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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/516

Approved by:
Kingston P. Rhodes, Chairman

Date:
14 December 2017

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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 2017**, 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 2017** 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. Cost-of-living surveys

1. 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 November 2017

Duty station	Type of survey	Date of survey	Survey materials received
Armenia	Housing	August 2017	November 2017
Bolivia	Housing	September 2017	October 2017
Bosnia and Herzegovina	Housing	August 2017	September 2017
Cape Verde	Place-to-place	August 2017	September 2017
Congo	Housing	June 2017	September 2017
Eritrea	Place-to-place	September 2017	October 2017
Fiji	Place-to-place	August 2017	September 2017
Kiribati	Place-to-place	July 2017	October 2017
Myanmar	Place-to-place	July 2017	September 2017
Serbia	Housing	September 2017	October 2017
The former Yugoslav Republic of Macedonia	Housing	September 2017	October 2017
Zambia	Housing	August 2017	October 2017

V. Duty Stations with new multipliers

2. New multipliers have been established for the duty stations listed in Table 2, effective 1 December 2017:

Table 2: Summary of duty stations with new multipliers

Duty Station	Multiplier
Bermuda	85.9
Cayman Islands	46.2

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. This measure has been applicable for all cost-of-living surveys conducted under the 2010 round.

4. In accordance with the above-mentioned gap closure measure:
- The updated post adjustment index derived from the survey (updated to the month of implementation), is augmented by **5 per cent** to derive a revised PAM for the duty station;
 - The revised PAM is applicable to all Professional staff members in the duty station. Existing staff members, already at the duty station before the implementation date of the survey results, receive the revised PAM, plus a PTA;
 - The PTA is the difference between the revised and prevailing PAMs;
 - The PTA is paid in full for the first **3 months** after the implementation date; and adjusted downward by **5 per cent every 3 months**, until it is phased out;
 - 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 **5 per cent**.

5. The table below shows the steps in the calculation of the PTA effective 1 December 2017 for Cape Verde under the gap closure measure.

Table 3: Duty station under gap closure measure based on cost-of-living surveys effective 1 December 2017

Duty station	Existing PAM	Existing pay index (2) + 100	Updated Survey PAI	Updated Survey PAI plus 5% (4) x 1.05	Revised PAM	PTA (2) - (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Cape Verde	40.3	140.3	127.2	133.5	33.5	6.8

VII. Duty Stations with Personal Transitional Allowance (PTA)

6. 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 5 per cent for surveys conducted in the 2010 round and 3 per cent for surveys conducted in the 2016 round, and then subtracting the prevailing pay index. Table 4 is a summary of all PTAs in effect as of 1 December 2017. Also shown is the corresponding date of the next revision of the PTA.

Table 4: Summary of personal transitional allowances (PTAs), as of 1 December 2017

Duty Station	Applicable multiplier points	Date of next revision
Cape Verde ²	6.8	March 2018
Italy, Brindisi ¹	3.4	February 2018
Italy, Rome ¹	3.6	February 2018
Rwanda ²	2.6	January 2018
Spain ¹	3.0	February 2018
Switzerland ¹	8.7	February 2018

1 – 2016 round of surveys

2 – 2010 round of surveys

VIII. W40 Measure

7. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Armenia, Bolivia** and **Zambia** effective 1 December 2017.

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2017

Country or area	Exchange rate	Post Adjustment (New York, January 1997 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	68.47	139.9	51.4		Nov-11		9	10		Jul-06
Albania	110.40	121.4	21.4		Nov-17		16	17		Feb-09
Algeria /W40	115.0210	133.3	33.4		Nov-17		26	28		Mar-17
Angola /W40	165.100	212.2	111.8		Nov-17		35	37		Jul-17
Anguilla /W40 14/	2.7	146.5	48.8		Nov-17		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	146.5	48.8		Nov-17		23	24		Oct-17
Argentina	17.409	142.5	41.4		Nov-17		22	23		Oct-17
Armenia	484.3	120.2	24.7		Nov-17		15	16		Sep-11
Aruba 12/	1.79	147.3	47.2		Nov-17	A				
Australia	1.322	136.6	34.2	Y	Dec-17	ER	21	22		Aug-03
Austria	0.844	147.1	48.6	Y	Dec-17	ER	18	19		May-14
Azerbaijan	1.6922	121.5	20.6		Nov-17		20	21		Jan-14
Bahamas	1.00	170.4	71.8		Nov-14		32	34		Apr-13
Bahrain	0.378	141.9	41.6		Nov-17		22	23		Aug-08
Bangladesh /W40	81.733	133.6	32.8		Jul-17		15	16		Sep-11
Barbados /W40	2.0	150.9	56.4		Nov-14		19	20		Sep-05
Belarus	2.0055	129.3	29.2		Nov-17		20	21		Sep-17
Belgium	0.844	147.8	48.7	Y	Dec-17	ER	17	18		Feb-15
Belize /W40	2.00	128.1	27.7		Nov-17		13	14		Sep-13
Benin /W40	553.504	127.0	40.8		Nov-17		14	15		Oct-16
Bermuda 16/	1.000	184.3	85.9		Dec-17		35	37	Y	Dec-17
Bhutan /W40	64.32	129.0	28.7		Nov-17		10	11		Oct-09
Bolivia	6.9100	129.5	30.0		Jul-17		15	16		Oct-16
Bonaire /W40 14/	1.00	146.5	48.8		Nov-17		23	24		Oct-17
Bosnia and Herzegovina /W40	1.650	120.4	22.8		Nov-17		16	17		Dec-11
Botswana	10.3306	119.5	18.2		Nov-17		15	16		Jan-09
Brazil/W40	3.220	141.2	44.2		Nov-17		22	23		Jun-11
Bulgaria	1.650	121.0	24.7	Y	Dec-17	ER	16	17		Feb-15
Burkina Faso /W40	553.504	134.0	33.6		Nov-17		12	13		Mar-09
Burundi /W40	1747.27	136.7	40.3		Nov-17		13	14		Oct-13
Cambodia /W40	4020.0	125.9	26.0		Dec-13		20	21		Dec-12
Cameroon /W40	553.504	135.0	33.4		Nov-17		15	16		Jul-15
Canada, Montreal	1.286	141.9	41.5	Y	Dec-17	ER	17	18		May-17
Canada, Ottawa	1.286	151.2	50.8	Y	Dec-17	L	18	19		May-17
Canada, Toronto	1.286	158.7	58.2	Y	Dec-17	L	20	21		May-17
Cape Verde	93.043	127.2	33.5	Y	Dec-17	GCM	16	17		Jul-11

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Country or area	Exchange rate	Post Adjustment (New York, January 1997 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Cayman Islands 17/	0.820	147.0	46.2		Dec-17		24	25	Y	Dec-17
Central African Rep. /W40	553.504	168.1	66.4		Nov-17		17	18		Nov-17
Chad /W40	553.504	141.3	40.4		Jul-17		13	14		Jul-15
Chile /W40	644.0	133.4	33.6		Nov-17		14	15		Mar-08
China, Beijing /W40	6.617	155.3	63.6		Nov-17		22	23		Feb-13
China, Hong Kong (SAR)	7.809	208.3	106.2	Y	Dec-17	ER	19	20		Jun-12
China, Macao (SAR)	8.041	143.6	45.2		Jul-17		12	13		Sep-11
Colombia	3010.0	127.4	28.0		Nov-17		19	20		Jan-12
Comoros	415.128	141.1	39.6		Nov-17		13	14		Jun-13
Congo /W40	553.504	155.3	55.3	Y	Dec-17	H	6	6		Nov-04
Congo, Dem. Rep. /W40	1575.0000	134.9	39.9		Nov-17		20	21		May-12
Costa Rica /W40	566.25	129.0	31.8		Nov-17		19	20		Aug-12
Cote d Ivoire /W40	553.504	144.5	42.9		Nov-17		15	16		Dec-12
Croatia, Republic of /W40	6.368	140.1	48.4		Nov-17		20	21		Feb-07
Cuba * /W40	0.990	136.5	40.6		Mar-17		23	24		Aug-11
Cyprus	0.844	115.9	22.0	Y	Dec-17	ER	19	20		Mar-12
Czech Republic	21.51	136.8	40.1	Y	Dec-17	ER	21	22		Sep-06
Denmark	6.280	159.0	59.4	Y	Dec-17	ER	22	23		Feb-15
Djibouti	177.0	147.5	47.1		Nov-17		16	17		Jan-15
Dominica /W40 14/	2.70	146.5	48.8		Nov-17		23	24		Oct-17
Dominican Republic	48.10	133.2	35.0		Nov-17		21	22		Sep-13
Ecuador/W40	1.00	125.3	28.6		Mar-13		16	17		Jul-11
Egypt /W40	17.746	122.3	24.1		Nov-17		18	19		Feb-10
El Salvador	1.00	129.7	29.4		Nov-13		21	22		Nov-15
Equatorial Guinea /W40	553.504	136.2	36.9		Nov-17		16	17		Mar-17
Eritrea	15.00	160.3	60.3	Y	Dec-17	PP	11	12	Y	Dec-17
Estonia	0.844	133.3	31.5		Nov-17		18	19		Feb-01
Ethiopia /W40	27.4100	138.0	37.7		Nov-17		19	20		Sep-17
Fiji /W40	2.05	137.4	37.4	Y	Dec-17	PP	20	21		Sep-11
Finland	0.844	144.2	46.4	Y	Dec-17	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.844	147.5	49.1	Y	Dec-17	L	17	18		Jul-01
France, Paris	0.844	151.0	52.7	Y	Dec-17	ER	21	22		Jan-04
French Guiana	0.844	139.5	43.8	Y	Dec-17	ER				
Gabon	553.504	150.9	49.0		Nov-17		16	17		Nov-12
Gambia /W40	47.72	124.0	26.9		Nov-17		12	13		Mar-11
Georgia, Republic of /W40	2.7060	121.9	24.9		Nov-17		17	18		May-14

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Country or area	Exchange rate	Post Adjustment (New York, January 1997 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Berlin	0.844	137.1	38.5	Y	Dec-17	L	25	27		Aug-06
Germany, Bonn	0.844	133.1	34.5	Y	Dec-17	ER	19	20		Feb-15
Germany, Dresden	0.844	133.1	34.5	Y	Dec-17	A	18	19		Aug-06
Germany, Hamburg	0.844	135.1	36.5	Y	Dec-17	L	20	21		Feb-15
Germany, Munich	0.844	141.0	42.4	Y	Dec-17	L	19	20		Jul-17
Ghana	4.547	138.0	47.5		Nov-17		28	30		Aug-17
Gibraltar 1/	0.745	166.4	67.6	Y	Dec-17	A				
Greece	0.844	120.2	27.8	Y	Dec-17	ER	15	16		Apr-07
Grenada /W40 14/	2.7	146.5	48.8		Nov-17		23	24		Oct-17
Guatemala	7.3418	135.2	40.3		Mar-17		16	17		Jan-09
Guinea	9005.0	131.7	31.3		Nov-17		19	20		Dec-13
Guinea Bissau	553.504	142.0	41.8		Nov-17		13	14		Nov-15
Guyana	207.2	134.3	35.9		Jul-15		17	18		Feb-14
Haiti /W40	63.6584	136.8	39.9		Nov-17		18	19		Nov-11
Honduras /W40	23.5814	125.4	26.5		Nov-17		17	18		Jul-09
Hungary	263.13	123.1	24.8	Y	Dec-17	ER	20	21		Feb-15
Iceland	103.46	151.3	63.3	Y	Dec-17	ER				
India /W40	64.32	129.8	30.0		Nov-17		20	21		Dec-16
Indonesia	13500.0	136.9	36.1		Nov-17		24	25		Sep-11
Iran	40898.0	136.5	41.0		Nov-17		24	25		May-16
Iraq	1170.0	130.7	41.9		Nov-11		14	15		May-02
Ireland	0.844	142.2	42.7	Y	Dec-17	ER	24	25		May-98
Israel /W40	3.507	153.2	56.7		Nov-17		21	22		Sep-13
Italy, Brindisi	0.844	131.0	35.8	Y	Dec-17	L	10	11		Nov-99
Italy, Rome	0.844	137.2	42.3	Y	Dec-17	ER	20	21		Jul-01
Jamaica	125.75	145.1	44.3		Nov-17		24	25		Oct-17
Japan, Hiroshima	111.88	155.6	53.5	Y	Dec-17	L				
Japan, Tokyo	111.88	179.4	77.0	Y	Dec-17	ER	26	28		Nov-06
Jordan /W40	0.708	145.8	45.4		Nov-17		20	21		Aug-17
Kazakhstan /W40	330.78	122.8	32.5		Nov-17		18	19		Sep-17
Kenya /W40	103.15	132.2	31.5		Nov-17		18	19		Oct-05
Kiribati	1.322	142.5	42.5	Y	Dec-17	PP	8	8		Dec-96
Korea, Dem. Peo. Of *	105.26	141.0	42.3		Oct-16		10	11		Sep-15
Korea, Republic of	1076.68	156.0	70.3		Nov-17		18	19		Mar-09
Kuwait /W40	0.302	140.6	40.0		Nov-17		20	21		Aug-17
Kyrgyzstan	69.600	119.1	20.9		Jul-17		13	14		Dec-09

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2017

Country or area	Exchange rate	Post Adjustment (New York, January 1997 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Lao Peo. Dem. Rep. /W40	8296.0	131.7	38.2		Nov-17		13	14		Oct-03
Latvia	0.844	134.8	41.4		Nov-17		19	20		Dec-03
Lebanon /W40	1510.5	147.0	50.5		Nov-13		22	23		Sep-11
Lesotho	13.710	121.4	20.1		Nov-17		14	15		Jan-11
Liberia	118.3	145.5	45.0		Nov-17		19	20		Jun-10
Libya	1.3850	122.7	28.5		Nov-17		12	13		Nov-05
Lithuania	0.844	130.1	34.0		Nov-17		17	18		Dec-03
Luxembourg	0.844	149.3	49.7	Y	Dec-17	ER				
Madagascar	3191.58	132.6	33.1		Nov-17		21	22		Oct-17
Malawi	728.0000	131.5	32.5		Jul-17		18	19		Mar-11
Malaysia /W40	4.082	135.4	33.3		Nov-17		19	20		Jan-09
Maldives	15.0	152.4	51.9		Nov-17		23	24		Sep-17
Mali /W40	553.504	132.0	34.4		Nov-17		12	13		Jul-15
Malta	0.844	137.4	38.8	Y	Dec-17	ER	14	15		Oct-06
Mauritania /W40	352.24	124.0	23.4		Nov-17		11	12		Dec-14
Mauritius /W40	33.72	128.1	28.9		Nov-17		11	12		Sep-13
Mexico /W40	18.54	133.0	33.2		Nov-17		21	23		Mar-17
Micronesia, Fed States of 2/	1.00	154.3	56.6		Nov-17		23	24		Feb-07
Moldova	17.12	123.9	25.7		Nov-17		15	16		Apr-16
Monaco 3/	0.844	151.0	52.7	Y	Dec-17	A	21	22		Jan-04
Mongolia	2444.0	131.1	30.5		Nov-17		16	17		Jan-14
Montenegro	0.844	119.6	18.2		Nov-17		17	18		Feb-11
Morocco /W40	9.415	126.0	28.0		Nov-17		18	19		Oct-12
Mozambique /W40	60.20	145.2	44.3		Nov-17		30	32		Apr-17
Myanmar /W40	1365.0	144.9	44.9	Y	Dec-17	PP	25	27	Y	Dec-17
Namibia /W40	13.71	122.4	20.9		Nov-17		23	24		Mar-17
Nepal /W40	102.9000	126.3	25.5		Nov-17		12	13		Jan-14
Netherlands	0.844	139.9	40.7	Y	Dec-17	ER	23	24		Nov-96
New Caledonia	100.694	146.6	49.9		Nov-17		16	17		Sep-05
New Zealand	1.452	117.0	16.4		Nov-17		22	23		Oct-80
Nicaragua	30.6595	127.4	27.1		Nov-17		18	19		Feb-15
Niger /W40	553.504	129.6	39.5		Nov-17		10	11		Mar-09
Nigeria /W40	359.99	125.1	25.3		Nov-17		19	20		Nov-16
Norway	8.231	144.7	43.5	Y	Dec-17	ER	24	25		Feb-15
Oman	0.385	139.5	42.1		Feb-15		19	20		Feb-15
Pakistan	105.43	127.9	32.5		Nov-17		19	20		Jun-08

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2017

Country or area	Exchange rate	Post Adjustment (New York, January 1997 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Palau, Republic of 4/	1.00	152.4	54.1		Nov-17					
Panama /W40	1.00	142.8	42.4		Nov-17		24	26		Sep-17
Papua New Guinea /W40	3.18	187.5	87.0		Nov-17		29	31		Oct-13
Paraguay /W40	5677.0	128.8	31.1		Nov-17		13	14		Jan-09
Peru	3.234	141.9	41.3		Nov-17		21	22		Aug-17
Philippines /W40	50.23	139.5	37.5		Nov-17		21	22		Jul-07
Poland	3.546	118.9	23.2	Y	Dec-17	ER	16	17		Apr-15
Portugal, Lisbon	0.844	133.3	33.7	Y	Dec-17	ER	20	21		Jan-05
Portugal, Guimaraes	0.844	109.4	9.8	Y	Dec-17	L				
Puerto Rico 13/	1.00	133.2	35.0		Nov-17	A				
Qatar	3.729	178.7	76.3		Nov-17		35	37		Aug-17
Romania	3.920	105.2	6.6	Y	Dec-17	ER	20	21		Feb-12
Russian Federation /W40	58.530	148.9	61.8		Nov-17		20	21		Mar-16
Rwanda /W40	843.1000	127.7	31.5		Nov-17		16	17		Apr-13
Saint Helena 5/	0.745	139.6	54.5		Nov-17					
St. Lucia	2.7	130.2	37.4		Nov-14		16	17		Feb-12
Samoa	2.5170	142.3	43.7		Nov-17		15	16		Oct-17
Sao Tome and Principe	20869.6260	132.6	33.2		Nov-17		14	15		Feb-11
Saudi Arabia /W40	3.750	151.6	51.1		Nov-17		21	22		Nov-17
Senegal /W40	553.504	140.9	40.2		Nov-17		17	18		Jul-15
Serbia /W40	100.726	124.2	27.5		Nov-17		18	19		Jul-12
Seychelles /W40	13.6745	145.1	45.7		Nov-17		15	16		Jan-14
Sierra Leone /W40	7350.0	143.9	43.4		Nov-17		17	18		Feb-11
Singapore	1.347	161.2	78.9		Nov-17		22	23		Jun-08
Slovak Republic	0.844	125.9	28.0	Y	Dec-17	ER	16	17		Feb-12
Slovenia, Republic of	0.844	120.4	24.3	Y	Dec-17	ER	21	22		Nov-03
Solomon Islands /W40	7.8247	150.1	49.5		Nov-17		18	19		Dec-07
Somalia 6/	24300.0	135.1	36.3		Nov-17		15	16		Sep-99
South Africa /W40	13.71	124.2	22.5		Nov-17		19	20		Apr-17
South Sudan, Republic of /W40	125.103	150.1	49.2		Nov-17		14	15		Sep-17
Spain	0.844	130.8	35.1	Y	Dec-17	ER	19	20		Nov-08
Sri Lanka	153.77	136.6	36.3		Nov-17		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	146.5	48.8		Nov-17		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	146.5	48.8		Nov-17		23	24		Oct-17
Sudan /W40	17.8160	142.4	41.9		Nov-17		17	18		Mar-16
Suriname	7.42	127.9	27.8		Nov-17		16	17		Oct-12

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2017

Country or area	Exchange rate	Post Adjustment (New York, January 1997 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Swaziland	13.710	119.8	23.2		Jul-17		11	12		Sep-03
Sweden	8.351	143.6	41.7	Y	Dec-17	ER	22	23		Feb-15
Switzerland	0.984	170.0	74.7	Y	Dec-17	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.000	145.9	36.5		Mar-15		20	21		Jun-12
Tajikistan /W40	8.8110	118.2	17.8		Nov-17		13	14		Aug-10
Tanzania, United Rep. of	2239.4	135.5	40.7		Jul-17		29	31		Jun-11
Thailand /W40	32.570	138.2	37.5		Nov-17		19	20		Sep-06
The former Yugoslav Republic of Macedonia	51.9660	119.6	24.5		Nov-17		14	15		Oct-16
Timor-Leste /W40	1.00	148.5	57.2		Mar-13		15	16		Jul-11
Togo /W40	553.504	129.3	38.3		Nov-17		13	14		Nov-11
Tonga	2.2104	130.9	36.2		Nov-17		9	10		Jan-09
Trinidad and Tobago	6.771	142.1	43.0		Jul-17		26	28		Oct-08
Tunisia /W40	2.504	109.8	23.5		Nov-17		13	14		Jun-17
Turkey, Ankara /W40	3.967	118.5	19.6		Nov-17		17	18		Apr-15
Turkey, Istanbul /W40 15/	3.967	127.8	28.9		Nov-17		22	23		Mar-14
Turkmenistan /W40	3.50	134.7	34.1		Nov-17		10	11		Nov-04
Tuvalu 11/	1.322	144.1	52.5		Nov-17					
Uganda /W40	3639.3	124.2	26.9		Nov-17		24	25		May-14
Ukraine /W40	26.90	121.1	25.1		Nov-17		23	24		Mar-17
United Arab Emirates	3.673	163.7	66.7		Nov-14		32	34		Aug-11
United Kingdom	0.745	166.4	67.6	Y	Dec-17	ER	27	29		Feb-14
USA, Miami 7/	1.00	139.9	38.4		May-17					
USA, New York	1.00	167.5	66.1		Feb-17		28	30		Apr-11
USA, San Francisco 8/	1.00	159.0	57.6		May-17					
USA, Washington D.C.	1.00	147.3	45.7		Apr-13		27	29		Apr-11
Uruguay	28.99	141.8	41.2		Nov-17		20	21		Nov-12
Uzbekistan	8096.0	115.0	29.5		Jul-17		20	21		Aug-12
Vanuatu/W40	106.70	148.0	54.9		Nov-17		15	16		Aug-12
Venezuela /W40	3345.000	82.9	83.9		Nov-17		27	29		Aug-12
Vietnam	22715.0	116.0	27.0		Mar-17		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.507	153.2	56.7		Nov-17		21	22		Sep-13
Yemen, Republic of 10/	384.15	121.0	31.7		Jul-17		12	13		Nov-10
Zambia	10.125	125.4	34.8		Nov-17		21	22		Apr-06
Zimbabwe /W40	150000.00	136.8	47.8		Nov-13		13	14		Nov-12

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 2017

Country or area	Exchange rate	Post Adjustment (New York, January 1997 = 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
*	=	Post adjustment classification based on government housing
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 PAI 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 PAI of Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu until results of a new P/P survey are implemented.
- 5/ London PAI x 0.8389 until results of a new P/P survey are implemented.
- 6/ Average PAI of Ethiopia and Kenya until results of a new P/P survey are implemented.
- 7/ Washington D.C. x 0.9497.
- 8/ New York PAI x 0.9491.
- 9/ Same post adjustment classification/rental threshold as for Israel.
- 10/ Multiplier maintained until a survey can be conducted.
- 11/ Average PAI 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 PAI of Barbados and Trinidad & Tobago until results of a new P/P survey are implemented.
- 15/ Turkey, Ankara PAI x 1.078.
- 16/ Bahamas PAI x 1.082.
- 17/ Jamaica PAI x 1.013.

X.

**LIST OF COUNTRIES IN FRENCH AND ENGLISH
LISTE DES PAYS EN FRANÇAIS ET EN ANGLAIS**

Afghanistan	Afghanistan	Estonie	Estonia
Afrique du Sud	South Africa	Espagne	Spain
Albanie	Albania	Etats-Unis d'Amérique	United States of America
Algérie	Algeria	Ethiopie	Ethiopia
Allemagne	Germany	Fédération de Russie	The Russian Federation
Angola	Angola	Fidji	Fiji
Arabie Saoudite	Saudi Arabia	Finlande	Finland
Argentine	Argentina	France	France
Arménie	Armenia	Français-Guyane	French-Guiana
Australie	Australia	Gabon	Gabon
Autriche	Austria	Gambie	Gambia
Azerbaïdjan	Azerbaijan	Gaza	Gaza
Bahamas	Bahamas	Géorgie	Georgia
Bahreïn	Bahrain	L'Allemagne	Germany
Bangladesh	Bangladesh	Ghana	Ghana
Barbade	Barbados	Grèce	Greece
Bélarus	Belarus	Guatemala	Guatemala
Belgique	Belgium	Guinée	Guinea
Belize	Belize	Guinée-Bissau	Guinea Bissau
Bénin	Benin	Guinée équatoriale	Equatorial Guinea
Bhoutan	Butan	Guyana	Guyana
Bolivie	Bolivia	Haïti	Haiti
Bosnie-Herzégovine	Bosnia-Herzegovina	Honduras	Honduras
Botswana	Botswana	Hong Kong	Hong Kong
Brésil	Brazil	Hongrie	Hungary
Bulgarie	Bulgaria	Iles Salomon	Solomon Islands
Burkina Faso	Burkina Faso	Inde	India
Burundi	Burundi	Indonésie	Indonesia
Cambodge	Cambodia	Iran	Iran
Cameroun	Cameroon	Iraq	Iraq
Canada	Canada	Irlande	Ireland
Cap-Vert, Iles du	Cape Verde	Islande	Iceland
Chili	Chile	Israël	Israel
Chine	China	Italie	Italy
Chypre	Cyprus	Jamahiriya Arabe Libyenne	Libyan ArabJamahiriya
Colombie	Colombia	Jamaïque	Jamaica
Comores	Comoros	Japon	Japan
Congo	Congo	Jordanie	Jordan
République démocratique de Timor-Leste	Democratic Republic of Timor-Leste	Kazakhstan	Kazakhstan
République démocratique de Congo	Democratic Republic of Congo	Kenya	Kenya
Corée, République populaire démocratique	Korea, Democratic People's Rep. of	Kirghizistan	Kyrgyzstan
Corée, République de	Korea, Republic of	Kiribati	Kiribati
Costa Rica	Costa Rica	Koweït	Kuwait
Côte d'Ivoire	Cote d'Ivoire	Lesotho	Lesotho
Croatie	Croatia	Latvia	Latvia
Cuba	Cuba	L'ex-République Yougoslav de Macédoine	The former Yugoslav Rep. of Macedonia
Cyprus	Cyprus	Liban	Lebanon
Danemark	Denmark	Liberia	Liberia
Djibouti	Djibouti	Lituanie	Lithuania
Egypte	Egypt	Luxembourg	Luxembourg
El Salvador	El Salvador	Macau	Macau
Emirats arabes unis	United Arab Emirates	Madagascar	Madagascar
Equateur	Ecuador	Malaisie	Malaysia
Erythrée	Eritrea	Malawi	Malawi
		Maldives	Maldives
		Madagascar	Madagascar

Malaisie	Malaysia	Soudan	Sudan
Malawi	Malawi	Sri Lanka	Sri Lanka
Maldives	Maldives	Suisse	Switzerland
Mali	Mali	Suriname	Suriname
Malte	Malta	Tadjikistan	Tajikistan
Maroc	Morocco	Tchad	Chad
Maurice	Mauritius	Tchèqe République	Czech Republic
Mauritanie	Mauritania	Thaïlande	Thailand
Mexique	Mexico	Timor-Leste	Timor-Leste
Monaco	Monaco	Togo	Togo
Mongolie	Mongolia	Tonga	Tonga
Monténégro	Montenegro	Trinité-et-Tobago	Trinidad and Tobago
Mozambique	Mozambique	Tunisie	Tunisia
Myanmar	Myanmar	Turkménistan	Turkmenistan
Namibia	Namibia	Turquie	Turkey
Népal	Nepal	Ukraine	Ukraine
Nicaragua	Nicaragua	Uruguay	Uruguay
Niger	Niger	Vanuatu	Vanuatu
Nigéria	Nigeria	Venezuela	Venezuela
Norvège	Norway	Vietnam	Vietnam
Nouvelle-Calédonie	New Caledonia	Yémen	Yemen
Nouvelle-Zélande	New Zealand	Zambie	Zambia
Oman	Oman	Zimbabwe	Zimbabwe
Ouganda	Uganda		
Ouzbékistan	Uzbekistan		
Pakistan	Pakistan		
Panama	Panama		
Papouasie-Nouvelle-Guinée	Papua New Guinea		
Paraguay	Paraguay		
Pays-Bas	Netherlands		
Pérou	Peru		
Philippines	Philippines		
Pologne	Poland		
Portugal	Portugal		
Qatar	Qatar		
République arabe syrienne	Syrian Arab Republic		
République centrafricaine	Central African Republic		
République dém. populaire lao	Lao, People's Dem. Republic		
République de Moldova	Republic of Moldova		
République du Soudan du Sud	Republic of South Sudan		
République-Unie de Tanzanie	Tanzania, United Republic of		
Roumanie	Romania		
Royaume-Uni de Grande-Bretagne et d'Irlande du Nord	United Kingdom of Great Britain & Northern Ireland		
Rwanda	Rwanda		
Samoa	Samoa		
Sao Tomé-et-Principe	Sao Tome & Principe		
Serbie	Serbia		
Sénégal	Senegal		
Seychelles	Seychelles		
Sierra Leone	Sierra Leone		
Slovaquie	Slovakia Republic		
Slovénie	Slovenia		
Singapour	Singapore		
Somalie	Somalia		
Swaziland	Swaziland		
Suède	Sweden		