



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/582

Approved by:  
Larbi Djacta, Chairman

Date:  
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WIPO



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## I.

## INTRODUCTION

A consolidated schedule of post adjustment classifications and threshold figures used for calculating rental subsidies (or deductions) is attached.

Names of countries and areas, which appear in English alphabetical order, are indexed in French in the list attached to the schedule.

In cases where only one post adjustment classification is shown for a country, normally for the capital city, that classification will be applicable for all duty stations within the country.

This schedule is effective **1 June 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 juin 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 June 2023

Duty station	Type of survey	Date of survey
Bulgaria	Place-to-place	January 2023
Croatia, Republic of	Place-to-place	January 2023
Cuba	Place-to-place	November 2022
Cyprus	Place-to-place	January 2023
Hungary	Place-to-place	January 2023
Iran	Place-to-place	October 2022
Poland	Place-to-place	January 2023
Romania	Place-to-place	January 2023

#### 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 on or before the implementation month 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 June 2023.

**Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 June 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)
Iran	40.2	140.2	131.1	135.0	35.0	5.2

## **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 June 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 on or before its starting month. 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 month 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 June 2023

<b>Duty Station</b>	<b>Existing PTA</b>	<b>PTA starting date</b>	<b>Applicable to staff on post before</b>	<b>Date of next revision</b>
Angola	28.1	1 March 2023	1 April 2023	1 September 2023
Burkina Faso	3.1	1 November 2022	1 March 2023	1 August 2023
Central African Rep.	8.0	1 September 2022	1 March 2023	1 August 2023
Chile	10.1	1 September 2022	1 March 2023	1 August 2023
China, Beijing	2.0	1 March 2023	1 April 2023	1 September 2023
Comoros	8.7	1 April 2022	1 March 2023	1 August 2023
Congo, Brazzaville	8.8	1 April 2022	1 March 2023	1 August 2023
Gabon	7.6	1 March 2022	1 March 2023	1 August 2023
Haiti	6.7	1 March 2023	1 April 2023	1 September 2023
Iran	5.2	1 June 2023	1 July 2023	1 December 2023
Jerusalem	3.1	1 January 2023	1 March 2023	1 August 2023
Jordan	4.1	1 September 2022	1 March 2023	1 August 2023
Lebanon	81.7	1 April 2023	1 May 2023	1 October 2023
Madagascar	3.3	1 January 2023	1 March 2023	1 August 2023
Maldives	3.1	1 June 2020	1 March 2023	1 August 2023
Niger	6.0	1 December 2021	1 March 2023	1 August 2023
Qatar	10.6	1 October 2019	1 March 2023	1 August 2023
Russian Federation	15.5	1 December 2022	1 March 2023	1 August 2023
Samoa	5.4	1 November 2022	1 March 2023	1 August 2023
Seychelles	8.2	1 December 2022	1 March 2023	1 August 2023
Singapore	7.7	1 September 2022	1 March 2023	1 August 2023
Sudan	14.4	1 March 2023	1 April 2023	1 September 2023
Thailand	4.6	1 September 2022	1 March 2023	1 August 2023
Tunisia	3.3	1 December 2022	1 March 2023	1 August 2023
Zimbabwe	21.3	1 February 2020	1 March 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 **Iran**, effective 1 June 2023.



## **IX. One Month Rule**

10. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule (OMR) is applicable for **Argentina, Ghana, Lebanon, Sri Lanka, Sudan, Suriname 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. Based on the application of the one-month rule, the applicable post adjustment multiplier for **Argentina, Lebanon, Sri Lanka, Sudan** and **Suriname** effective 1 June 2023 are listed in the attached Consolidated Post Adjustment Circular. However, the application of the rule did not trigger a change in the post adjustment multipliers for **Ghana** and **Türkiye**.

## **X. Advance notification of a change in the structure of the Post Adjustment-related data published in XML format on the ICSC website**

11. This is to notify users of the XML data that there will be a change in the XML data structure starting with the July 2023 publication. This change includes the introduction of a new column that will reflect the PTA entitlement date. For existing PTAs, these dates will be those indicated in the third column of Table 3. The details of the new column (the tag, description, and an example) are highlighted in the Annex.

12. This change is being implemented to enhance the functionality and relevance of the XML data structure. By including the PTA entitlement date into the XML data, users will be able to efficiently incorporate PTA-related processes into their workflows. To ensure a smooth transition, it is crucial that users update their payroll systems and processes accordingly to accommodate the new column. If the implementation of such changes presents any challenges to any users, they are requested to inform the ICSC in advance. Rest assured that the ICSC is committed to working with you to find the best possible solutions to any problems that may arise, and to ensure a successful integration of the new XML data structure in regular publication of post adjustment-related data.

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 June 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	85.605	141.4	38.7		Mar-23		9	10		Jul-06
Albania	97.41	137.4	33.7		Mar-23		19	20		Nov-22
Algeria /W40	135.625	143.7	41.7		Mar-23		20	21		Apr-21
Angola /W40	635.051	141.5	52.9		Mar-23		15	16		Mar-23
Anguilla /W40 14/	2.7	154.9	52.6		Mar-23		21	22		Feb-23
Antigua and Barbuda /W40 14/	2.7	154.9	52.6		Mar-23		21	22		Feb-23
Argentina	247.257	139.5	39.5	Y	Jun-23	OMR	23	24		Jan-23
Armenia	383.25	140.0	38.6		Mar-23		20	21		Nov-19
Aruba 12/	1.79	168.6	65.9		Mar-23		29	31		Aug-22
Australia	1.477	139.9	34.7	Y	Jun-23	ER	24	25		Oct-19
Austria	0.927	153.0	47.7	Y	Jun-23	ER	19	20		Aug-22
Azerbaijan	1.696	150.6	47.8		Mar-23		16	17		Mar-23
Bahamas	1	176.8	74.9		Mar-23		30	32		Sep-22
Bahrain	0.377	156.0	54.6		Mar-23		22	23		Sep-22
Bangladesh /W40	107	145.1	44.5		Mar-23		17	18		Sep-21
Barbados /W40	2	164.9	62.2		Mar-23		20	21		Jul-22
Belarus	2.926	144.8	43.6		Mar-23		18	19		Oct-22
Belgium	0.927	146.0	48.6	Y	Jun-23	ER	17	18		Feb-15
Belize	2	150.8	48.9		Mar-23		16	17		Nov-22
Benin /W40	608.269	143.9	43.4		Mar-23		18	19		Jul-22
Bermuda 16/	1	191.3	89.3		Mar-23		35	37		Dec-17
Bhutan	82.37	134.4	33.0		Mar-23		13	14		Aug-20
Bolivia	6.857	128.3	27.3		Mar-23		17	18		Mar-22
Bonaire /W40 14/	1	154.9	52.6		Mar-23		21	22		Feb-23
Bosnia and Herzegovina /W40	1.814	133.6	31.6		Mar-23		14	15		Feb-23
Botswana	13.351	124.5	23.8		Mar-23		19	20		Jun-19
Brazil /W40	4.866	137.1	31.5		Mar-23		19	20		Feb-21
British Virgin Islands /W40	1	152.8	51.3		Mar-23		22	23		Jun-19
Bulgaria	1.814	137.1	37.1	Y	Jun-23	PP	20	21	Y	Jun-23
Burkina Faso /W40	608.269	130.9	32.2		Mar-23		14	15		Feb-21
Burundi /W40	2800.862	143.8	48.9		Mar-23		14	15		Jul-22
Cambodia	4106	138.0	37.0		Mar-23		23	24		Mar-21
Cameroon /W40	608.269	141.5	39.4		Mar-23		15	16		Jul-15
Canada, Montreal	1.333	153.1	50.3	Y	Jun-23	ER	18	19		Aug-22
Canada, Ottawa	1.333	163.5	60.6	Y	Jun-23	L	20	21		Aug-22
Canada, Toronto	1.333	171.1	68.1	Y	Jun-23	L	20	21		May-17
Cape Verde	102.249	148.5	46.4		Mar-23		23	24		Nov-22
Cayman Islands 17/	0.82	156.6	55.4		Mar-23		24	25		Dec-17
Central African Rep. /W40	608.269	154.1	54.4		Mar-23		17	18		Nov-17

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 June 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		
Chad /W40	608.269	156.9	53.6		Mar-23		16	17		Dec-19
Chile /W40	807	133.9	32.6		Mar-23		19	20		Aug-19
China, Beijing /W40	7.153	162.0	70.7		Mar-23		25	27		Feb-22
China, Hong Kong (SAR)	7.834	212.8	110.0	Y	Jun-23	ER	19	20		Jun-12
China, Macao (SAR)	8.069	152.1	52.1		Nov-22		21	22		Jul-18
Colombia	4189	129.6	24.9		Mar-23		20	21		Oct-20
Comoros	456.202	143.9	41.3		Mar-23		14	15		Apr-19
Congo /W40	608.269	148.7	50.7		Mar-23		7	7		Sep-19
Congo, Dem. Rep. /W40	2192.873	157.8	56.5		Mar-23		25	27		Sep-19
Cook Islands 4/	1.628	154.1	52.2		Mar-23		22	23		Oct-19
Costa Rica	543.8	142.1	40.1		Mar-23		23	24		Jan-23
Cote d Ivoire /W40	608.269	157.8	55.7		Mar-23		21	22		Jan-22
Croatia, Republic of	0.927	139.6	41.3	Y	Jun-23	ER	8	9		Aug-19
Cuba	24	167.6	67.6	Y	Jun-23	PP	23	24	Y	Jun-23
Cyprus	0.927	136.0	36.0	Y	Jun-23	PP	16	17	Y	Jun-23
Czech Republic	22.06	164.8	57.8	Y	Jun-23	ER	21	22		Sep-06
Denmark	6.911	180.8	80.5	Y	Jun-23	ER	25	27		Jun-19
Djibouti /W40	177	149.2	47.9		Mar-23		16	17		Jan-15
Dominica /W40 14/	2.7	154.9	52.6		Mar-23		21	22		Feb-23
Dominican Republic	54.314	138.6	37.3		Mar-23		22	23		Nov-22
Ecuador	1	131.7	32.8		Mar-22		20	21		Oct-22
Egypt /W40	30.861	127.0	23.2		Mar-23		20	21		Sep-22
El Salvador	1	133.6	32.4		Mar-23		23	24		Dec-21
Equatorial Guinea	608.269	146.7	46.6		May-23		19	20		May-23
Eritrea	15	152.7	50.9		Mar-23		11	12		Dec-17
Estonia	0.927	145.4	42.9		Mar-23		18	19		Feb-01
Eswatini	18.592	117.6	17.5		Mar-23		11	12		Sep-03
Ethiopia /W40	54.458	159.0	57.4		Mar-23		25	27		Feb-22
Fiji /W40	2.24	139.6	38.5		Mar-23		20	21		Sep-11
Finland	0.927	141.9	41.3	Y	Jun-23	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.927	153.7	49.5	Y	Jun-23	L	19	20		Aug-22
France, Paris	0.927	157.3	53.1	Y	Jun-23	ER	25	27		Aug-22
French Guiana	0.927	136.7	33.2	Y	Jun-23	ER	0	0		Jan-00
Gabon /W40	608.269	150.1	49.4		Mar-23		18	19		Jun-19
Gambia /W40	59.24	145.1	41.1		Apr-23		19	20		Apr-23
Georgia, Republic of	2.61	126.9	25.8		Mar-23		18	19		Jul-22
Germany, Berlin	0.927	145.3	42.0	Y	Jun-23	L	24	25		May-19
Germany, Bonn	0.927	139.4	36.3	Y	Jun-23	ER	20	21		May-19
Germany, Dresden	0.927	139.4	36.3	Y	Jun-23	A	19	20		May-19

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 June 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		
Germany, Frankfurt	0.927	144.9	41.7	Y	Jun-23	L	21	22		Aug-20
Germany, Hamburg	0.927	146.9	43.6	Y	Jun-23	L	21	22		May-19
Germany, Munich	0.927	151.1	47.7	Y	Jun-23	L	20	21		May-19
Ghana /W40	11	135.7	53.2		Apr-23		24	25		Nov-22
Gibraltar 1/	0.795	177.1	74.9	Y	Jun-23	A	29	31		Aug-22
Greece	0.927	130.3	28.6	Y	Jun-23	ER	17	18		May-19
Grenada /W40 14/	2.7	154.9	52.6		Mar-23		21	22		Feb-23
Guatemala /W40	7.833	138.8	37.7		Mar-23		16	17		Jan-09
Guinea /W40	8505.07	154.8	52.6		Mar-23		19	20		Dec-21
Guinea Bissau	608.269	154.6	51.7		Mar-23		13	14		Nov-15
Guyana /W40	210.3	155.9	55.2		Apr-23		19	20		Apr-23
Haiti	138.6	158.1	60.9		Mar-23		19	20		Mar-23
Honduras /W40	24.318	136.8	36.8		Nov-22		22	23		Dec-22
Hungary	343.44	150.5	50.5	Y	Jun-23	PP	18	19	Y	Jun-23
Iceland	138.53	136.6	32.5	Y	Jun-23	ER	0	0		Jan-00
India /W40	82.37	133.9	32.5		Mar-23		22	23		Dec-19
Indonesia /W40	14858	139.4	36.7		Mar-23		23	24		Dec-21
Iran /W40	374009	131.1	35.0	Y	Jun-23	GCM	17	18	Y	Jun-23
Iraq	1310	131.7	29.4		Mar-23		14	15		May-02
Ireland	0.927	161.0	56.8	Y	Jun-23	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.562	168.3	72.2		Mar-23		25	27		Nov-19
Italy, Brindisi	0.927	126.8	26.8	Y	Jun-23	L	10	11		Nov-99
Italy, Rome	0.927	132.8	32.8	Y	Jun-23	ER	21	22		Aug-22
Jamaica /W40	153.203	154.6	53.4		Mar-23		25	27		Apr-21
Japan, Hiroshima	139.93	140.6	36.3	Y	Jun-23	L	13	14		Sep-19
Japan, Tokyo	139.93	161.3	56.3	Y	Jun-23	ER	22	23		Sep-19
Jerusalem /W40	3.562	159.3	59.9		Mar-23		25	27		Nov-19
Jordan /W40	0.708	138.0	38.6		Sep-22		18	19		Sep-22
Kazakhstan	447.86	137.6	34.8		Mar-23		21	22		Mar-23
Kenya /W40	139.41	131.6	34.2		Mar-23		25	26		May-22
Kiribati	1.477	140.4	40.6		Mar-23		11	12		Jan-20
Korea, Dem. Peo. Of	110	155.2	53.5		Mar-23		10	11		Sep-15
Korea, Republic of /W40	1271.32	154.9	65.6		Mar-23		17	18		Nov-19
Kuwait /W40	0.307	144.3	43.6		Nov-22		21	22		Sep-21
Kyrgyzstan	87	134.7	33.1		Mar-23		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	18210	132.2	31.2		Mar-23		13	14		Oct-03
Latvia 23/	0.927	138.0	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	86200	133.2	35.0	Y	Jun-23	OMR	15	16		Apr-23
Lesotho	18.592	132.8	31.8		Mar-23		14	15		Jan-11

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 June 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	169.858	153.2	51.5		Mar-23		19	20		Jun-10
Libya /W40 27/	4.834	133.9	31.8		Mar-23		19	20		Jun-21
Lithuania	0.927	139.5	36.3		Mar-23		17	18		Dec-03
Luxembourg	0.927	150.9	49.7	Y	Jun-23	ER	17	18		Dec-17
Madagascar	4405.09	131.4	31.9		Mar-23		20	21		Jan-23
Malawi	1036.249	144.2	41.6		Mar-23		18	19		Dec-22
Malaysia /W40	4.612	150.0	50.3		Mar-23		15	16		Mar-23
Maldives	15	144.7	47.1		Mar-22		23	24		Jun-20
Mali /W40	608.269	149.7	47.4		Mar-23		13	14		Sep-20
Malta	0.927	134.8	32.5	Y	Jun-23	ER	14	15		Oct-06
Marshall Islands 2/	1	152.7	51.9		Mar-23		21	22		Jul-19
Mauritania /W40	34.26	144.5	41.8		Mar-23		13	14		Apr-22
Mauritius	45.666	130.7	30.8		Mar-23		18	19		Sep-21
Mexico	17.28	157.0	49.9		Mar-23		25	27		Mar-23
Micronesia, Fed States of 2/	1	152.7	51.9		Mar-23		23	24		Feb-07
Moldova	17.712	149.9	44.4		Mar-23		21	22		Oct-21
Monaco 3/	0.927	157.3	53.1	Y	Jun-23	A	25	27		Aug-22
Mongolia	3432	139.3	38.3		Mar-23		19	20		Oct-22
Montenegro	0.927	135.3	33.0		Mar-23		21	22		Jan-23
Morocco	10.102	131.7	33.4		Mar-23		21	22		May-21
Mozambique /W40	63.25	138.0	37.8		Mar-23		25	27		Apr-23
Myanmar	2100	135.7	35.6		Mar-21		20	21		Feb-23
Namibia	18.592	126.3	26.8		Mar-23		14	15		Jul-22
Nepal /W40	131.727	130.9	29.8		Mar-23		12	13		Jan-14
Netherlands	0.927	150.4	54.0	Y	Jun-23	ER	24	25		Oct-19
New Caledonia	110.657	141.1	39.4		Mar-23		16	17		Sep-05
New Zealand 26/	1.628	141.7	43.5		Mar-23		24	25		Dec-20
Nicaragua	36.128	126.8	30.8		Mar-23		20	21		Oct-21
Niger /W40	608.269	130.6	29.5		Mar-23		10	11		Mar-09
Nigeria /W40	472.2	162.3	60.1		Mar-23		25	27		Feb-23
The Republic of North Macedonia /W40	56.885	135.4	33.7		Mar-23		20	21		Apr-22
Norway	10.694	147.2	45.4	Y	Jun-23	ER	25	27		May-23
Oman	0.384	139.0	37.8		Mar-23		21	22		Jul-22
Pakistan /W40	283.56	130.7	29.6		Mar-23		17	18		Jul-22
Palau, Republic of 4/	1	154.1	52.2		Mar-23		0	0		Jan-00
Panama /W40	1	140.2	39.3		Mar-23		24	25		Aug-18
Papua New Guinea /W40	3.546	171.1	70.3		Mar-23		30	32		Feb-18
Paraguay /W40	7237	130.5	29.6		Mar-23		17	18		Aug-20
Peru /W40	3.636	140.3	36.5		Mar-23		21	22		Aug-17

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 June 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	55.922	144.4	45.9		Mar-23		22	23		Oct-18
Poland	4.155	136.6	36.6	Y	Jun-23	PP	22	23	Y	Jun-23
Portugal, Guimaraes	0.927	112.9	12.2	Y	Jun-23	L	0	0		Jan-00
Portugal, Lisbon	0.927	137.5	36.7	Y	Jun-23	ER	20	21		Jan-05
Puerto Rico 13/	1	138.6	37.3		Mar-23		22	23		Nov-22
Qatar	3.647	159.7	58.4		Mar-23		28	30		Oct-19
Romania	4.6	132.0	32.0	Y	Jun-23	PP	19	20	Y	Jun-23
Russian Federation /W40	83.751	131.2	47.2		Dec-22		17	18		Dec-22
Rwanda	1124.494	136.4	35.8		Mar-23		17	18		Oct-22
Saint Helena 5/	0.795	154.3	50.1		Mar-23		13	14		Aug-22
St. Lucia	2.7	151.7	50.0		Mar-23		18	19		Mar-21
Samoa	2.711	138.8	39.4		Mar-23		17	18		Feb-21
Sao Tome and Principe	22.934	160.8	58.3		Mar-23		22	23		Nov-22
Saudi Arabia /W40	3.75	149.9	48.6		Mar-23		21	22		Nov-17
Senegal /W40	608.269	138.8	38.6		Mar-23		18	19		Sep-21
Serbia	108.664	134.5	32.6		Mar-23		17	18		Apr-22
Seychelles /W40	13.215	149.7	52.0		Mar-23		18	19		Dec-22
Sierra Leone /W40	22.7	146.0	46.3		Mar-23		19	20		May-18
Singapore	1.341	168.2	67.7		Mar-23		23	24		Jul-19
Slovak Republic	0.927	138.0	32.4	Y	Jun-23	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.927	145.0	37.1	Y	Jun-23	ER	14	15		Jan-20
Solomon Islands /W40	8.157	161.4	59.5		Mar-23		18	19		Dec-07
Somalia 6/	24300	145.3	45.8		Mar-23		19	20		Feb-22
South Africa /W40	18.592	122.9	27.0		Mar-23		22	23		Jun-21
South Sudan, Republic of /W40	966.581	155.6	54.2		Mar-23		14	15		Sep-17
Spain	0.927	134.0	30.8	Y	Jun-23	ER	22	23		Aug-22
Sri Lanka /W40	304.92	140.7	40.8	Y	Jun-23	OMR	22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	154.9	52.6		Mar-23		21	22		Feb-23
St. Vincent and the Grenadines /W40 14/	2.7	154.9	52.6		Mar-23		21	22		Feb-23

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 June 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	573	154.6	54.7	Y	Jun-23	OMR	15	16		Mar-23
Suriname /W40	37.765	136.5	36.5	Y	Jun-23	OMR	16	17		Oct-12
Sweden 29/	10.751	140.4	38.6	Y	Jun-23	ER	27	29		May-23
Switzerland	0.907	184.7	79.8	Y	Jun-23	ER	22	23		Aug-22
Syrian Arab Republic 10/	6500	99.9	24.8		Jul-19		20	21		Jun-12
Tajikistan	10.914	137.1	35.7		Mar-23		14	15		Feb-23
Tanzania, United Rep. of /W40	2376.37	141.6	40.8		Mar-23		22	23		Oct-21
Thailand /W40	34.56	139.5	40.3		Mar-23		22	23		Jul-19
Timor-Leste /W40	1	145.0	45.4		Mar-22		15	16		Jul-11
Togo	608.269	146.2	45.7		Jul-21		15	16		Feb-23
Tonga	2.294	140.0	37.0		Mar-23		9	10		Jan-09
Trinidad and Tobago /W40	6.728	144.8	43.0		Mar-23		21	22		Feb-23
Tunisia	3.092	130.9	30.4		Mar-23		15	16		Dec-22
Türkiye, Ankara /W40	23.628	128.5	33.8		May-23		14	15		May-23
Türkiye, Gebze /W40 19/	23.628	135.1	40.6		May-23		15	16		May-23
Türkiye, Istanbul /W40 15/	23.628	135.1	40.6		May-23		15	16		May-23
Turkmenistan	3.5	202.3	98.8		Mar-23		8	9		Oct-21
Tuvalu 11/	1.477	146.9	45.4		Mar-23		0	0		Jan-00
Uganda /W40	3720	135.8	34.8		Mar-23		24	25		May-14
Ukraine	37	134.7	33.1		Mar-23		16	17		Aug-19
United Arab Emirates	3.673	175.0	72.7		Mar-23		32	34		Aug-11
United Kingdom	0.795	177.1	74.9	Y	Jun-23	ER	29	31		Aug-22
USA, El Paso 20/	1	161.5	56.6		Feb-23		13	14		Aug-22
USA, Miami 7/	1	162.8	57.9		Feb-23		25	27		Aug-22
USA, New York	1	186.4	80.5		Feb-23		32	34		Feb-23
USA, San Diego 21/	1	182.5	76.7		Feb-23		29	31		Aug-22
USA, San Francisco 8/	1	190.7	84.7		Feb-23		29	31		Aug-22
USA, Seattle 18/	1	164.6	59.7		Feb-23		25	27		Aug-22
USA, Washington D.C.	1	168.6	63.5		Feb-23		27	29		Apr-11
Uruguay	38.526	151.1	50.0		Mar-23		27	29		May-22
Uzbekistan /W40	11450	130.6	29.5		Mar-23		17	18		Jun-21
Vanuatu	115.91	154.4	48.8		Mar-23		15	16		Aug-12
Venezuela /W40 10/	26.857	83.6	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	23490	134.2	33.0		Mar-23		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.562	159.3	63.0		Mar-23		21	22		Sep-13
Yemen, Republic of 28/	511.19	132.4	31.3		Mar-23		20	21		Jul-22
Zambia	18.9	137.2	36.5		Apr-23		22	23		Apr-23
Zimbabwe /W40 25/	4868.511	128.5	29.5		Mar-23		16	17		Dec-18

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 June 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.
- 29/ The PAI for May 2023 was revised to 143.4 to reflect a correction in the compilation of the housing weight.



**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

**Annex: Revised XML structure for the Post Adjustment-related data published on the ICSC website**

XML Tag	Description	Example
dsid	Duty station ID used by ICSC	<dsid>AFG001</dsid>
asofdate	Date which the ICSC circular will be effective. (The same date applies for all duty stations)	<asofdate>1/Sep/2017</asofdate>
country	Name of country where the duty station is located. If there are more UN offices located in different cities or areas, this field will be repeated for all the cities or areas.	<country>Afghanistan</country>
originalcount	Name of country where the duty station is located. If there are more UN offices located in different cities or areas in the country, this field will include the name of the city or the areas too.	<originalcount>Austria</originalcount> <originalcount>USA, Washington DC</originalcount> <originalcount>USA, New York</originalcount>
exch	Latest UN Operational Rate of Exchange	<exch>25.55</exch>
Index	Post Adjustment Index (PAI)	<Index>118.2</Index>
Multiplier	Post Adjustment Multiplier (PAM)	<Multiplier>18.2</Multiplier>
change	This field indicates whether or not the Post Adjustment Multiplier (PAM) has changed from the previous value. A change in multiplier in the duty station is indicated by “Y” or this field is left blank if there is no change in multiplier.	<change>Y</change> <change/> <i>(When not applicable)</i>
eff_date	Date on which the Post Adjustment Multiplier is effective from.	<eff_date>1/Sep/2017</eff_date>

XML Tag	Description	Example
reason	This field is left blank for duty stations that do not have a change in multiplier. When not blank it indicates the reason for the change for duty stations with new multiplier.	<pre>&lt;reason&gt;ER&lt;/reason&gt;</pre> <pre>&lt;reason/&gt; (When not applicable)</pre> <p>The following are the possible values that can appear in this tag:</p> <p>FMR - Four Month Review  ER - Exchange Rate  H - Housing Survey  PP - Place to Place Survey  IM - Interim Multiplier  GCM - Gap Closure Measure  FPR - Five percent rule  TMR - Twelve Months rule  OMR - One Month rule  TPR - Ten Point rule  A - Assimilated to another duty station  L - Linked through intercity coefficient  MM - Margin Management</p> <p>Additional codes might be added upon need.</p>
with	Rental Threshold for staff members with Spouse/Single Parent Allowance	<pre>&lt;with&gt;35&lt;/with&gt;</pre>
without	Rental Threshold for staff members without Spouse/Single Parent Allowance	<pre>&lt;without&gt;37&lt;/without&gt;</pre>
t_change	This tag indicates whether or not the rental threshold has changed from the previous value. A change in threshold is indicated by “Y” or this tag is left blank if there is no change in threshold.	<pre>&lt;t_change&gt;Y&lt;/t_change&gt;</pre> <pre>&lt;t_change/&gt; (When not applicable)</pre>
t_eff_date	Effective date for the rental thresholds.	<pre>&lt;t_eff_date&gt;1/Sep/2017&lt;/ t_eff_date &gt;</pre>
DS_GROUP	Duty Station grouping used by ICSC	<pre>&lt;DS_GROUP&gt;1&lt;/DS_GROUP&gt;</pre> <p>The following are the possible values that can appear in this tag</p> <p>1 - Group I duty station  2 - Group II duty station</p>
PTAllow	<p>Personal Transitional Allowance (PTA) in additional multiplier points. (Numeric PTA value or blank if not applicable)</p> <p>This tag will provide the value of the Personal Transitional Allowance in additional multiplier points due to existing staff at duty stations subject to the implementation of negative survey results.</p>	<pre>&lt;PTAllow&gt;5.2&lt;/PTAl</pre> <pre>low&gt; &lt;PTAllow/&gt;</pre> <p>(When not applicable)</p>
PTA_Orig_date	Date on which the current PTA cycle was introduced for the first time. (blank if not applicable)	<pre>&lt;PTA_Orig_date&gt;1/Nov/2016&lt;/PTA_Orig_date&gt;</pre>

XML Tag	Description	Example
		<PTA_Orig_date/> <i>(When not applicable)</i>
PTA_Eff_date	Date on which application of the PTA is effective. Subsequent revisions of PTA amounts are done periodically after its introduction, gradually reducing the amount until it phases out. This date changes whenever the PTA amount of a duty station is revised. Therefore a duty station will typically have one origination date for the application of PTA and possibly multiple effective dates with gradually decreasing PTA amounts.	<PTA_Eff_date>1/Feb/2017</PTA_Eff_date> <PTA_Eff_date/> <i>(When not applicable)</i>
PTA_Entitle_date*	The date in this column determines staff eligibility for the PTA. Staff must have been onboarded at the duty station before this date to be entitled to the PTA. This date is set to the 1 <sup>st</sup> day of the month following the implementation month of the survey except for PTAs that existed during the period of Covid-19 special measure whose entitlement date is set to 1 March 2023.	<PTA_Entitle_date>30/Nov/2016</PTA_Entitle_date> <PTA_Entitle_date/> <i>(When not applicable)</i>
W40_FLAG	This field indicates whether or not a duty station is waived from the 40% cap applied on rental subsidy calculation. If it has the value “True”, then the waiver is in effect. <i>(Raising the cap of rent for rental subsidy calculation from 40% to 90%)</i> . If the tagged value is “False” it means that the normal cap of 40% of rent for rental subsidy calculation applies.	<W40_FLAG>True</W40_FLAG> <W40_FLAG>False</W40_FLAG> <i>(When not applicable)</i>
W40_Eff_date	Effective date of the W40 flag	<W40_Eff_date>1/Mar/2017</W40_Eff_date>

\*Data field added with July 2023 publication