



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/590

Approved by:  
Larbi Djacta, Chairman

Date:  
15 February 2024

Copyright © United Nations 2024



# CONTENTS

- I. Introduction
- II. Description of data appearing in PAC circulars
- III. Nature des données figurant dans les circulaires PAC
- IV. Post Adjustment Classification for New York
- V. Impact of the increase in the post adjustment for New York on the Post Adjustment Classification for all duty stations
- VI. 0.5% Rule
- VII. The application of the modified 0.5% rule
- VIII. Cost-of-living surveys
- IX. Duty Stations with Personal Transitional Allowance (PTA)
- X. W40 Measure
- XI. One Month Rule
- XII. Revised post adjustment multiplier for linked duty station
- XIII. Establishment of a Post Adjustment Classification for Nauru
- XIV. Consolidated post adjustment circular
- XV. List of countries and areas in French and English

## I.

## INTRODUCTION

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

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

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

This schedule is effective **1 February 2024**, unless otherwise indicated, and supersedes any schedule previously published. It is available on the ICSC home page <http://icsc.un.org>

On trouvera ci-joint un barème mis à jour du classement des lieux d'affectation aux fins d'ajustements des indemnités de poste et des seuils aux fins du calcul des allocations (ou déductions) de logement.

Les noms des pays et localités figurent par ordre alphabétique anglais. On trouvera à l'index annexé au barème les noms en français.

Dans les cas où une seule classe est indiquée pour le pays, en général pour la ville capitale, cette classe s'applique à tous les lieux d'affectation dans le pays.

Sauf indication contraire, le barème ci-joint entre en vigueur le **1er février 2024** 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. Post Adjustment Classification for New York**

1. The review of the post adjustment classification for New York was conducted in tandem with the Commission's active management of the UN/US net remuneration margin through the operation of the post adjustment system, pursuant to the General Assembly resolution A/RES/70/244. Consequently, the post adjustment multiplier for New York is increased from its current level of 80.5 to 88.4, in order to ensure that the 2024 calendar year margin level does not fall below 113. This means that the new pay index for New York (188.4) is about **0.91** per cent higher than the PAI derived exclusively from the evolution of the cost of living in New York as of 1 February 2024, which is 186.7.

#### **V. Impact of the increase in the post adjustment for New York on the Post Adjustment Classification for all duty stations**

2. In order to maintain purchasing power parity of net remuneration with New York, the base of the post adjustment system, post adjustment indices of all other duty stations have been proportionately scaled up by the same extent as that of New York, that is, by 0.91 per cent. A more detailed explanation of the impact of the increase in post adjustment for New York is provided in the interoffice memorandum ICSC/CIRC/GEN/02/2024 issued on 14 February 2024.

#### **VI. 0.5% Rule**

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

#### **VII. The Application of the modified 0.5% Rule for group I duty stations**

4. 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.

5. The modified 0.5 per cent rule was applicable for Hungary and Romania. However, the application of the modified 0.5 per cent rule produced lower multipliers for both duty stations compared to the twelve-month review. Therefore, the post adjustment multipliers applicable for Hungary and Romania, based on the twelve-month review rule, with effect from 1 February 2024, are included in the attached Consolidate Post Adjustment Circular.

## VIII. Cost-of-living surveys

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

**Table 1: List of surveys by duty station for February 2024**

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>
Indonesia	Housing	July 2023
Kazakhstan	Housing	July 2023
Kenya	Place-to-place	October 2023
Maldives	Place-to-place	August 2023
Niger	Housing	July 2023
Saudi Arabia	Housing	July 2023
Seychelles	Housing	July 2023

## IX. 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 2 provides a summary of all PTAs in effect as of 1 February 2024.

8. 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 February 2024**

<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*	3.0	1 November 2023	1 December 2023	1 May 2024
Iran	1.0	1 June 2023	1 July 2023	1 April 2024
Lebanon	68.9	1 April 2023	1 May 2023	1 June 2024
Papua New Guinea	1.2	1 July 2023	1 August 2023	1 May 2024
Qatar	0.5	1 October 2019	1 March 2023	1 April 2024
Russian Federation	23.0	1 July 2023	1 August 2023	1 May 2024
Sudan	4.3	1 March 2023	1 April 2023	1 May 2024
United Arab Emirates	2.4	1 January 2024	1 February 2024	1 July 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)

#### X. W40 Measure

9. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Indonesia** and **Seychelles**, effective 1 February 2024.

#### XI. 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** 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** and **Türkiye**, effective 1 February 2024, 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**. The one-month rule is no longer applicable for **Suriname**, effective 1 February 2024.

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

11. The revised post adjustment multiplier and applicable rental subsidy thresholds for **Somalia** have been established, effective 1 February 2024, based on a new cost-of-living survey in **Kenya**, to which this duty station is linked for purposes of post adjustment, as listed in the attached Consolidated Post Adjustment Circular.

#### XIII. Establishment of a Post Adjustment Classification for Nauru

12. Following the establishment of Nauru as a new duty station, the applicable multiplier and rental subsidy thresholds effective 1 February 2024, are listed in the attached Consolidated Post Adjustment Circular.



**XIV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2024

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	73.131	146.7	44.3		Nov-23		9	10		Jul-06
Albania /W40	94.13	143.6	41.2		Nov-23		19	20		Nov-22
Algeria /W40	134.135	149.4	46.9		Nov-23		20	21		Apr-21
Angola /W40	828.261	154.5	52.9		Mar-23		14	15		Nov-23
Anguilla /W40 14/	2.7	161.8	59.6		Nov-23		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	161.8	59.6		Nov-23		22	23		Aug-23
Argentina	831.288	130.8	42.8		Nov-23		23	24		Jan-23
Armenia	401	140.5	39.3		Nov-23		20	21		Nov-19
Aruba 12/	1.79	170.2	69.1		Jul-23		29	31		Aug-22
Australia	1.546	143.4	43.4	Y	Feb-24	TMR	27	29		Oct-23
Austria	0.933	156.9	56.9	Y	Feb-24	TMR	19	20		Aug-22
Azerbaijan	1.698	153.7	51.4		Jul-23		16	17		Mar-23
Bahamas	1	181.4	78.8		Nov-23		29	31		Sep-23
Bahrain	0.377	157.1	56.8		Jul-23		22	23		Sep-22
Bangladesh /W40	109.5	150.2	47.7		Nov-23		17	18		Sep-21
Barbados	2	175.9	73.3		Aug-23		23	24		Aug-23
Belarus	3.164	149.6	46.8		Nov-23		16	17		Nov-23
Belgium	0.933	150.7	50.7	Y	Feb-24	TMR	17	18		Feb-15
Belize	2	155.4	53.0		Nov-23		16	17		Nov-22
Benin	611.729	138.0	41.1		Nov-23		18	19		Jul-22
Bermuda 16/	1	196.3	93.5		Nov-23		38	40		Sep-23
Bhutan	83.01	150.5	48.2		Nov-23		11	12		Oct-23
Bolivia	6.86	131.3	29.6		Nov-23		17	18		Mar-22
Bonaire /W40 14/	1	161.8	59.6		Nov-23		22	23		Aug-23
Bosnia and Herzegovina /W40	1.824	136.2	34.1		Nov-23		14	15		Feb-23
Botswana	13.643	126.6	24.9		Nov-23		19	20		Jun-19
Brazil /W40	4.954	143.9	40.8		Dec-23		21	22		Dec-23
British Virgin Islands /W40	1	156.4	54.2		Nov-23		22	23		Jun-19
Bulgaria	1.824	140.3	40.3	Y	Feb-24	TMR	20	21		Jun-23
Burkina Faso /W40	611.729	133.3	32.0		Nov-23		14	15		Feb-21
Burundi /W40	2838.975	141.8	42.9		Nov-23		14	15		Jul-22
Cambodia /W40	4076	139.2	37.4		Nov-23		23	24		Mar-21
Cameroon /W40	611.729	146.7	45.3		Dec-23		15	16		Jul-15
Canada, Montreal	1.354	153.8	53.8	Y	Feb-24	TMR	18	19		Aug-22
Canada, Ottawa	1.354	164.4	64.4	Y	Feb-24	L	20	21		Aug-22
Canada, Toronto	1.354	172.0	72.0	Y	Feb-24	L	20	21		May-17
Cape Verde	102.83	149.1	47.0		Nov-23		23	24		Nov-22
Cayman Islands 17/	0.82	157.6	58.4		Nov-23		24	25		Dec-17
Central African Rep. /W40	611.729	157.4	56.0		Jul-23		17	18		Nov-17

**XIV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2024

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	611.729	162.1	59.3		Nov-23		16	17		Dec-19
Chile /W40	967	128.5	29.6		Nov-23		19	20		Aug-19
China, Beijing /W40	7.194	163.5	64.7		Nov-23		25	27		Feb-22
China, Hong Kong (SAR)	7.818	217.4	117.4	Y	Feb-24	TMR	19	20		Jun-12
China, Macao (SAR)	8.053	162.9	60.9		Nov-23		25	27		Oct-23
Colombia /W40	3920	148.9	46.7		Nov-23		19	20		Sep-23
Comoros	458.797	145.1	43.5		Nov-23		14	15		Apr-19
Congo /W40	611.729	153.8	51.8		Nov-23		8	8		Jul-23
Congo, Dem. Rep. /W40	2689.411	160.3	60.4		Nov-23		26	28		Jul-23
Cook Islands 4/	1.648	154.0	53.7		Jan-24		21	22		Jul-23
Costa Rica	517.8	145.1	42.4		Nov-23		23	24		Jan-23
Cote d Ivoire /W40	611.729	162.4	59.8		Nov-23		21	22		Jan-22
Croatia, Republic of	0.933	143.5	43.5	Y	Feb-24	TMR	8	9		Aug-19
Cuba	24	173.1	70.2		Nov-23		23	24		Jun-23
Cyprus	0.933	137.5	37.5	Y	Feb-24	TMR	16	17		Jun-23
Czech Republic	23.65	150.4	52.1	Y	Feb-24	ER	19	20		Nov-23
Denmark	6.952	179.9	79.9	Y	Feb-24	TMR	25	27		Jun-19
Djibouti /W40	177	152.8	50.9		Sep-23		16	17		Jan-15
Dominica /W40 14/	2.7	161.8	59.6		Nov-23		22	23		Aug-23
Dominican Republic	58.451	139.2	38.5		Nov-23		22	23		Nov-22
Ecuador	1	134.2	32.8		Mar-22		20	21		Oct-22
Egypt /W40	30.789	138.6	35.5		Nov-23		21	22		Nov-23
El Salvador	1	136.4	34.6		Nov-23		23	24		Dec-21
Equatorial Guinea	611.729	149.8	47.6		Nov-23		19	20		May-23
Eritrea	15	150.8	53.6		Jul-23		11	12		Dec-17
Estonia	0.933	150.0	47.9		Nov-23		18	19		Feb-01
Eswatini	19.055	120.4	19.0		Nov-23		11	12		Sep-03
Ethiopia /W40	56.292	160.0	61.5		Jul-23		24	25		Nov-23
Fiji /W40	2.26	142.8	40.7		Nov-23		20	21		Sep-11
Finland	0.933	150.9	50.9	Y	Feb-24	TMR	24	25		May-23
France, Lyon and Elsewhere	0.933	156.4	56.4	Y	Feb-24	L	19	20		Aug-22
France, Paris	0.933	160.2	60.2	Y	Feb-24	TMR	25	27		Aug-22
French Guiana	0.933	142.6	42.6	Y	Feb-24	TMR	0	0		Jan-00
Gabon /W40	611.729	153.9	51.2		Nov-23		18	19		Jun-19
Gambia /W40	67.4	145.1	45.5		Nov-23		19	20		Apr-23
Georgia, Republic of	2.657	132.8	30.9		Nov-23		21	22		Aug-23
Germany, Berlin	0.933	148.8	48.8	Y	Feb-24	L	22	23		Jul-23
Germany, Bonn	0.933	141.1	41.1	Y	Feb-24	TMR	21	22		Jul-23
Germany, Dresden	0.933	141.1	41.1	Y	Feb-24	A	20	21		Jul-23
Germany, Frankfurt	0.933	150.5	50.5	Y	Feb-24	L	23	24		Jul-23

**XIV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2024

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, Hamburg	0.933	157.2	57.2	Y	Feb-24	L	25	27		Jul-23
Germany, Munich	0.933	163.3	63.3	Y	Feb-24	L	26	28		Jul-23
Ghana	12.4	146.3	49.7		Nov-23		24	25		Nov-22
Gibraltar 1/	0.793	183.0	83.0	Y	Feb-24	A	29	31		Aug-22
Greece	0.933	140.6	40.6		Jan-24		18	19		Aug-23
Grenada /W40 14/	2.7	161.8	59.6		Nov-23		22	23		Aug-23
Guatemala /W40	7.807	142.3	40.3		Nov-23		16	17		Jan-09
Guinea /W40	8510.42	159.6	57.2		Nov-23		19	20		Dec-21
Guinea Bissau	611.729	157.4	56.4		Nov-23		13	14		Nov-15
Guyana /W40	209.3	159.5	57.4		Nov-23		19	20		Apr-23
Haiti	131.59	161.8	61.2		Nov-23		19	20		Mar-23
Honduras /W40	24.535	139.5	37.7		Nov-23		22	23		Dec-22
Hungary	361.31	153.8	53.8	Y	Feb-24	TMR	18	19		Jun-23
Iceland	138.58	142.7	42.7	Y	Feb-24	TMR	0	0		Jan-00
India /W40	83.01	140.8	38.9		Nov-23		16	17		Jul-23
Indonesia	15590	136.4	38.1		Nov-23		22	23	Y	Feb-24
Iran /W40	393519	134.9	35.0		Jun-23		17	18		Jun-23
Iraq	1310	136.4	34.1		Nov-23		14	15		May-02
Ireland	0.933	160.3	60.3	Y	Feb-24	TMR	24	25		May-98
Israel, Tel Aviv /W40 22/	3.66	169.7	68.8		Nov-23		25	27		Nov-19
Italy, Brindisi	0.933	127.5	27.5	Y	Feb-24	L	10	11		Nov-99
Italy, Rome	0.933	133.6	33.6	Y	Feb-24	TMR	21	22		Aug-22
Jamaica	154.701	155.6	56.3		Nov-23		25	27		Apr-21
Japan, Hiroshima	150.39	145.4	45.4	Y	Feb-24	L	19	20		Nov-23
Japan, Tokyo	150.39	163.9	63.9	Y	Feb-24	TMR	21	22		Nov-23
Jerusalem /W40	3.66	160.6	56.7		Nov-23		25	27		Nov-19
Jordan /W40	0.708	139.3	38.7		Jul-23		18	19		Sep-22
Kazakhstan	447.75	142.3	42.3	Y	Feb-24	H	24	25	Y	Feb-24
Kenya /W40	156.5	141.4	41.4	Y	Feb-24	PP	24	25	Y	Feb-24
Kiribati	1.546	141.0	38.7		Nov-23		11	12		Jan-20
Korea, Dem. Peo. Of	110	158.4	56.4		Nov-23		10	11		Sep-15
Korea, Republic of /W40	1327.9	160.5	67.0		Nov-23		17	18		Nov-19
Kuwait /W40	0.307	146.1	45.1		Jul-23		21	22		Sep-21
Kyrgyzstan	88.8	137.8	36.0		Nov-23		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	20892	134.5	31.5		Nov-23		13	14		Oct-03
Latvia *	0.933	141.8	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	89500	136.9	36.9	Y	Feb-24	OMR	15	16		Apr-23
Lesotho	19.055	132.9	33.6		Nov-23		14	15		Jan-11
Liberia	189.403	164.0	62.0		Nov-23		21	22		Aug-23
Libya /W40 26/	4.818	141.0	38.1		Nov-23		19	20		Jun-21

**XIV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2024

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		
Lithuania	0.933	142.8	40.7		Nov-23		17	18		Dec-03
Luxembourg	0.933	156.1	56.1	Y	Feb-24	TMR	17	18		Dec-17
Madagascar	4536.19	133.6	32.0		Nov-23		20	21		Jan-23
Malawi * /W40	1700	135.1	44.4		Jul-23		17	18		Jan-24
Malaysia /W40	4.76	151.0	49.8		Nov-23		15	16		Mar-23
Maldives	15	147.1	47.1		Mar-22		23	24		Jun-20
Mali /W40	611.729	153.1	51.5		Dec-23		13	14		Sep-20
Malta	0.933	139.4	39.4	Y	Feb-24	TMR	16	17		Aug-23
Marshall Islands 2/	1	163.4	51.3		Dec-23		21	22		Jul-19
Mauritania /W40	40.26	140.1	39.2		Nov-23		13	14		Apr-22
Mauritius	46.161	133.6	33.8		Nov-23		18	19		Sep-21
Mexico	17.17	161.6	57.6		Nov-23		25	27		Mar-23
Micronesia, Fed States of	1	163.4	61.2		Dec-23		11	12		Dec-23
Moldova	17.68	152.3	50.0		Nov-23		21	22		Oct-21
Monaco 3/	0.933	160.2	60.2	Y	Feb-24	A	25	27		Aug-22
Mongolia /W40	3390	143.3	40.9		Nov-23		19	20		Oct-22
Montenegro	0.933	138.5	36.5		Jul-23		21	22		Jan-23
Morocco /W40	10.063	137.0	34.8		Dec-23		21	22		May-21
Mozambique /W40	63.25	140.8	39.0		Nov-23		25	27		Apr-23
Myanmar	3390	135.5	36.9		Nov-23		20	21		Feb-23
Namibia	19.055	135.6	34.2		Nov-23		13	14		Sep-23
Nauru 4/	1.546	154.0	53.7		Feb-24		21	22	Y	Feb-24
Nepal /W40	132.656	135.1	32.8		Nov-23		12	13		Jan-14
Netherlands	0.933	150.3	53.1	Y	Feb-24	ER	23	24		Oct-23
New Caledonia	111.286	143.7	41.6		Nov-23		16	17		Sep-05
New Zealand 25/	1.648	143.8	42.7		Nov-23		24	25		Dec-20
Nicaragua	36.544	129.3	30.8		Mar-23		20	21		Oct-21
Niger /W40	611.729	134.6	34.6	Y	Feb-24	H	11	12	Y	Feb-24
Nigeria /W40	1475.5	144.5	60.1		Mar-23		21	22		Dec-23
North Macedonia	57.224	133.1	32.5		Nov-23		20	21		Apr-22
Norway	10.608	150.9	50.9	Y	Feb-24	TMR	25	27		May-23
Oman	0.384	138.7	39.3		Jul-23		21	22		Jul-22
Pakistan /W40	279.25	138.4	35.4		Nov-23		17	18		Jul-22

**XIV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2024

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		
Palau, Republic of 4/	1	154.0	53.7		Jan-24		21	22		Jul-23
Panama	1	143.6	41.9		Oct-23		24	25		Aug-18
Papua New Guinea	3.727	159.7	61.7		Nov-23		28	30		Jul-23
Paraguay /W40	7278	133.1	31.0		Nov-23		17	18		Aug-20
Peru /W40	3.879	139.9	39.4		Nov-23		21	22		Aug-17
Philippines /W40	55.94	149.9	48.2		Jan-24		23	24		Jan-24
Poland	4.046	142.6	42.6	Y	Feb-24	TMR	22	23		Jun-23
Portugal, Guimaraes	0.933	120.0	20.0	Y	Feb-24	L	13	14		Aug-23
Portugal, Lisbon	0.933	138.7	38.7	Y	Feb-24	TMR	20	21		Jan-05
Puerto Rico 13/	1	139.2	38.5		Nov-23		22	23		Nov-22
Qatar	3.642	162.6	60.5		Nov-23		28	30		Oct-19
Romania	4.639	135.8	35.8	Y	Feb-24	TMR	19	20		Jun-23
Russian Federation /W40	91.295	134.0	34.4		Nov-23		16	17		Jul-23
Rwanda /W40	1262.124	139.2	37.7		Nov-23		17	18		Oct-22
Saint Helena 5/	0.793	159.4	58.7		Nov-23		13	14		Aug-22
St. Lucia	2.7	157.0	55.3		Nov-23		18	19		Mar-21
Samoa	2.722	142.0	40.7		Dec-23		16	17		Dec-23
Sao Tome and Principe	22.806	173.8	70.2		Dec-23		26	28		Dec-23
Saudi Arabia /W40	3.75	156.7	56.7	Y	Feb-24	H	22	23	Y	Feb-24
Senegal /W40	611.729	142.1	41.2		Nov-23		18	19		Sep-21
Serbia	109.23	142.0	39.7		Nov-23		18	19		Jul-23
Seychelles	13.386	154.5	54.5	Y	Feb-24	H	19	20	Y	Feb-24
Sierra Leone /W40	23	155.4	55.4	Y	Feb-24	OMR	19	20		May-18
Singapore /W40	1.35	173.2	69.6		Jul-23		23	24		Jul-19
Slovak Republic	0.933	142.2	42.2	Y	Feb-24	TMR	16	17		Feb-12
Slovenia, Republic of 23/	0.933	148.6	48.6	Y	Feb-24	TMR	14	15		Jan-20
Solomon Islands /W40	8.177	164.4	62.1		Nov-23		18	19		Dec-07
Somalia 6/	24300	150.7	51.5	Y	Feb-24	PP	23	24	Y	Feb-24
South Africa /W40	19.055	126.8	27.2		Nov-23		19	20		Aug-23
South Sudan, Republic of /W40	1095.928	158.6	56.7		Nov-23		14	15		Sep-17
Spain	0.933	134.3	34.3	Y	Feb-24	TMR	22	23		Aug-22
Sri Lanka /W40	312.25	145.7	40.9		Nov-23		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	161.8	59.6		Nov-23		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	161.8	59.6		Nov-23		22	23		Aug-23
Sudan /W40	1035	154.1	55.0		Nov-23		15	16		Mar-23
Suriname /W40	36.443	140.2	38.6		Jan-24		16	17		Oct-12
Sweden	10.541	145.9	45.9	Y	Feb-24	TMR	27	29		May-23
Switzerland	0.885	189.7	89.7	Y	Feb-24	TMR	22	23		Aug-22
Syrian Arab Republic 10/	12500	106.6	24.8		Jul-19		20	21		Jun-12

**XIV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2024

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		
Tajikistan	10.96	140.5	38.5		Nov-23		14	15		Feb-23
Tanzania, United Rep. of /W40	2533.08	142.6	41.3		Nov-23		22	23		Oct-21
Thailand /W40	35.71	140.4	39.4		Nov-23		22	23		Jul-19
Timor-Leste /W40	1	148.7	46.7		Nov-23		15	16		Jul-11
Togo	611.729	148.5	46.1		Nov-23		15	16		Feb-23
Tonga	2.332	147.0	43.1		Nov-23		9	10		Jan-09
Trinidad and Tobago /W40	6.75	147.7	45.8		Nov-23		21	22		Feb-23
Tunisia	3.131	135.1	32.0		Nov-23		15	16		Dec-22
Türkiye, Ankara /W40	30.723	134.1	34.1	Y	Feb-24	OMR	14	15		May-23
Türkiye, Gebze /W40 19/	30.723	140.9	40.9	Y	Feb-24	L	15	16		May-23
Türkiye, Istanbul /W40 15/	30.723	140.9	40.9	Y	Feb-24	L	15	16		May-23
Turkmenistan	3.5	189.9	93.2		Jul-23		8	9		Oct-21
Tuvalu 11/	1.546	150.0	48.1		Jan-24		16	17		Dec-23
Uganda /W40	3866.35	138.0	36.7		Jul-23		24	25		May-14
Ukraine	38	136.5	35.6		Jul-23		16	17		Aug-19
United Arab Emirates /W40	3.673	170.3	73.4		Jan-24		28	30		Jan-24
United Kingdom	0.793	183.0	83.0	Y	Feb-24	TMR	29	31		Aug-22
USA, El Paso 20/	1	163.0	63.0	Y	Feb-24	L	13	14		Aug-22
USA, Miami 7/	1	164.4	64.4	Y	Feb-24	L	25	27		Aug-22
USA, New York	1	188.4	88.4	Y	Feb-24	TMR	32	34		Feb-23
USA, San Diego 21/	1	184.4	84.4	Y	Feb-24	L	29	31		Aug-22
USA, San Francisco 8/	1	192.8	92.8	Y	Feb-24	L	29	31		Aug-22
USA, Seattle 18/	1	166.2	66.2	Y	Feb-24	L	25	27		Aug-22
USA, Washington D.C.	1	170.2	70.2	Y	Feb-24	TMR	27	29		Apr-11
Uruguay	39.163	153.5	51.3		Nov-23		27	29		May-22
Uzbekistan /W40	12450	137.5	36.1		Nov-23		15	16		Jul-23
Vanuatu	116.95	159.5	58.4		Jan-24		16	17		Jan-24
Venezuela /W40 10/	36.318	85.6	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	24423	136.8	35.2		Nov-23		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.66	160.6	56.7		Nov-23		25	27		Aug-23
Yemen, Republic of 27/	514.99	132.1	32.7		Jul-23		20	21		Jul-22
Zambia	26.841	131.9	34.3		Nov-23		22	23		Apr-23
Zimbabwe /W40 24/	11450.664	131.4	30.4		Nov-23		16	17		Dec-18

**XIV. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 February 2024

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.

**XV. 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 du Congo	Democratic Republic of the Congo (the)
Les Îles Cook	Cook Islands	République démocratique populaire lao	Lao People's Democratic Republic (the)
Lesotho	Lesotho	République dominicaine	Dominican Republic (the)
Lettonie	Latvia	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
Liban	Lebanon	République slovaque	Slovak Republic*
Libéria	Liberia	République tchèque*	Czech Republic*
Libye	Libya	République-Unie de Tanzanie	United Republic of Tanzania (the)
Lituanie	Lithuania	Roumanie*	Romania*
Luxembourg*	Luxembourg*	Royaume-Uni de Grande-Bretagne et d'Irlande du Nord*	United Kingdom of Great Britain and Northern Ireland (the)*
Macédoine du Nord, la République de	North Macedonia, the Republic of	Rwanda	Rwanda
Madagascar	Madagascar	Sainte-Hélène	Saint Helena
Malaisie	Malaysia	Sainte-Lucie	Saint Lucia
Malawi	Malawi	Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Maldives	Maldives	Saint-Vincent-et-les-Grenadines	Saint Vincent and the Grenadines
Mali	Mali	Samoa	Samoa
Malte*	Malta*	Sao Tomé-et-Principe	Sao Tome and Principe
Maroc	Morocco	Sénégal	Senegal
Maurice	Mauritius	Serbie	Serbia
Mauritanie	Mauritania	Seychelles	Seychelles
Mexique	Mexico	Sierra Leone	Sierra Leone
Micronésie (États fédérés de)	Micronesia (Federated States of)	Singapour	Singapore
Monaco*	Monaco*	Slovénie*	Slovenia*
Mongolie	Mongolia	Somalie	Somalia
Monténégro	Montenegro	Soudan	Sudan (the)
Mozambique	Mozambique	Soudan du Sud	South Sudan
Myanmar	Myanmar	Sri Lanka	Sri Lanka
Nauru	Nauru	Suède*	Sweden*
Namibie	Namibia	Suisse*	Switzerland*
Népal	Nepal	Suriname	Suriname
Nicaragua	Nicaragua	Tadjikistan	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)		

\* Lieu d'affectation du  
groupe 1

\* Group 1 duty station