



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/588

Approved by:  
Larbi Djacta, Chairman

Date:  
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## I.

## INTRODUCTION

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

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

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

This schedule is effective **1 December 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 décembre 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. The Application of the modified 0.5% Rule for group I duty stations

2. At its 96th session, the Commission approved the application of the modified 0.5 per cent rule for group I duty stations that meet two conditions: a) the currency of the duty station is neither any of the currencies of headquarters duty stations (that is, the US dollar, Swiss Franc, Euro, or British Pound), nor pegged, in a fixed or otherwise strict manner, to them; and (b) the share of in-area expenditures incurred in non-local currencies by reference to the benchmark net take-home pay (NTP) based on the results of the latest cost-of-living survey is at least 15 per cent. For such duty stations, the monthly multiplier between reviews is obtained by keeping two separate shares of benchmark NTPs, expressed in US dollar and in local currency, stable, with a maximum fluctuation of plus or minus 0.5 per cent, with the share of the NTP expressed in local currency adjusted for changes in the exchange rates only, whereas the share of NTP expressed in US dollars is insulated from local currency fluctuations. The share of the NTP expressed in US dollars is obtained as the share of in-area expenditures, incurred in non-local currencies, of the benchmark NTP at the time of survey implementation.

3. In accordance with the provision of the application of the modified 0.5 per cent rule for group I duty stations, as outlined above, the post adjustment multipliers applicable for **Hungary** and **Romania**, with effect from 1 December 2023, are included in the attached Consolidated Post Adjustment Circular.

#### VI. Cost-of-living surveys

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

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

Duty station	Type of survey	Date of survey
Brazil	Housing	June 2023
Cameroon	Housing	June 2023
Jamaica	Place-to-place	June 2023
Mali	Place-to-place	June 2023
Micronesia, Fed States of	Place-to-place	June 2023
Morocco	Housing	June 2023
Nigeria	Place-to-place	September 2023
Peru	Housing	June 2023
Samoa	Housing	June 2023
Sao Tome and Principe	Housing	June 2023

**VII. Duty Stations with Personal Transitional Allowance (PTA)**

5. Under the existing system of operational rules, the PTA is adjusted periodically until it is phased out. Table 2 provides a summary of all PTAs in effect as of 1 December 2023.

6. It should be noted that the PTA is 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. Please refer to ICSC/CIRC/GEN/08/2023, issued on 29 May 2023, for more detailed guidelines on the implementation of PTAs.

**Table 2: Summary of personal transitional allowances (PTAs), as of 1 December 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	22.7	1 March 2023	1 April 2023	1 March 2024
Benin	4.2	1 September 2023	1 October 2023	1 March 2024
Burundi	2.4	1 September 2023	1 October 2023	1 March 2024
Chile	1.7	1 September 2022	1 March 2023	1 April 2024
Czech Republic*	3.1	1 November 2023	1 December 2023	1 May 2024
Haiti	1.6	1 March 2023	1 April 2023	1 January 2024
Iran	1.0	1 June 2023	1 July 2023	1 April 2024
Lebanon	75.2	1 April 2023	1 May 2023	1 February 2024
Papua New Guinea	6.2	1 July 2023	1 August 2023	1 January 2024
Qatar	0.5	1 October 2019	1 March 2023	1 April 2024
Russian Federation	27.8	1 July 2023	1 August 2023	1 January 2024
Sudan	9.3	1 March 2023	1 April 2023	1 January 2024
Turkmenistan	5.6	1 July 2023	1 August 2023	1 January 2024
Zimbabwe	12.3	1 February 2020	1 March 2023	1 April 2024

\*Duty station under the 2021 round (PTA revised on a monthly basis to maintain the NTP until the next revision date)

7. The gap closure measure is completed for **Central African Rep., Comoros, Congo (Brazzaville), Gabon, Niger, Samoa, Seychelles, Singapore, and Thailand**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 December 2023.

## VIII. W40 Measure

8. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Morocco**, effective 1 December 2023.

9. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Jamaica**, effective 1 December 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, Lebanon, Sierra Leone, Sudan, Suriname** and **Türkiye**. Under this rule, the post adjustment multipliers of these duty stations are reviewed monthly during the period of substantial inflation. Based on the application of the one-month rule, the applicable post adjustment multipliers for **Lebanon, Sierra Leone, Suriname** and **Türkiye**, effective 1 December 2023, are listed in the attached Post Adjustment Circular. However, the application of the rule did not trigger a change in the post adjustment multipliers for **Argentina** and **Sudan**.

## X. Revised post adjustment multipliers and rental subsidy thresholds for linked duty stations

11. The revised post adjustment multiplier and applicable rental subsidy thresholds for **Marshall Islands** and **Tuvalu** have been established, effective 1 December 2023, as listed in the attached Consolidated Post Adjustment Circular, based on a new cost-of-living survey in **Samoa**, to which these duty stations are linked for purposes of post adjustment.

## XI. Retroactive Pay for Sao Tome and Principe

12. The secretariat identified an error in the implementation of the survey results for Sao Tome and Principe in November 2022. Due to a glitch in the data processing system, the medical index, part of the post adjustment index calculated at the survey date, was not included in the aggregation of the cost-of-living index. Consequently, even though the correct index was reflected in the results as of the survey date (June 2022), the post adjustment index as of the survey implementation date (November 2022) was lower because of the absence of the medical insurance index. Therefore, the survey result for Sao Tome and Principe was recalculated leading to a difference of 2.4 multiplier points, which means that a retroactive pay of 2.4 multiplier points per month from November 2022 to November 2023 should be granted to staff in Sao Tome and Principe, according to the date the staff member joined or left the duty station. The December 2023 multiplier has been revised as shown in this Consolidated Post Adjustment Circular.

13. To ease the burden on payroll systems, the retroactive pay can be processed as a one-time payment. For example, for a staff member who was onboarded as of 1 November 2022 and is still at the duty station, a cumulative multiplier points of 31.2 (from November 2022 to November 2023) can be processed at once. Similarly, a staff member who was onboarded as of 1 January



2023 but left the duty station 30 September 2023 would be paid a cumulative multiplier points of 21.6 (2.4 times 9 months).

14. As a result of the updated multiplier, the rental subsidy thresholds were also revised. The implemented thresholds in November 2022 were 22 per cent for staff with spouse or single parent allowance and 23 per cent for staff without spouse or single parent allowance. These rental subsidy thresholds are now revised to 24 and 25 per cent respectively effective November 2022. The housing survey implemented in December 2023 led to further changes to the thresholds as indicated in the attached Consolidated Post Adjustment Circular.

15. The revision of the thresholds from 22/23 to 24/25 means that some staff should have received a lower rental subsidy amount than was processed while some others may have become ineligible. Rental subsidy should therefore be reprocessed from November 2022 to November 2023, and this might offset in part some of the retroactive payments for those receiving rental subsidy.

**XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 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	68.488	144.7	44.3		Nov-23		9	10		Jul-06
Albania /W40	91.7	142.8	41.2		Nov-23		19	20		Nov-22
Algeria /W40	134.173	147.1	46.9		Nov-23		20	21		Apr-21
Angola /W40	828.783	150.4	52.9		Mar-23		14	15		Nov-23
Anguilla /W40 14/	2.7	159.4	59.6		Nov-23		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	159.4	59.6		Nov-23		22	23		Aug-23
Argentina	799.95	121.7	42.8		Nov-23		23	24		Jan-23
Armenia	400.2	138.5	39.3		Nov-23		20	21		Nov-19
Aruba 12/	1.79	168.9	69.1		Jul-23		29	31		Aug-22
Australia	1.522	143.1	43.7	Y	Dec-23	ER	27	29		Oct-23
Austria	0.927	154.6	47.7	Y	Dec-23	ER	19	20		Aug-22
Azerbaijan	1.698	151.5	51.4		Jul-23		16	17		Mar-23
Bahamas	1	179.1	78.8		Nov-23		29	31		Sep-23
Bahrain	0.377	155.0	56.8		Jul-23		22	23		Sep-22
Bangladesh /W40	109.75	148.1	47.7		Nov-23		17	18		Sep-21
Barbados	2	172.9	73.3		Aug-23		23	24		Aug-23
Belarus	3.206	147.0	46.8		Nov-23		16	17		Nov-23
Belgium	0.927	148.6	48.6	Y	Dec-23	ER	17	18		Feb-15
Belize	2	153.1	53.0		Nov-23		16	17		Nov-22
Benin	607.987	136.6	41.1		Nov-23		18	19		Jul-22
Bermuda 16/	1	193.8	93.5		Nov-23		38	40		Sep-23
Bhutan	83.4	148.4	48.2		Nov-23		11	12		Oct-23
Bolivia	6.853	129.7	29.6		Nov-23		17	18		Mar-22
Bonaire /W40 14/	1	159.4	59.6		Nov-23		22	23		Aug-23
Bosnia and Herzegovina /W40	1.813	134.6	34.1		Nov-23		14	15		Feb-23
Botswana	13.643	124.8	24.9		Nov-23		19	20		Jun-19
Brazil /W40	4.956	140.8	40.8	Y	Dec-23	H	21	22	Y	Dec-23
British Virgin Islands /W40	1	154.3	54.2		Nov-23		22	23		Jun-19
Bulgaria	1.813	138.5	37.2	Y	Dec-23	ER	20	21		Jun-23
Burkina Faso /W40	607.987	132.3	32.0		Nov-23		14	15		Feb-21
Burundi /W40	2829.68	139.8	42.9		Nov-23		14	15		Jul-22
Cambodia /W40	4112	137.5	37.4		Nov-23		23	24		Mar-21
Cameroon /W40	607.987	145.3	45.3	Y	Dec-23	H	15	16		Jul-15
Canada, Montreal	1.358	150.8	47.9	Y	Dec-23	ER	18	19		Aug-22
Canada, Ottawa	1.358	161.1	58.0	Y	Dec-23	L	20	21		Aug-22
Canada, Toronto	1.358	168.6	65.4	Y	Dec-23	L	20	21		May-17
Cape Verde	102.201	147.5	47.0		Nov-23		23	24		Nov-22
Cayman Islands 17/	0.82	156.0	58.4		Nov-23		24	25		Dec-17

**XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 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	607.987	155.8	56.0		Jul-23		17	18		Nov-17
Chad /W40	607.987	159.9	59.3		Nov-23		16	17		Dec-19
Chile /W40	878	132.9	29.6		Nov-23		19	20		Aug-19
China, Beijing /W40	7.173	162.2	64.7		Nov-23		25	27		Feb-22
China, Hong Kong (SAR)	7.813	215.0	110.5	Y	Dec-23	ER	19	20		Jun-12
China, Macao (SAR)	8.047	160.9	60.9		Nov-23		25	27		Oct-23
Colombia /W40	4005	145.7	46.7		Nov-23		19	20		Sep-23
Comoros	455.99	143.6	43.5		Nov-23		14	15		Apr-19
Congo /W40	607.987	152.3	51.8		Nov-23		8	8		Jul-23
Congo, Dem. Rep. /W40	2619.809	159.1	60.4		Nov-23		26	28		Jul-23
Cook Islands 4/	1.636	152.5	52.8		Nov-23		21	22		Jul-23
Costa Rica	526.93	142.8	42.4		Nov-23		23	24		Jan-23
Cote d Ivoire /W40	607.987	160.7	59.8		Nov-23		21	22		Jan-22
Croatia, Republic of	0.927	142.2	41.3	Y	Dec-23	ER	8	9		Aug-19
Cuba	24	170.7	70.2		Nov-23		23	24		Jun-23
Cyprus	0.927	138.8	36.0	Y	Dec-23	ER	16	17		Jun-23
Czech Republic	22.72	152.2	57.6	Y	Dec-23	ER	19	20		Nov-23
Denmark	6.91	179.2	80.5	Y	Dec-23	ER	25	27		Jun-19
Djibouti /W40	177	151.1	50.9		Sep-23		16	17		Jan-15
Dominica /W40 14/	2.7	159.4	59.6		Nov-23		22	23		Aug-23
Dominican Republic	56.65	138.5	38.5		Nov-23		22	23		Nov-22
Ecuador	1	132.7	32.8		Mar-22		20	21		Oct-22
Egypt /W40	30.85	135.7	35.5		Nov-23		21	22		Nov-23
El Salvador	1	134.7	34.6		Nov-23		23	24		Dec-21
Equatorial Guinea	607.987	148.2	47.6		Nov-23		19	20		May-23
Eritrea	15	149.1	53.6		Jul-23		11	12		Dec-17
Estonia	0.927	149.2	47.9		Nov-23		18	19		Feb-01
Eswatini	19.035	118.8	19.0		Nov-23		11	12		Sep-03
Ethiopia /W40	55.777	157.9	61.5		Jul-23		24	25		Nov-23
Fiji /W40	2.24	141.6	40.7		Nov-23		20	21		Sep-11
Finland	0.927	149.8	48.1	Y	Dec-23	ER	24	25		May-23
France, Lyon and Elsewhere	0.927	155.4	49.5	Y	Dec-23	L	19	20		Aug-22
France, Paris	0.927	159.1	53.1	Y	Dec-23	ER	25	27		Aug-22
French Guiana	0.927	141.0	33.2	Y	Dec-23	ER	0	0		Jan-00
Gabon /W40	607.987	152.2	51.2		Nov-23		18	19		Jun-19
Gambia /W40	63.54	144.9	45.5		Nov-23		19	20		Apr-23
Georgia, Republic of	2.67	131.1	30.9		Nov-23		21	22		Aug-23
Germany, Berlin	0.927	148.1	46.2	Y	Dec-23	L	22	23		Jul-23

**XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 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, Bonn	0.927	140.4	38.6	Y	Dec-23	ER	21	22		Jul-23
Germany, Dresden	0.927	140.4	38.6	Y	Dec-23	A	20	21		Jul-23
Germany, Frankfurt	0.927	149.8	47.8	Y	Dec-23	L	23	24		Jul-23
Germany, Hamburg	0.927	156.4	54.4	Y	Dec-23	L	25	27		Jul-23
Germany, Munich	0.927	162.5	60.4	Y	Dec-23	L	26	28		Jul-23
Ghana /W40	11.972	136.2	49.7		Nov-23		24	25		Nov-22
Gibraltar 1/	0.799	178.5	74.1	Y	Dec-23	A	29	31		Aug-22
Greece	0.927	140.0	38.7	Y	Dec-23	ER	18	19		Aug-23
Grenada /W40 14/	2.7	159.4	59.6		Nov-23		22	23		Aug-23
Guatemala /W40	7.817	140.5	40.3		Nov-23		16	17		Jan-09
Guinea /W40	8505	157.4	57.2		Nov-23		19	20		Dec-21
Guinea Bissau	607.987	156.2	56.4		Nov-23		13	14		Nov-15
Guyana /W40	208.5	157.5	57.4		Nov-23		19	20		Apr-23
Haiti	132.2	159.8	61.2		Nov-23		19	20		Mar-23
Honduras /W40	24.544	137.8	37.7		Nov-23		22	23		Dec-22
Hungary	353.45	151.0	47.6	Y	Dec-23	ER	18	19		Jun-23
Iceland	139.41	141.0	31.8	Y	Dec-23	ER	0	0		Jan-00
India /W40	83.4	138.8	38.9		Nov-23		16	17		Jul-23
Indonesia /W40	15655	138.3	38.1		Nov-23		23	24		Dec-21
Iran /W40	384283	133.1	35.0		Jun-23		17	18		Jun-23
Iraq	1310	134.4	34.1		Nov-23		14	15		May-02
Ireland	0.927	158.8	56.8	Y	Dec-23	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.698	167.2	68.8		Nov-23		25	27		Nov-19
Italy, Brindisi	0.927	126.7	26.8	Y	Dec-23	L	10	11		Nov-99
Italy, Rome	0.927	132.7	32.8	Y	Dec-23	ER	21	22		Aug-22
Jamaica	154.515	154.0	56.3		Nov-23		25	27		Apr-21
Japan, Hiroshima	145.41	147.0	47.1	Y	Dec-23	L	19	20		Nov-23
Japan, Tokyo	145.41	165.6	65.7	Y	Dec-23	ER	21	22		Nov-23
Jerusalem /W40	3.698	158.3	56.7		Nov-23		25	27		Nov-19
Jordan /W40	0.708	137.7	38.7		Jul-23		18	19		Sep-22
Kazakhstan	457.13	138.3	37.7		Nov-23		21	22		Mar-23
Kenya /W40	153.3	129.6	29.9		Nov-23		25	26		May-22
Kiribati	1.522	140.1	38.7		Nov-23		11	12		Jan-20
Korea, Dem. Peo. Of	110	156.6	56.4		Nov-23		10	11		Sep-15
Korea, Republic of /W40	1319.98	158.8	67.0		Nov-23		17	18		Nov-19
Kuwait /W40	0.308	144.1	45.1		Jul-23		21	22		Sep-21
Kyrgyzstan	88.7	136.1	36.0		Nov-23		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	20797	132.6	31.5		Nov-23		13	14		Oct-03

**XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 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 *	0.927	139.7	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	85500	135.6	35.6	Y	Dec-23	OMR	15	16		Apr-23
Lesotho	19.035	131.2	33.6		Nov-23		14	15		Jan-11
Liberia	187.229	162.2	62.0		Nov-23		21	22		Aug-23
Libya /W40 26/	4.835	138.6	38.1		Nov-23		19	20		Jun-21
Lithuania	0.927	141.4	40.7		Nov-23		17	18		Dec-03
Luxembourg	0.927	154.7	49.7	Y	Dec-23	ER	17	18		Dec-17
Madagascar	4564.56	131.7	32.0		Nov-23		20	21		Jan-23
Malawi *	1700	131.0	44.4		Jul-23		18	19		Dec-22
Malaysia /W40	4.704	149.9	49.8		Nov-23		15	16		Mar-23
Maldives	15	146.1	47.1		Mar-22		23	24		Jun-20
Mali /W40	607.987	151.5	51.5	Y	Dec-23	PP	13	14		Sep-20
Malta	0.927	138.3	35.9	Y	Dec-23	ER	16	17		Aug-23
Marshall Islands 2/	1	161.2	51.3	Y	Dec-23	L	21	22		Jul-19
Mauritania /W40	39.4	139.1	39.2		Nov-23		13	14		Apr-22
Mauritius	44.674	133.6	33.8		Nov-23		18	19		Sep-21
Mexico	17.4	158.7	57.6		Nov-23		25	27		Mar-23
Micronesia, Fed States of	1	161.2	61.2	Y	Dec-23	PP	11	12	Y	Dec-23
Moldova	17.737	150.4	50.0		Nov-23		21	22		Oct-21
Monaco 3/	0.927	159.1	53.1	Y	Dec-23	A	25	27		Aug-22
Mongolia /W40	3434.95	141.0	40.9		Nov-23		19	20		Oct-22
Montenegro	0.927	137.0	36.5		Jul-23		21	22		Jan-23
Morocco /W40	10.188	134.8	34.8	Y	Dec-23	H	21	22		May-21
Mozambique /W40	63.25	139.1	39.0		Nov-23		25	27		Apr-23
Myanmar	3430	133.8	36.9		Nov-23		20	21		Feb-23
Namibia	19.035	133.9	34.2		Nov-23		13	14		Sep-23
Nepal /W40	133.307	132.9	32.8		Nov-23		12	13		Jan-14
Netherlands	0.927	150.3	54.0	Y	Dec-23	ER	23	24		Oct-23
New Caledonia	110.605	142.4	41.6		Nov-23		16	17		Sep-05
New Zealand 25/	1.636	143.5	42.7		Nov-23		24	25		Dec-20
Nicaragua	36.202	127.8	30.8		Mar-23		20	21		Oct-21
Niger /W40	607.987	133.5	32.8		Nov-23		10	11		Mar-09
Nigeria /W40	839.35	155.9	60.1		Mar-23		21	22	Y	Dec-23
The Republic of North Macedonia	56.859	131.7	32.5		Nov-23		20	21		Apr-22
Norway	10.952	145.9	42.4	Y	Dec-23	ER	25	27		May-23
Oman	0.385	136.9	39.3		Jul-23		21	22		Jul-22
Pakistan /W40	283.013	135.8	35.4		Nov-23		17	18		Jul-22
Palau, Republic of 4/	1	152.5	52.8		Nov-23		21	22		Jul-23

**XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 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	1	142.0	41.9		Oct-23		24	25		Aug-18
Papua New Guinea	3.724	157.7	61.7		Nov-23		28	30		Jul-23
Paraguay /W40	7321	131.4	31.0		Nov-23		17	18		Aug-20
Peru /W40	3.784	139.4	39.4		Nov-23		21	22		Aug-17
Philippines /W40	56.057	146.1	45.8		Nov-23		22	23		Oct-18
Poland	4.006	140.6	41.0	Y	Dec-23	ER	22	23		Jun-23
Portugal, Guimaraes	0.927	119.6	18.3	Y	Dec-23	L	13	14		Aug-23
Portugal, Lisbon	0.927	138.3	36.7	Y	Dec-23	ER	20	21		Jan-05
Puerto Rico 13/	1	138.5	38.5		Nov-23		22	23		Nov-22
Qatar	3.647	160.7	60.5		Nov-23		28	30		Oct-19
Romania	4.607	134.1	31.9	Y	Dec-23	ER	19	20		Jun-23
Russian Federation /W40	89.701	132.5	34.4		Nov-23		16	17		Jul-23
Rwanda /W40	1237.481	137.6	37.7		Nov-23		17	18		Oct-22
Saint Helena 5/	0.799	155.5	58.7		Nov-23		13	14		Aug-22
St. Lucia	2.7	155.8	55.3		Nov-23		18	19		Mar-21
Samoa	2.705	140.7	40.7	Y	Dec-23	H	16	17	Y	Dec-23
Sao Tome and Principe	22.734	170.2	70.2	Y	Dec-23	H	26	28	Y	Dec-23
Saudi Arabia /W40	3.751	150.8	50.7		Nov-23		21	22		Nov-17
Senegal /W40	607.987	140.9	41.2		Nov-23		18	19		Sep-21
Serbia	108.589	140.4	39.7		Nov-23		18	19		Jul-23
Seychelles /W40	13.416	149.1	51.6		Nov-23		18	19		Dec-22
Sierra Leone /W40	22.909	153.1	53.1	Y	Dec-23	OMR	19	20		May-18
Singapore /W40	1.342	172.0	69.6		Jul-23		23	24		Jul-19
Slovak Republic	0.927	140.9	41.3	Y	Dec-23	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.927	146.6	46.2	Y	Dec-23	ER	14	15		Jan-20
Solomon Islands /W40	8.177	162.4	62.1		Nov-23		18	19		Dec-07
Somalia 6/	24300	143.7	45.5		Nov-23		19	20		Feb-22
South Africa /W40	19.035	125.2	27.2		Nov-23		19	20		Aug-23
South Sudan, Republic of /W40	1065.437	156.9	56.7		Nov-23		14	15		Sep-17
Spain	0.927	133.9	30.8	Y	Dec-23	ER	22	23		Aug-22
Sri Lanka /W40	325.94	141.1	40.9		Nov-23		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	159.4	59.6		Nov-23		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	159.4	59.6		Nov-23		22	23		Aug-23

**XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 December 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	810	154.8	55.0		Nov-23		15	16		Mar-23
Suriname /W40	37.1	138.5	38.5	Y	Dec-23	OMR	16	17		Oct-12
Sweden	10.46	143.4	42.0	Y	Dec-23	ER	27	29		May-23
Switzerland	0.877	189.4	85.3	Y	Dec-23	ER	22	23		Aug-22
Syrian Arab Republic 10/	12500	99.5	24.8		Jul-19		20	21		Jun-12
Tajikistan	10.964	138.6	38.5		Nov-23		14	15		Feb-23
Tanzania, United Rep. of /W40	2492.88	141.4	41.3		Nov-23		22	23		Oct-21
Thailand /W40	35.73	139.0	39.4		Nov-23		22	23		Jul-19
Timor-Leste /W40	1	146.8	46.7		Nov-23		15	16		Jul-11
Togo	607.987	146.4	46.1		Nov-23		15	16		Feb-23
Tonga	2.329	144.0	43.1		Nov-23		9	10		Jan-09
Trinidad and Tobago /W40	6.745	145.9	45.8		Nov-23		21	22		Feb-23
Tunisia	3.12	133.0	32.0		Nov-23		15	16		Dec-22
Türkiye, Ankara /W40	29.055	132.8	32.8	Y	Dec-23	OMR	14	15		May-23
Türkiye, Gebze /W40 19/	29.055	139.6	39.6	Y	Dec-23	L	15	16		May-23
Türkiye, Istanbul /W40 15/	29.055	139.6	39.6	Y	Dec-23	L	15	16		May-23
Turkmenistan	3.5	187.9	93.2		Jul-23		8	9		Oct-21
Tuvalu 11/	1.522	148.5	47.7	Y	Dec-23	L	16	17	Y	Dec-23
Uganda /W40	3789	136.7	36.7		Jul-23		24	25		May-14
Ukraine	37	135.3	35.6		Jul-23		16	17		Aug-19
United Arab Emirates	3.672	176.1	75.8		Jul-23		32	34		Aug-11
United Kingdom	0.799	178.5	74.1	Y	Dec-23	ER	29	31		Aug-22
USA, El Paso 20/	1	161.7	56.6		Feb-23		13	14		Aug-22
USA, Miami 7/	1	163.1	57.9		Feb-23		25	27		Aug-22
USA, New York	1	186.6	80.5		Feb-23		32	34		Feb-23
USA, San Diego 21/	1	182.7	76.7		Feb-23		29	31		Aug-22
USA, San Francisco 8/	1	191.0	84.7		Feb-23		29	31		Aug-22
USA, Seattle 18/	1	164.9	59.7		Feb-23		25	27		Aug-22
USA, Washington D.C.	1	168.9	63.5		Feb-23		27	29		Apr-11
Uruguay	39.358	151.7	51.3		Nov-23		27	29		May-22
Uzbekistan /W40	12300	136.2	36.1		Nov-23		15	16		Jul-23
Vanuatu	115.88	157.9	56.5		Nov-23		15	16		Aug-12
Venezuela /W40 10/	35.624	84.6	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	24280	135.5	35.2		Nov-23		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.698	158.3	56.7		Nov-23		25	27		Aug-23
Yemen, Republic of 27/	516.95	130.4	32.7		Jul-23		20	21		Jul-22
Zambia	24.45	132.6	34.3		Nov-23		22	23		Apr-23
Zimbabwe /W40 24/	5839.243	129.7	30.4		Nov-23		16	17		Dec-18

## XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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

\* Ten point rule triggered, frozen pending implementation of survey.

- 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 Croatia and Hungary until results of a new P/P survey are implemented.
- 24/ Average PAM of Botswana, Mozambique and South Africa until results of a new P/P survey are implemented.
- 25/ Australia PAI x 1.0029 until results of a new P/P survey are implemented.
- 26/ Average PAM of Algeria, Egypt and Tunisia until results of a new P/P survey are implemented.
- 27/ Oman PAI x 0.9528.



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

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

L'Eswatini	Eswatini	République démocratique populaire lao	Lao People's Democratic Republic (the)
Les Îles Cook	Cook Islands	République dominicaine	Dominican Republic (the)
Lesotho	Lesotho	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
Lettonie	Latvia	République slovaque	Slovak Republic*
Liban	Lebanon	République tchèque*	Czech Republic*
Libéria	Liberia	République-Unie de Tanzanie	United Republic of Tanzania (the)
Libye	Libya	Roumanie*	Romania*
Lituanie	Lithuania	Royaume-Uni de Grande- Bretagne et d'Irlande du Nord*	United Kingdom of Great Britain and Northern Ireland (the)*
Luxembourg*	Luxembourg*	Rwanda	Rwanda
Macédoine du Nord, la République de	North Macedonia, the Republic of	Sainte-Hélène	Saint Helena
Madagascar	Madagascar	Sainte-Lucie	Saint Lucia
Malaisie	Malaysia	Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Malawi	Malawi	Saint-Vincent-et-les- Grenadines	Saint Vincent and the Grenadines
Maldives	Maldives	Samoa	Samoa
Mali	Mali	Sao Tomé-et-Principe	Sao Tome and Principe
Malte*	Malta*	Sénégal	Senegal
Maroc	Morocco	Serbie	Serbia
Maurice	Mauritius	Seychelles	Seychelles
Mauritanie	Mauritania	Sierra Leone	Sierra Leone
Mexique	Mexico	Singapour	Singapore
Micronésie (États fédérés de)	Micronesia (Federated States of)	Slovénie*	Slovenia*
Monaco*	Monaco*	Somalie	Somalia
Mongolie	Mongolia	Soudan	Sudan (the)
Monténégro	Montenegro	Soudan du Sud	South Sudan
Mozambique	Mozambique	Sri Lanka	Sri Lanka
Myanmar	Myanmar	Suède*	Sweden*
Namibie	Namibia	Suisse*	Switzerland*
Népal	Nepal	Suriname	Suriname
Nicaragua	Nicaragua	Tajikistan	Tajikistan
Niger	Niger (the)	Tchad	Chad
Nigéria	Nigeria	Thaïlande	Thailand
Norvège*	Norway*	Timor-Leste	Timor-Leste
Nouvelle-Calédonie	New Caledonia	Togo	Togo
Nouvelle-Zélande	New Zealand	Tonga	Tonga
Oman	Oman	Trinité-et-Tobago	Trinidad and Tobago
Ouganda	Uganda	Tunisie	Tunisia
Ouzbékistan	Uzbekistan	Turkménistan	Turkmenistan
Pakistan	Pakistan	Turquie	Türkiye
Palaos	Palau	Tuvalu	Tuvalu
Panama	Panama	Ukraine	Ukraine
Papouasie-Nouvelle-Guinée	Papua New Guinea	Uruguay	Uruguay
Paraguay	Paraguay	Vanuatu	Vanuatu
Pays-Bas*	Netherlands (the)*	Venezuela	Venezuela (Bolivarian Republic of)
Pérou	Peru	Viet Nam	Viet Nam
Philippines	Philippines (the)	Yémen	Yemen
Pologne*	Poland*	Zambie	Zambia
Porto Rico	Puerto Rico	Zimbabwe	Zimbabwe
Portugal*	Portugal*		
Qatar	Qatar		
République arabe syrienne	Syrian Arab Republic (the)		
République centrafricaine	Central African Republic (the)		
République de Corée	Republic of Korea (the)		
République de Moldova	Republic of Moldova (the)		
République démocratique du Congo	Democratic Republic of the Congo (the)	* Lieu d'affectation du groupe 1	* Group 1 duty station