-22		25	27		Mar-21
Cyprus	0.933	126.7	26.7	Y	Feb-23	TMR	18	19		Jun-19
Czech Republic	22.17	157.1	57.1	Y	Feb-23	TMR	21	22		Sep-06
Denmark	6.952	171.4	71.4	Y	Feb-23	TMR	25	27		Jun-19
Djibouti /W40	177	146.2	47.0		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	150.7	50.7	Y	Feb-23	L	21	22	Y	Feb-23
Dominican Republic	55.871	134.2	34.4		Nov-22		22	23		Nov-22
Ecuador	1	128.9	32.8		Mar-22		20	21		Oct-22
Egypt /W40	30.4	121.5	33.0		Mar-22		20	21		Sep-22
El Salvador	1	130.3	29.9		Jul-22		23	24		Dec-21
Equatorial Guinea /W40	612.129	141.7	42.9		Oct-21		18	19		Oct-21
Eritrea	15	149.2	50.2		Mar-22		11	12		Dec-17
Estonia	0.933	141.0	36.7		Nov-22		18	19		Feb-01
Eswatini	17.84	115.7	19.9		Mar-22		11	12		Sep-03
Ethiopia /W40	53.514	154.4	52.1		Nov-22		25	27		Feb-22
Fiji /W40	2.13	139.1	36.8		Dec-22		20	21		Sep-11
Finland	0.933	138.7	38.7	Y	Feb-23	TMR	20	21		Feb-15
France, Lyon and Elsewhere	0.933	148.6	48.6	Y	Feb-23	L	19	20		Aug-22
France, Paris	0.933	152.2	52.2	Y	Feb-23	TMR	25	27		Aug-22
French Guiana	0.933	132.5	32.5	Y	Feb-23	TMR	0	0		Jan-00
Gabon /W40	612.129	146.5	51.0		Mar-22		18	19		Jun-19
Gambia	60.87	135.2	37.5		Mar-22		17	18		Oct-21
Georgia, Republic of	2.656	123.4	22.0		Nov-22		18	19		Jul-22
Germany, Berlin	0.933	141.2	41.2	Y	Feb-23	L	24	25		May-19

**XI CONSOLIDATED POST ADJUSTMENT CIRCULAR**

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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, Bonn	0.933	135.5	35.5	Y	Feb-23	TMR	20	21		May-19
Germany, Dresden	0.933	135.5	35.5	Y	Feb-23	A	19	20		May-19
Germany, Frankfurt	0.933	140.9	40.9	Y	Feb-23	L	21	22		Aug-20
Germany, Hamburg	0.933	142.8	42.8	Y	Feb-23	L	21	22		May-19
Germany, Munich	0.933	146.9	46.9	Y	Feb-23	L	20	21		May-19
Ghana /W40	11.85	129.2	44.8		Jul-21		24	25		Nov-22
Gibraltar 1/	0.824	169.4	69.4	Y	Feb-23	A	29	31		Aug-22
Greece	0.933	127.9	27.9	Y	Feb-23	TMR	17	18		May-19
Grenada /W40 14/	2.7	150.7	50.7	Y	Feb-23	L	21	22	Y	Feb-23
Guatemala /W40	7.836	135.5	34.8		Dec-22		16	17		Jan-09
Guinea /W40	8521.16	150.8	50.4		Jan-23		19	20		Dec-21
Guinea Bissau	612.129	149.8	46.8		Nov-22		13	14		Nov-15
Guyana /W40	209.2	149.2	48.4		Nov-22		17	18		Aug-21
Haiti	149.375	144.7	67.6		Nov-20		24	25		Aug-19
Honduras /W40	24.403	133.6	36.8		Nov-22		22	23		Dec-22
Hungary	357.81	132.0	32.0	Y	Feb-23	TMR	19	20		May-19
Iceland	142.78	129.1	29.1	Y	Feb-23	TMR	0	0		Jan-00
India /W40	82.73	130.3	32.7		Sep-21		22	23		Dec-19
Indonesia /W40	15190	135.5	33.7		Nov-22		23	24		Dec-21
Iran	282435	138.9	42.0		Jul-21		30	32		Jun-20
Iraq	1460	126.3	29.5		Nov-19		14	15		May-02
Ireland	0.933	155.9	55.9	Y	Feb-23	TMR	24	25		May-98
Israel, Tel Aviv /W40 22/	3.524	165.9	75.3		Nov-21		25	27		Nov-19
Italy, Brindisi	0.933	126.1	26.1	Y	Feb-23	L	10	11		Nov-99
Italy, Rome	0.933	132.1	32.1	Y	Feb-23	TMR	21	22		Aug-22
Jamaica /W40	153.207	151.5	50.6		Nov-22		25	27		Apr-21
Japan, Hiroshima	132.58	143.0	43.0	Y	Feb-23	L	13	14		Sep-19
Japan, Tokyo	132.58	164.0	64.0	Y	Feb-23	TMR	22	23		Sep-19
Jerusalem /W40	3.524	157.0	62.8		Jan-23		25	27		Nov-19
Jordan /W40	0.708	135.4	38.6		Sep-22		18	19		Sep-22
Kazakhstan	451.35	126.6	25.0		Nov-21		18	19		Sep-17
Kenya /W40	125.09	132.9	38.9		Jul-21		25	26		May-22
Kiribati	1.437	138.8	47.9		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	110	151.7	52.1		Mar-22		10	11		Sep-15
Korea, Republic of /W40	1277.4	152.3	64.3		Nov-22		17	18		Nov-19
Kuwait /W40	0.306	141.3	43.6		Nov-22		21	22		Sep-21
Kyrgyzstan	85.7	131.5	31.5	Y	Feb-23	PP	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	16935	129.5	30.5		Jul-21		13	14		Oct-03

**XI CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 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		
Latvia 23/	0.933	138.7	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	43600	142.4	116.6		Oct-22		22	23		Sep-11
Lesotho	17.84	130.5	33.1		Nov-22		14	15		Jan-11
Liberia	156.013	149.8	50.7		Nov-21		19	20		Jun-10
Libya /W40 27/	4.76	129.4	34.5		Nov-22		19	20		Jun-21
Lithuania	0.933	134.4	30.7		Nov-22		17	18		Dec-03
Luxembourg	0.933	148.9	48.9	Y	Feb-23	TMR	17	18		Dec-17
Madagascar	4296.37	128.4	30.4		Jan-23		20	21		Jan-23
Malawi	1036.249	138.4	39.8		Mar-22		18	19		Dec-22
Malaysia /W40	4.36	140.2	42.8		Jul-21		19	20		Dec-19
Maldives	15	141.6	47.1		Mar-22		23	24		Jun-20
Mali /W40	612.129	145.8	45.7		Nov-22		13	14		Sep-20
Malta	0.933	131.8	31.8	Y	Feb-23	TMR	14	15		Oct-06
Marshall Islands 2/	1	150.9	51.0		Jul-22		21	22		Jul-19
Mauritania /W40	35.38	139.5	35.5		Apr-22		13	14		Apr-22
Mauritius	45.637	127.4	31.9		Mar-20		18	19		Sep-21
Mexico /W40	18.63	146.4	43.6		Nov-22		21	22		Jul-19
Micronesia, Fed States of 2/	1	150.9	51.0		Jul-22		23	24		Feb-07
Moldova	18.681	142.5	39.1		Nov-22		21	22		Oct-21
Monaco 3/	0.933	152.2	52.2	Y	Feb-23	A	25	27		Aug-22
Mongolia	3500	135.6	39.5		Mar-22		19	20		Oct-22
Montenegro	0.933	131.3	31.1		Jan-23		21	22		Jan-23
Morocco	10.263	127.5	31.8		Nov-22		21	22		May-21
Mozambique /W40	63.688	135.7	35.3		Mar-22		26	28		Sep-21
Myanmar	2100	132.5	35.6		Mar-21		20	21	Y	Feb-23
Namibia	17.84	123.7	28.6		Mar-22		14	15		Jul-22
Nepal /W40	132.35	127.7	27.9		Nov-22		12	13		Jan-14
Netherlands	0.933	153.1	53.1	Y	Feb-23	TMR	24	25		Oct-19
New Caledonia	111.359	137.9	42.9		Jul-21		16	17		Sep-05
New Zealand 26/	1.572	139.8	46.9		Nov-22		24	25		Dec-20
Nicaragua	36.179	123.9	31.1		Jul-21		20	21		Oct-21
Niger /W40	612.129	127.5	32.1		Dec-21		10	11		Mar-09
Nigeria /W40	460.2	157.6	57.6	Y	Feb-23	PP	25	27	Y	Feb-23
The Republic of North Macedonia /W40	57.228	132.0	29.6		Nov-22		20	21		Apr-22
Norway	10.108	141.7	41.7	Y	Feb-23	TMR	20	21		Jul-19
Oman	0.384	135.5	34.5		Jul-22		21	22		Jul-22
Pakistan /W40	269.375	126.7	31.9		Mar-22		17	18		Jul-22
Palau, Republic of 4/	1	150.6	49.8		Dec-22		0	0		Jan-00

**XI CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 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		
Panama /W40	1	137.8	38.7		Jul-22		24	25		Aug-18
Papua New Guinea /W40	3.521	168.9	67.7		Mar-22		30	32		Feb-18
Paraguay /W40	7280	127.2	27.9		Jul-22		17	18		Aug-20
Peru /W40	3.849	134.2	33.6		Nov-22		21	22		Aug-17
Philippines /W40	54.74	142.6	44.9		Jul-21		22	23		Oct-18
Poland	4.464	121.3	21.3	Y	Feb-23	TMR	20	21		May-19
Portugal, Guimaraes	0.933	111.5	11.5	Y	Feb-23	L	0	0		Jan-00
Portugal, Lisbon	0.933	135.9	35.9	Y	Feb-23	TMR	20	21		Jan-05
Puerto Rico 13/	1	134.2	34.4		Nov-22		22	23		Nov-22
Qatar	3.641	157.1	56.0		Mar-22		28	30		Oct-19
Romania	4.572	119.8	19.8	Y	Feb-23	TMR	22	23		May-19
Russian Federation /W40	73.761	134.5	47.2		Dec-22		17	18		Dec-22
Rwanda	1075.187	133.0	33.2		Jul-22		17	18		Oct-22
Saint Helena 5/	0.824	147.6	50.4		Nov-22		13	14		Aug-22
St. Lucia	2.7	148.2	47.3		Mar-22		18	19		Mar-21
Samoa	2.661	137.9	38.7		Nov-22		17	18		Feb-21
Sao Tome and Principe	22.898	157.0	49.4		Nov-22		22	23		Nov-22
Saudi Arabia /W40	3.752	147.3	47.0		Nov-21		21	22		Nov-17
Senegal /W40	612.129	135.9	36.5		Sep-21		18	19		Sep-21
Serbia	109.417	129.8	30.0		Jul-21		17	18		Apr-22
Seychelles /W40	13.267	147.3	51.4		Dec-22		18	19		Dec-22
Sierra Leone /W40	19.719	143.6	49.0		May-22		19	20		May-18
Singapore	1.33	166.2	65.6		Nov-22		23	24		Jul-19
Slovak Republic	0.933	131.7	31.7	Y	Feb-23	TMR	16	17		Feb-12
Slovenia, Republic of 24/	0.933	136.3	36.3	Y	Feb-23	TMR	14	15		Jan-20
Solomon Islands /W40	8.13	157.6	56.1		Dec-22		18	19		Dec-07
Somalia 6/	24300	143.7	45.6		Nov-22		19	20		Feb-22
South Africa /W40	17.84	121.2	29.0		Nov-22		22	23		Jun-21
South Sudan, Republic of /W40	754.6895	152.6	55.2		Mar-21		14	15		Sep-17
Spain	0.933	130.1	30.1	Y	Feb-23	TMR	22	23		Aug-22
Sri Lanka /W40	363.09	130.9	33.1		Jan-23		22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	150.7	50.7	Y	Feb-23	L	21	22	Y	Feb-23
St. Vincent and the Grenadines /W40 14/	2.7	150.7	50.7	Y	Feb-23	L	21	22	Y	Feb-23

**XI CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 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		
Sudan /W40	579	159.3	68.6		Feb-21		22	23		Nov-19
Suriname	32.066	124.5	35.0		Jul-20		16	17		Oct-12
Sweden	10.398	140.7	40.7	Y	Feb-23	TMR	26	28		Aug-19
Switzerland	0.921	177.3	77.3	Y	Feb-23	TMR	22	23		Aug-22
Syrian Arab Republic 10/	4500	98.5	24.8		Jul-19		20	21		Jun-12
Tajikistan	10.269	135.4	35.4	Y	Feb-23	H	14	15	Y	Feb-23
Tanzania, United Rep. of /W40	2333.9	139.1	40.7		Jul-21		22	23		Oct-21
Thailand /W40	33.88	137.9	38.0		Nov-22		22	23		Jul-19
Timor-Leste /W40	1	142.1	45.4		Mar-22		15	16		Jul-11
Togo	612.129	141.7	45.7		Jul-21		15	16	Y	Feb-23
Tonga	2.277	135.7	34.1		Nov-21		9	10		Jan-09
Trinidad and Tobago /W40	6.765	141.3	41.3	Y	Feb-23	PP	21	22	Y	Feb-23
Tunisia	3.106	127.0	29.8		Dec-22		15	16		Dec-22
Türkiye, Ankara /W40	18.843	113.5	15.0		Oct-21		16	17		Oct-21
Türkiye, Gebze /W40 19/	18.843	119.3	20.9		Oct-21		17	18		Oct-21
Türkiye, Istanbul /W40 15/	18.843	119.3	20.9		Oct-21		17	18		Oct-21
Turkmenistan	3.5	196.6	93.5		Nov-22		8	9		Oct-21
Tuvalu 11/	1.437	144.3	46.1		Jul-22		0	0		Jan-00
Uganda /W40	3668.32	133.2	32.1		Mar-22		24	25		May-14
Ukraine	37	130.9	34.6		Nov-21		16	17		Aug-19
United Arab Emirates	3.673	170.8	68.8		Nov-22		32	34		Aug-11
United Kingdom	0.824	169.4	69.4	Y	Feb-23	TMR	29	31		Aug-22
USA, El Paso 20/	1	156.6	56.6	Y	Feb-23	L	13	14		Aug-22
USA, Miami 7/	1	157.9	57.9	Y	Feb-23	L	25	27		Aug-22
USA, New York	1	180.5	80.5	Y	Feb-23	TMR	32	34	Y	Feb-23
USA, San Diego 21/	1	176.7	76.7	Y	Feb-23	L	29	31		Aug-22
USA, San Francisco 8/	1	184.7	84.7	Y	Feb-23	L	29	31		Aug-22
USA, Seattle 18/	1	159.7	59.7	Y	Feb-23	L	25	27		Aug-22
USA, Washington D.C.	1	163.5	63.5	Y	Feb-23	TMR	27	29		Apr-11
Uruguay	38.975	147.9	46.7		Nov-22		27	29		May-22
Uzbekistan /W40	11350	127.7	27.7		Mar-22		17	18		Jun-21
Vanuatu	113.55	148.2	46.8		Dec-22		15	16		Aug-12
Venezuela /W40 10/	23.809	81.7	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	23571	130.7	31.4		Mar-22		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.524	157.0	65.9		Nov-21		21	22		Sep-13
Yemen, Republic of 28/	530.59	129.1	28.2		Jul-22		20	21		Jul-22
Zambia	19.29	127.3	31.9		Jul-22		23	24		Feb-20
Zimbabwe /W40 25/	796.63	126.4	30.0		Mar-22		16	17		Dec-18

## XI CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 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		

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.



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

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

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