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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/580

Approved by:
Larbi Djacta, Chairman

Date:
14 April 2023

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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 April 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 avril 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.
 - Mult.* - Multiplicateur aux fins du calcul de l'indemnité de poste.
 - Changement* - Lorsque la circulaire signale pour la première fois un changement dans le classement du lieu d'affectation, la lettre 'Y' figurera dans cette colonne.
 - Date eff* - Date d'entrée en vigueur du classement du lieu d'affectation (avec indication du multiplicateur).
 - Raison du changement* - Lorsque c'est la première fois qu'une modification du classement d'un lieu d'affectation apparaît dans la circulaire la raison de cette modification est indiquée dans cette colonne.
4. **Seuils**
 - Avec allocation* - Seuil en pourcentage applicable au fonctionnaire qui bénéficie de l'allocation pour conjoint ou parent célibataire.
 - Sans allocation* - Seuil en pourcentage applicable au fonctionnaire qui ne bénéficie pas de l'allocation pour conjoint ou parent célibataire.
 - Ind. Calc.* - Indicateur de calcul. Lorsque la lettre 'Y' figure dans cette colonne, toutes les allocations logement payables au lieu d'affectation devront être recalculées à compter de la date indiquée dans la colonne prochaine.
 - Date eff.* - Date d'entrée en vigueur des seuils indiqués dans la circulaire.

IV. 0.5% Rule

1. The results of the application of the 0.5% rule for group I duty stations are included in the attached Consolidated Post Adjustment Circular.

V. Cost-of-living surveys

2. 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 April 2023

Duty station	Type of survey	Date of survey
The Gambia	Place-to-place	October 2022
Guyana	Place-to-place	October 2022
Lebanon	Place-to-place	January 2023
Mozambique	Place-to-place	October 2022
Zambia	Place-to-place	October 2022

VI. Gap Closure Measure

3. 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.

4. 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.

5. 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**.

6. The Gap Closure Measure was applied to the group II duty station listed below, following the implementation of the results of the cost-of-living survey. Table 2 shows the steps in the calculation of the resulting personal transitional allowance (PTA) effective 1 April 2023.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 April 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)
Lebanon	116.6	216.6	130.9	134.9	34.9	81.7

VII. Duty Stations with Personal Transitional Allowance (PTA)

7. 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 April 2023.

8. 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. PTA should be paid only to staff on post at its starting date. Except for the PTAs that began before March 2023, when the Covid-19 special measure was in place, any staff joining the duty station after the PTA starting date 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 the PTA start date can become eligible.

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

Duty Station	Existing PTA	PTA starting date	Applicable to staff on post on or before	Date of next revision
Angola	28.1	1 March 2023	March 2023	1 September 2023
Burkina Faso	3.1	1 November 2022	February 2023	1 August 2023

Central African Rep.	8.0	1 September 2022	February 2023	1 August 2023
Chile	10.1	1 September 2022	February 2023	1 August 2023
China, Beijing	2.0	1 March 2023	March 2023	1 September 2023
Comoros	8.7	1 April 2022	February 2023	1 August 2023
Congo, Brazzaville	8.8	1 April 2022	February 2023	1 August 2023
Gabon	7.6	1 March 2022	February 2023	1 August 2023
Haiti	6.7	1 March 2023	March 2023	1 September 2023
Jerusalem	3.1	1 January 2023	February 2023	1 August 2023
Jordan	4.1	1 September 2022	February 2023	1 August 2023
Lebanon	81.7	1 April 2023	April 2023	1 October 2023
Madagascar	3.3	1 January 2023	February 2023	1 August 2023
Maldives	3.1	1 June 2020	February 2023	1 August 2023
Niger	6.0	1 December 2021	February 2023	1 August 2023
Qatar	10.6	1 October 2019	February 2023	1 August 2023
Russian Federation	15.5	1 December 2022	February 2023	1 August 2023
Samoa	5.4	1 November 2022	February 2023	1 August 2023
Seychelles	8.2	1 December 2022	February 2023	1 August 2023
Singapore	7.7	1 September 2022	February 2023	1 August 2023
Sudan	14.4	1 March 2023	March 2023	1 September 2023
Thailand	4.6	1 September 2022	February 2023	1 August 2023
Tunisia	3.3	1 December 2022	February 2023	1 August 2023
Zimbabwe	21.3	1 February 2020	February 2023	1 August 2023

VIII. W40 Measure

9. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **The Gambia**, effective 1 April 2023.

IX. One Month Rule

10. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is applicable for **Argentina, Ghana, 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 rule increased the multipliers for these duty stations as shown in the attached Consolidated Post Adjustment Circular.

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 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	85.457	139.8	38.7		Mar-23		9	10		Jul-06
Albania	100.8	135.9	33.7		Mar-23		19	20		Nov-22
Algeria /W40	135.053	142.6	41.7		Mar-23		20	21		Apr-21
Angola /W40	505.882	148.6	52.9		Mar-23		15	16		Mar-23
Anguilla /W40 14/	2.7	153.2	52.6		Mar-23		21	22		Feb-23
Antigua and Barbuda /W40 14/	2.7	153.2	52.6		Mar-23		21	22		Feb-23
Argentina	214.186	138.8	38.8	Y	Apr-23	OMR	23	24		Jan-23
Armenia	385	139.0	38.6		Mar-23		20	21		Nov-19
Aruba 12/	1.79	166.9	65.9		Mar-23		29	31		Aug-22
Australia	1.493	138.1	33.5	Y	Apr-23	ER	24	25		Oct-19
Austria	0.911	152.6	50.0	Y	Apr-23	ER	19	20		Aug-22
Azerbaijan	1.694	148.5	47.8		Mar-23		16	17		Mar-23
Bahamas	1	175.5	74.9		Mar-23		30	32		Sep-22
Bahrain	0.377	154.9	54.6		Mar-23		22	23		Sep-22
Bangladesh /W40	105	144.8	44.5		Mar-23		17	18		Sep-21
Barbados /W40	2	162.7	62.2		Mar-23		20	21		Jul-22
Belarus	2.902	143.5	43.6		Mar-23		18	19		Oct-22
Belgium	0.911	150.2	50.9	Y	Apr-23	ER	17	18		Feb-15
Belize	2	149.5	48.9		Mar-23		16	17		Nov-22
Benin /W40	597.465	144.2	43.4		Mar-23		18	19		Jul-22
Bermuda 16/	1	189.8	89.3		Mar-23		35	37		Dec-17
Bhutan	82.09	133.6	33.0		Mar-23		13	14		Aug-20
Bolivia	6.853	127.7	27.3		Mar-23		17	18		Mar-22
Bonaire /W40 14/	1	153.2	52.6		Mar-23		21	22		Feb-23
Bosnia and Herzegovina /W40	1.781	133.1	31.6		Mar-23		14	15		Feb-23
Botswana	13.193	124.0	23.8		Mar-23		19	20		Jun-19
Brazil /W40	4.945	135.0	31.5		Mar-23		19	20		Feb-21
British Virgin Islands /W40	1	151.8	51.3		Mar-23		22	23		Jun-19
Bulgaria	1.781	127.0	25.3	Y	Apr-23	ER	16	17		Feb-15
Burkina Faso /W40	597.465	130.8	32.2		Mar-23		14	15		Feb-21
Burundi /W40	2063.598	149.5	48.9		Mar-23		14	15		Jul-22
Cambodia	4050	137.4	37.0		Mar-23		23	24		Mar-21
Cameroon /W40	597.465	141.3	39.4		Mar-23		15	16		Jul-15
Canada, Montreal	1.346	150.0	49.0	Y	Apr-23	ER	18	19		Aug-22
Canada, Ottawa	1.346	160.3	59.2	Y	Apr-23	L	20	21		Aug-22
Canada, Toronto	1.346	167.8	66.6	Y	Apr-23	L	20	21		May-17
Cape Verde	100.433	148.2	46.4		Mar-23		23	24		Nov-22
Cayman Islands 17/	0.82	156.3	55.4		Mar-23		24	25		Dec-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		
Central African Rep. /W40	597.465	153.8	54.4		Mar-23		17	18		Nov-17
Chad /W40	597.465	154.7	53.6		Mar-23		16	17		Dec-19
Chile /W40	800	133.5	32.6		Mar-23		19	20		Aug-19
China, Beijing /W40	6.877	165.5	70.7		Mar-23		25	27		Feb-22
China, Hong Kong (SAR)	7.85	211.5	109.6	Y	Apr-23	ER	19	20		Jun-12
China, Macao (SAR)	8.085	151.3	52.1		Nov-22		21	22		Jul-18
Colombia	4466	126.4	24.9		Mar-23		20	21		Oct-20
Comoros	448.099	142.8	41.3		Mar-23		14	15		Apr-19
Congo /W40	597.465	148.6	50.7		Mar-23		7	7		Sep-19
Congo, Dem. Rep. /W40	2035.363	157.1	56.5		Mar-23		25	27		Sep-19
Cook Islands 4/	1.607	152.8	52.2		Mar-23		22	23		Oct-19
Costa Rica	536.67	141.5	40.1		Mar-23		23	24		Jan-23
Cote d Ivoire /W40	597.465	157.9	55.7		Mar-23		21	22		Jan-22
Croatia, Republic of	0.911	144.2	43.5	Y	Apr-23	ER	8	9		Aug-19
Cuba	24	156.2	55.6		Mar-23		25	27		Mar-21
Cyprus	0.911	129.6	29.3	Y	Apr-23	ER	18	19		Jun-19
Czech Republic	21.28	164.8	62.9	Y	Apr-23	ER	21	22		Sep-06
Denmark	6.786	173.8	75.2	Y	Apr-23	ER	25	27		Jun-19
Djibouti /W40	177	148.5	47.9		Mar-23		16	17		Jan-15
Dominica /W40 14/	2.7	153.2	52.6		Mar-23		21	22		Feb-23
Dominican Republic	54.538	137.7	37.3		Mar-23		22	23		Nov-22
Ecuador	1	131.0	32.8		Mar-22		20	21		Oct-22
Egypt /W40	30.862	124.8	23.2		Mar-23		20	21		Sep-22
El Salvador	1	132.9	32.4		Mar-23		23	24		Dec-21
Equatorial Guinea /W40	597.465	145.4	43.6		Mar-23		18	19		Oct-21
Eritrea	15	151.7	50.9		Mar-23		11	12		Dec-17
Estonia	0.911	145.1	42.9		Mar-23		18	19		Feb-01
Eswatini	18.363	117.1	17.5		Mar-23		11	12		Sep-03
Ethiopia /W40	53.96	157.9	57.4		Mar-23		25	27		Feb-22
Fiji /W40	2.19	139.9	38.5		Mar-23		20	21		Sep-11
Finland	0.911	143.4	41.6	Y	Apr-23	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.911	153.7	51.8	Y	Apr-23	L	19	20		Aug-22
France, Paris	0.911	157.4	55.4	Y	Apr-23	ER	25	27		Aug-22
French Guiana	0.911	136.5	35.3	Y	Apr-23	ER	0	0		Jan-00
Gabon /W40	597.465	150.3	49.4		Mar-23		18	19		Jun-19
Gambia /W40	61.9	141.1	41.1	Y	Apr-23	PP	19	20	Y	Apr-23
Georgia, Republic of	2.533	126.7	25.8		Mar-23		18	19		Jul-22
Germany, Berlin	0.911	144.7	44.1	Y	Apr-23	L	24	25		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, Bonn	0.911	138.8	38.3	Y	Apr-23	ER	20	21		May-19
Germany, Dresden	0.911	138.8	38.3	Y	Apr-23	A	19	20		May-19
Germany, Frankfurt	0.911	144.3	43.8	Y	Apr-23	L	21	22		Aug-20
Germany, Hamburg	0.911	146.3	45.8	Y	Apr-23	L	21	22		May-19
Germany, Munich	0.911	150.5	49.9	Y	Apr-23	L	20	21		May-19
Ghana /W40	10.85	136.1	53.2	Y	Apr-23	OMR	24	25		Nov-22
Gibraltar 1/	0.803	173.5	73.4	Y	Apr-23	A	29	31		Aug-22
Greece	0.911	131.5	30.6	Y	Apr-23	ER	17	18		May-19
Grenada /W40 14/	2.7	153.2	52.6		Mar-23		21	22		Feb-23
Guatemala /W40	7.794	138.2	37.7		Mar-23		16	17		Jan-09
Guinea /W40	8502.64	153.3	52.6		Mar-23		19	20		Dec-21
Guinea Bissau	597.465	153.6	51.7		Mar-23		13	14		Nov-15
Guyana /W40	209.7	155.2	55.2	Y	Apr-23	PP	19	20	Y	Apr-23
Haiti	153.56	156.8	60.9		Mar-23		19	20		Mar-23
Honduras /W40	24.535	135.7	36.8		Nov-22		22	23		Dec-22
Hungary	341.02	138.9	37.6	Y	Apr-23	ER	19	20		May-19
Iceland	136.26	135.1	34.4	Y	Apr-23	ER	0	0		Jan-00
India /W40	82.09	133.0	32.5		Mar-23		22	23		Dec-19
Indonesia /W40	14875	138.5	36.7		Mar-23		23	24		Dec-21
Iran	375793	140.8	40.2		Mar-23		30	32		Jun-20
Iraq	1310	130.3	29.4		Mar-23		14	15		May-02
Ireland	0.911	161.2	59.2	Y	Apr-23	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.667	165.8	72.2		Mar-23		25	27		Nov-19
Italy, Brindisi	0.911	126.9	28.8	Y	Apr-23	L	10	11		Nov-99
Italy, Rome	0.911	132.9	34.9	Y	Apr-23	ER	21	22		Aug-22
Jamaica /W40	150.622	154.3	53.4		Mar-23		25	27		Apr-21
Japan, Hiroshima	133.2	144.8	42.4	Y	Apr-23	L	13	14		Sep-19
Japan, Tokyo	133.2	166.1	63.3	Y	Apr-23	ER	22	23		Sep-19
Jerusalem /W40	3.667	156.9	59.9		Mar-23		25	27		Nov-19
Jordan /W40	0.708	137.1	38.6		Sep-22		18	19		Sep-22
Kazakhstan	451.86	135.7	34.8		Mar-23		21	22		Mar-23
Kenya /W40	133.8	132.3	34.2		Mar-23		25	26		May-22
Kiribati	1.493	139.1	40.6		Mar-23		11	12		Jan-20
Korea, Dem. Peo. Of	110	154.3	53.5		Mar-23		10	11		Sep-15
Korea, Republic of /W40	1325.5	150.4	65.6		Mar-23		17	18		Nov-19
Kuwait /W40	0.306	143.7	43.6		Nov-22		21	22		Sep-21
Kyrgyzstan	87.483	133.6	33.1		Mar-23		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	17199	132.1	31.2		Mar-23		13	14		Oct-03

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 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/	0.911	137.3	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	87000	130.9	34.9	Y	Apr-23	GCM	15	16	Y	Apr-23
Lesotho	18.363	132.0	31.8		Mar-23		14	15		Jan-11
Liberia	161.853	152.2	51.5		Mar-23		19	20		Jun-10
Libya /W40 27/	4.769	132.6	31.8		Mar-23		19	20		Jun-21
Lithuania	0.911	138.5	36.3		Mar-23		17	18		Dec-03
Luxembourg	0.911	150.8	52.1	Y	Apr-23	ER	17	18		Dec-17
Madagascar	4355.09	130.9	31.9		Mar-23		20	21		Jan-23
Malawi	1036.249	142.1	41.6		Mar-23		18	19		Dec-22
Malaysia /W40	4.407	152.1	50.3		Mar-23		15	16		Mar-23
Maldives	15	143.9	47.1		Mar-22		23	24		Jun-20
Mali /W40	597.465	148.9	47.4		Mar-23		13	14		Sep-20
Malta	0.911	135.9	34.6	Y	Apr-23	ER	14	15		Oct-06
Marshall Islands 2/	1	152.3	51.9		Mar-23		21	22		Jul-19
Mauritania /W40	34.13	143.3	41.8		Mar-23		13	14		Apr-22
Mauritius	44.919	130.3	30.8		Mar-23		18	19		Sep-21
Mexico	18.05	153.2	49.9		Mar-23		25	27		Mar-23
Micronesia, Fed States of 2/	1	152.3	51.9		Mar-23		23	24		Feb-07
Moldova	18.042	146.5	44.4		Mar-23		21	22		Oct-21
Monaco 3/	0.911	157.4	55.4	Y	Apr-23	A	25	27		Aug-22
Mongolia	3492.98	137.8	38.3		Mar-23		19	20		Oct-22
Montenegro	0.911	134.9	33.0		Mar-23		21	22		Jan-23
Morocco	10.151	130.6	33.4		Mar-23		21	22		May-21
Mozambique /W40	63.25	137.4	37.8		Mar-23		25	27	Y	Apr-23
Myanmar	2100	134.9	35.6		Mar-21		20	21		Feb-23
Namibia	18.363	125.7	26.8		Mar-23		14	15		Jul-22
Nepal /W40	131.259	130.2	29.8		Mar-23		12	13		Jan-14
Netherlands	0.911	154.1	56.4	Y	Apr-23	ER	24	25		Oct-19
New Caledonia	108.691	141.6	39.4		Mar-23		16	17		Sep-05
New Zealand 26/	1.607	139.8	43.5		Mar-23		24	25		Dec-20
Nicaragua	36.129	126.2	30.8		Mar-23		20	21		Oct-21
Niger /W40	597.465	130.8	29.5		Mar-23		10	11		Mar-09
Nigeria /W40	462.39	161.1	60.1		Mar-23		25	27		Feb-23
The Republic of North Macedonia /W40	55.981	135.0	33.7		Mar-23		20	21		Apr-22
Norway	10.444	141.6	37.7	Y	Apr-23	ER	20	21		Jul-19
Oman	0.385	138.2	37.8		Mar-23		21	22		Jul-22
Pakistan /W40	287.035	129.6	29.6		Mar-23		17	18		Jul-22
Palau, Republic of 4/	1	152.8	52.2		Mar-23		0	0		Jan-00

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 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	139.6	39.3		Mar-23		24	25		Aug-18
Papua New Guinea /W40	3.521	170.8	70.3		Mar-23		30	32		Feb-18
Paraguay /W40	7155	130.1	29.6		Mar-23		17	18		Aug-20
Peru /W40	3.78	137.4	36.5		Mar-23		21	22		Aug-17
Philippines /W40	55.22	144.5	45.9		Mar-23		22	23		Oct-18
Poland	4.247	127.9	26.6	Y	Apr-23	ER	20	21		May-19
Portugal, Guimaraes	0.911	115.2	14.0	Y	Apr-23	L	0	0		Jan-00
Portugal, Lisbon	0.911	140.3	38.8	Y	Apr-23	ER	20	21		Jan-05
Puerto Rico 13/	1	137.7	37.3		Mar-23		22	23		Nov-22
Qatar	3.667	158.6	58.4		Mar-23		28	30		Oct-19
Romania	4.496	124.1	21.5	Y	Apr-23	ER	22	23		May-19
Russian Federation /W40	82.249	131.2	47.2		Dec-22		17	18		Dec-22
Rwanda	1092.083	136.2	35.8		Mar-23		17	18		Oct-22
Saint Helena 5/	0.803	151.1	50.1		Mar-23		13	14		Aug-22
St. Lucia	2.7	150.7	50.0		Mar-23		18	19		Mar-21
Samoa	2.671	138.6	39.4		Mar-23		17	18		Feb-21
Sao Tome and Principe	23.168	159.6	58.3		Mar-23		22	23		Nov-22
Saudi Arabia /W40	3.751	149.1	48.6		Mar-23		21	22		Nov-17
Senegal /W40	597.465	139.1	38.6		Mar-23		18	19		Sep-21
Serbia	106.756	134.3	32.6		Mar-23		17	18		Apr-22
Seychelles /W40	13.461	147.9	52.0		Mar-23		18	19		Dec-22
Sierra Leone /W40	21.46	145.7	46.3		Mar-23		19	20		May-18
Singapore	1.328	167.9	67.7		Mar-23		23	24		Jul-19
Slovak Republic	0.911	136.1	34.5	Y	Apr-23	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.911	141.5	39.2	Y	Apr-23	ER	14	15		Jan-20
Solomon Islands /W40	8.19	159.9	59.5		Mar-23		18	19		Dec-07
Somalia 6/	24300	145.1	45.8		Mar-23		19	20		Feb-22
South Africa /W40	18.363	122.4	27.0		Mar-23		22	23		Jun-21
South Sudan, Republic of /W40	857.382	154.8	54.2		Mar-23		14	15		Sep-17
Spain	0.911	133.8	32.8	Y	Apr-23	ER	22	23		Aug-22
Sri Lanka /W40	318.68	138.8	39.0	Y	Apr-23	OMR	22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	153.2	52.6		Mar-23		21	22		Feb-23
St. Vincent and the Grenadines /W40 14/	2.7	153.2	52.6		Mar-23		21	22		Feb-23

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Effective 1 April 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	593	150.0	54.2		Mar-23		15	16		Mar-23
Suriname /W40	37.038	134.9	35.1		Mar-23		16	17		Oct-12
Sweden	10.319	145.2	41.6	Y	Apr-23	ER	26	28		Aug-19
Switzerland	0.897	185.2	81.6	Y	Apr-23	ER	22	23		Aug-22
Syrian Arab Republic 10/	6500	99.1	24.8		Jul-19		20	21		Jun-12
Tajikistan	10.913	136.2	35.7		Mar-23		14	15		Feb-23
Tanzania, United Rep. of /W40	2335.5	141.3	40.8		Mar-23		22	23		Oct-21
Thailand /W40	34.19	139.5	40.3		Mar-23		22	23		Jul-19
Timor-Leste /W40	1	144.2	45.4		Mar-22		15	16		Jul-11
Togo	597.465	145.1	45.7		Jul-21		15	16		Feb-23
Tonga	2.301	138.1	37.0		Mar-23		9	10		Jan-09
Trinidad and Tobago /W40	6.753	143.7	43.0		Mar-23		21	22		Feb-23
Tunisia	3.038	130.5	30.4		Mar-23		15	16		Dec-22
Türkiye, Ankara /W40	19.316	117.3	17.3	Y	Apr-23	OMR	16	17		Oct-21
Türkiye, Gebze /W40 19/	19.316	123.3	23.3	Y	Apr-23	L	17	18		Oct-21
Türkiye, Istanbul /W40 15/	19.316	123.3	23.3	Y	Apr-23	L	17	18		Oct-21
Turkmenistan	3.5	200.1	98.8		Mar-23		8	9		Oct-21
Tuvalu 11/	1.493	145.6	45.4		Mar-23		0	0		Jan-00
Uganda /W40	3742.09	135.1	34.8		Mar-23		24	25		May-14
Ukraine	37	134.1	33.1		Mar-23		16	17		Aug-19
United Arab Emirates	3.672	173.6	72.7		Mar-23		32	34		Aug-11
United Kingdom	0.803	173.5	73.4	Y	Apr-23	ER	29	31		Aug-22
USA, El Paso 20/	1	159.8	56.6		Feb-23		13	14		Aug-22
USA, Miami 7/	1	161.2	57.9		Feb-23		25	27		Aug-22
USA, New York	1	184.7	80.5		Feb-23		32	34		Feb-23
USA, San Diego 21/	1	180.8	76.7		Feb-23		29	31		Aug-22
USA, San Francisco 8/	1	189.0	84.7		Feb-23		29	31		Aug-22
USA, Seattle 18/	1	162.9	59.7		Feb-23		25	27		Aug-22
USA, Washington D.C.	1	166.9	63.5		Feb-23		27	29		Apr-11
Uruguay	38.572	150.7	50.0		Mar-23		27	29		May-22
Uzbekistan /W40	11395	129.9	29.5		Mar-23		17	18		Jun-21
Vanuatu	114.48	150.3	48.8		Mar-23		15	16		Aug-12
Venezuela /W40 10/	24.487	83.1	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	23447	133.7	33.0		Mar-23		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.667	156.9	63.0		Mar-23		21	22		Sep-13
Yemen, Republic of 28/	528.17	131.7	31.3		Mar-23		20	21		Jul-22
Zambia	18.85	136.5	36.5	Y	Apr-23	PP	22	23	Y	Apr-23
Zimbabwe /W40 25/	944.713	127.9	29.5		Mar-23		16	17		Dec-18

X. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 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.

**XI. 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