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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/517

Approved by:
Aldo Mantovani, Vice-Chairman

Date:
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CONTENTS

- I. Introduction
- II. Description of data appearing in PAC circulars
- III. Nature des données figurant dans les circulaires PAC
- IV. Consolidation of post adjustment into base salary
- V. Cost-of-living surveys
- VI. Gap Closure Measure
- VII. Duty Stations with Personal Transitional Allowance (PTA)
- VIII. W40 Measure
- IX. Consolidated post adjustment circular
- X. List of countries and areas in French and English

ANNEXES

- I. Adjustment of the base/floor salary scale for Professional and Higher categories of staff (effective 1 January 2018)
- II. Conversion of Post Adjustment Multipliers – January 2018

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 January 2018**, 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 janvier 2018** 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. Consolidation of post adjustment into base salary¹

1. The General Assembly by resolution A/RES/72/255 approved a revised base/floor salary scale for staff in the Professional and higher categories effective 1 January 2018. The revised scale has been implemented in conjunction with a consolidation of 0.97 per cent of post adjustment into net base salary on a no gain/no loss basis. This means that the net base salary is increased by 0.97 per cent and post adjustment indices and multipliers at all duty stations are reduced by the same rate, effective the same date. Multipliers before and after consolidation of 0.97 per cent of post adjustment into net base salary are provided in Annex II.

V. Cost-of-living surveys

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

Table 1: List of surveys by duty station for January 2018

Duty station	Type of survey	Date of survey	Survey materials received
Benin	Place-to-place	June 2017	September 2017
Bhutan	Housing	October 2017	November 2017
China	Place-to-place	September 2017	October 2017
Congo, Democratic Republic of	Place-to-place	September 2017	October 2017
Dominican Republic	Place-to-place	August 2017	October 2017
Korea, DPR	Place-to-place	September 2017	October 2017
Kyrgyzstan	Housing	October 2017	November 2017
Niger	Place-to-place	September 2017	October 2017
Uruguay	Place-to-place	August 2017	October 2017

¹ See Annex I for the description of consolidation

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 January 2018 for Benin under the gap closure measure.

Table 2: Duty station under gap closure measure based on cost-of-living surveys effective 1 January 2018

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)
Benin	39.4	139.4	130.34	136.85	36.9	2.5

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 3 is a summary of all PTAs in effect as of 1 January 2018. Also shown is the corresponding date of the next revision of the PTA.

Table 3: Summary of personal transitional allowances (PTAs), as of 1 January 2018

Duty Station	Applicable multiplier points	Date of next revision
Benin	2.5	April 2018
Cape Verde ²	6.8	March 2018
Italy, Brindisi ¹	3.4	February 2018
Italy, Rome ¹	3.6	February 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 **Benin** effective 1 January 2018.

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2018
(last updated 12 January 2018)

Country or area	Exchange rate	Post Adjustment (New York, November 1997 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	68.47	139.4	49.9		Nov-11		9	10		Jul-06
Albania	109.60	121.0	20.2		Nov-17		16	17		Feb-09
Algeria /W40	114.9550	132.7	32.1		Nov-17		26	28		Mar-17
Angola /W40	185.020	199.3	109.8		Nov-17		35	37		Jul-17
Anguilla /W40 14/	2.7	145.5	47.4		Nov-17		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	145.5	47.4		Nov-17		23	24		Oct-17
Argentina	18.705	138.5	40.0		Nov-17		22	23		Oct-17
Armenia	483.1	119.5	23.5		Nov-17		15	16		Sep-11
Aruba 12/	1.79	146.4	45.8		Nov-17	A				
Australia	1.283	138.4	36.5	Y	Jan-18	ER	21	22		Aug-03
Austria	0.837	148.0	48.3	Y	Jan-18	ER	18	19		May-14
Azerbaijan	1.7000	120.5	19.4		Nov-17		20	21		Jan-14
Bahamas	1.00	169.1	70.2		Nov-14		32	34		Apr-13
Bahrain	0.377	141.0	40.2		Nov-17		22	23		Aug-08
Bangladesh /W40	82.688	132.4	31.5		Jul-17		15	16		Sep-11
Barbados /W40	2.0	150.0	54.9		Nov-14		19	20		Sep-05
Belarus	1.9748	128.9	28.0		Nov-17		20	21		Sep-17
Belgium	0.837	147.3	48.4	Y	Jan-18	ER	17	18		Feb-15
Belize /W40	2.00	127.3	26.5		Nov-17		13	14		Sep-13
Benin	549.010	130.3	36.9	Y	Jan-18	GCM	14	15		Oct-16
Bermuda 16/	1.000	183.0	84.1		Dec-17		35	37		Dec-17
Bhutan /W40	64.08	127.1	27.5		Nov-17		10	11		Oct-09
Bolivia	6.9100	128.7	28.8		Jul-17		15	16		Oct-16
Bonaire /W40 14/	1.00	145.5	47.4		Nov-17		23	24		Oct-17
Bosnia and Herzegovina /W40	1.637	120.1	21.6		Nov-17		16	17		Dec-11
Botswana	9.8522	121.2	17.1		Nov-17		15	16		Jan-09
Brazil/W40	3.304	139.4	42.8		Nov-17		22	23		Jun-11
Bulgaria	1.637	120.8	24.3	Y	Jan-18	ER	16	17		Feb-15
Burkina Faso /W40	549.010	133.5	32.3		Nov-17		12	13		Mar-09
Burundi /W40	1751.87	135.8	39.0		Nov-17		13	14		Oct-13
Cambodia /W40	4036.0	125.0	24.8		Dec-13		20	21		Dec-12
Cameroon /W40	549.010	134.7	32.1		Nov-17		15	16		Jul-15
Canada, Montreal	1.260	142.9	42.7	Y	Jan-18	ER	17	18		May-17
Canada, Ottawa	1.260	152.2	52.0	Y	Jan-18	L	18	19		May-17
Canada, Toronto	1.260	159.8	59.6	Y	Jan-18	L	20	21		May-17
Cape Verde	92.287	126.6	32.2		Dec-17		16	17		Jul-11

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Effective 1 January 2018
(last updated 12 January 2018)

Country or area	Exchange rate	Post Adjustment (New York, November 1997 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Cayman Islands 17/	0.820	146.6	44.8		Dec-17		24	25		Dec-17
Central African Rep. /W40	549.010	167.7	64.8		Nov-17		17	18		Nov-17
Chad /W40	549.010	141.0	39.1		Jul-17		13	14		Jul-15
Chile /W40	615.0	135.2	32.3		Nov-17		14	15		Mar-08
China, Beijing /W40	6.534	163.3	63.3	Y	Jan-18	PP	23	24	Y	Jan-18
China, Hong Kong (SAR)	7.817	206.5	104.0	Y	Jan-18	ER	19	20		Jun-12
China, Macao (SAR)	8.051	142.7	43.8		Jul-17		12	13		Sep-11
Colombia	2985.0	127.0	26.8		Nov-17		19	20		Jan-12
Comoros	411.757	140.6	38.3		Nov-17		13	14		Jun-13
Congo /W40	549.010	155.0	53.8		Dec-17		6	6		Nov-04
Congo, Dem. Rep. /W40	1596.0000	142.2	42.2	Y	Jan-18	PP	22	23	Y	Jan-18
Costa Rica /W40	568.67	128.1	30.5		Nov-17		19	20		Aug-12
Cote d Ivoire /W40	549.010	144.1	41.5		Nov-17		15	16		Dec-12
Croatia, Republic of /W40	6.270	140.1	47.0		Nov-17		20	21		Feb-07
Cuba * /W40	0.990	135.7	39.2		Mar-17		23	24		Aug-11
Cyprus	0.837	114.7	21.7	Y	Jan-18	ER	19	20		Mar-12
Czech Republic	21.42	136.4	39.3	Y	Jan-18	ER	21	22		Sep-06
Denmark	6.232	159.2	58.9	Y	Jan-18	ER	22	23		Feb-15
Djibouti	177.0	147.0	45.7		Nov-17		16	17		Jan-15
Dominica /W40 14/	2.70	145.5	47.4		Nov-17		23	24		Oct-17
Dominican Republic	48.25	134.4	34.4	Y	Jan-18	PP	21	22		Sep-13
Ecuador/W40	1.00	124.5	27.4		Mar-13		16	17		Jul-11
Egypt /W40	17.810	121.9	22.9		Nov-17		18	19		Feb-10
El Salvador	1.00	129.0	28.2		Nov-13		21	22		Nov-15
Equatorial Guinea /W40	549.010	135.8	35.6		Nov-17		16	17		Mar-17
Eritrea	15.00	159.3	58.8		Dec-17		11	12		Dec-17
Estonia	0.837	132.8	30.2		Nov-17		18	19		Feb-01
Ethiopia /W40	27.5999	137.0	36.4		Nov-17		19	20		Sep-17
Fiji /W40	2.03	137.1	36.1		Dec-17		20	21		Sep-11
Finland	0.837	144.2	46.1	Y	Jan-18	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.837	146.8	48.8	Y	Jan-18	L	17	18		Jul-01
France, Paris	0.837	150.3	52.4	Y	Jan-18	ER	21	22		Jan-04
French Guiana	0.837	139.2	43.5	Y	Jan-18	ER				
Gabon	549.010	150.6	47.6		Nov-17		16	17		Nov-12
Gambia /W40	47.90	123.3	25.7		Nov-17		12	13		Mar-11
Georgia, Republic of /W40	2.5470	122.5	23.7		Nov-17		17	18		May-14

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2018
(last updated 12 January 2018)

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Berlin	0.837	137.2	38.2	Y	Jan-18	L	25	27		Aug-06
Germany, Bonn	0.837	133.2	34.2	Y	Jan-18	ER	19	20		Feb-15
Germany, Dresden	0.837	133.2	34.2	Y	Jan-18	A	18	19		Aug-06
Germany, Hamburg	0.837	135.2	36.2	Y	Jan-18	L	20	21		Feb-15
Germany, Munich	0.837	141.1	42.1	Y	Jan-18	L	19	20		Jul-17
Ghana	4.525	137.5	46.1		Nov-17		28	30		Aug-17
Gibraltar 1/	0.743	165.2	66.4	Y	Jan-18	A				
Greece	0.837	121.2	27.5	Y	Jan-18	ER	15	16		Apr-07
Grenada /W40 14/	2.7	145.5	47.4		Nov-17		23	24		Oct-17
Guatemala	7.3448	134.3	39.0		Mar-17		16	17		Jan-09
Guinea	9005.0	131.2	30.0		Nov-17		19	20		Dec-13
Guinea Bissau	549.010	141.6	40.4		Nov-17		13	14		Nov-15
Guyana	202.6	134.1	34.6		Jul-15		17	18		Feb-14
Haiti /W40	63.2667	136.1	38.6		Nov-17		18	19		Nov-11
Honduras /W40	23.5760	124.7	25.3		Nov-17		17	18		Jul-09
Hungary	259.54	123.0	25.1	Y	Jan-18	ER	20	21		Feb-15
Iceland	104.66	147.6	60.0	Y	Jan-18	ER				
India /W40	64.08	129.7	28.8		Nov-17		20	21		Dec-16
Indonesia	13557.0	135.9	34.8		Nov-17		24	25		Sep-11
Iran	41525.0	135.6	39.6		Nov-17		24	25		May-16
Iraq	1170.0	130.2	40.5		Nov-11		14	15		May-02
Ireland	0.837	141.5	42.4	Y	Jan-18	ER	24	25		May-98
Israel /W40	3.473	152.6	55.2		Nov-17		21	22		Sep-13
Italy, Brindisi	0.837	131.4	35.6	Y	Jan-18	L	10	11		Nov-99
Italy, Rome	0.837	137.6	42.0	Y	Jan-18	ER	20	21		Jul-01
Jamaica	124.51	144.7	42.9		Nov-17		24	25		Oct-17
Japan, Hiroshima	112.92	153.5	50.7	Y	Jan-18	L				
Japan, Tokyo	112.92	177.0	73.8	Y	Jan-18	ER	26	28		Nov-06
Jordan /W40	0.708	144.8	44.0		Nov-17		20	21		Aug-17
Kazakhstan /W40	331.17	122.0	31.2		Nov-17		18	19		Sep-17
Kenya /W40	103.25	130.9	30.2		Nov-17		18	19		Oct-05
Kiribati	1.283	143.7	41.1		Dec-17		8	8		Dec-96
Korea, Dem. Peo. Of *	104.95	136.0	40.9		Oct-16		10	11		Sep-15
Korea, Republic of	1070.63	155.4	68.7		Nov-17		18	19		Mar-09
Kuwait /W40	0.302	139.7	38.7		Nov-17		20	21		Aug-17
Kyrgyzstan	69.250	119.6	19.7		Jul-17		13	14		Dec-09

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2018
(last updated 12 January 2018)

Country or area	Exchange rate	Post Adjustment (New York, November 1997 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Lao Peo. Dem. Rep. /W40	8296.5	130.9	36.9		Nov-17		13	14		Oct-03
Latvia	0.837	134.4	40.0		Nov-17		19	20		Dec-03
Lebanon /W40	1513.5	146.0	49.1		Nov-13		22	23		Sep-11
Lesotho	12.330	124.6	18.9		Nov-17		14	15		Jan-11
Liberia	118.3	144.6	43.6		Nov-17		19	20		Jun-10
Libya	1.3651	122.7	27.3		Nov-17		12	13		Nov-05
Lithuania	0.837	129.6	32.7		Nov-17		17	18		Dec-03
Luxembourg	0.837	149.0	49.4	Y	Jan-18	ER	17	18	Y	Dec-17
Madagascar	3236.91	131.5	31.8		Nov-17		21	22		Oct-17
Malawi	728.0000	130.9	31.2		Jul-17		18	19		Mar-11
Malaysia /W40	4.067	134.7	32.0		Nov-17		19	20		Jan-09
Maldives	15.0	151.4	50.4		Nov-17		23	24		Sep-17
Mali /W40	549.010	131.7	33.1		Nov-17		12	13		Jul-15
Malta	0.837	137.2	38.5	Y	Jan-18	ER	14	15		Oct-06
Mauritania /W40	352.56	123.6	22.2		Nov-17		11	12		Dec-14
Mauritius /W40	33.70	127.4	27.7		Nov-17		11	12		Sep-13
Mexico /W40	19.68	129.1	31.9		Nov-17		21	23		Mar-17
Micronesia, Fed States of 2/	1.00	153.7	55.1		Nov-17		23	24		Feb-07
Moldova	17.12	123.1	24.5		Nov-17		15	16		Apr-16
Monaco 3/	0.837	150.3	52.4	Y	Jan-18	A	21	22		Jan-04
Mongolia	2427.2	130.6	29.2		Nov-17		16	17		Jan-14
Montenegro	0.837	119.3	17.1		Nov-17		17	18		Feb-11
Morocco /W40	9.376	125.3	26.8		Nov-17		18	19		Oct-12
Mozambique /W40	58.30	145.5	42.9		Nov-17		30	32		Apr-17
Myanmar /W40	1360.0	144.2	43.5		Dec-17		25	27		Dec-17
Namibia /W40	12.33	127.1	19.7		Nov-17		23	24		Mar-17
Nepal /W40	102.5700	125.7	24.3		Nov-17		12	13		Jan-14
Netherlands	0.837	139.5	40.4	Y	Jan-18	ER	23	24		Nov-96
New Caledonia	99.876	146.3	48.5		Nov-17		16	17		Sep-05
New Zealand	1.411	118.4	15.3		Nov-17		22	23		Oct-80
Nicaragua	30.7786	126.5	25.9		Nov-17		18	19		Feb-15
Niger /W40	549.010	134.9	38.2		Nov-17		10	11		Mar-09
Nigeria /W40	360.58	125.0	24.1		Nov-17		19	20		Nov-16
Norway	8.254	144.1	41.8	Y	Jan-18	ER	24	25		Feb-15
Oman	0.385	138.6	40.7		Feb-15		19	20		Feb-15
Pakistan	110.70	126.1	31.2		Nov-17		19	20		Jun-08

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2018
(last updated 12 January 2018)

Country or area	Exchange rate	Post Adjustment (New York, November 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	151.9	52.6		Nov-17					
Panama /W40	1.00	141.8	41.0		Nov-17		24	26		Sep-17
Papua New Guinea /W40	3.18	186.2	85.2		Nov-17		29	31		Oct-13
Paraguay /W40	5592.0	128.5	29.8		Nov-17		13	14		Jan-09
Peru	3.244	140.8	39.9		Nov-17		21	22		Aug-17
Philippines /W40	49.92	139.6	36.2		Nov-17		21	22		Jul-07
Poland	3.501	118.7	23.4	Y	Jan-18	ER	16	17		Apr-15
Portugal, Lisbon	0.837	133.3	33.4	Y	Jan-18	ER	20	21		Jan-05
Portugal, Guimaraes	0.837	109.5	9.5	Y	Jan-18	L				
Puerto Rico 13/	1.00	134.4	33.7		Nov-17	A				
Qatar	3.668	179.8	74.6		Nov-17		35	37		Aug-17
Romania	3.896	104.9	6.1	Y	Jan-18	ER	20	21		Feb-12
Russian Federation /W40	57.550	148.9	60.2		Nov-17		20	21		Mar-16
Rwanda /W40	854.0000	126.7	30.2		Nov-17		16	17		Apr-13
Saint Helena 5/	0.743	138.6	53.0		Nov-17					
St. Lucia	2.7	129.4	36.1		Nov-14		16	17		Feb-12
Samoa	2.5170	141.5	42.3		Nov-17		15	16		Oct-17
Sao Tome and Principe	20869.6260	132.1	31.9		Nov-17		14	15		Feb-11
Saudi Arabia /W40	3.750	150.6	49.6		Nov-17		21	22		Nov-17
Senegal /W40	549.010	140.6	38.9		Nov-17		17	18		Jul-15
Serbia /W40	99.095	124.1	26.3		Nov-17		18	19		Jul-12
Seychelles /W40	13.8970	143.0	44.3		Nov-17		15	16		Jan-14
Sierra Leone /W40	7350.0	143.0	42.0		Nov-17		17	18		Feb-11
Singapore	1.337	160.7	77.2		Nov-17		22	23		Jun-08
Slovak Republic	0.837	125.7	27.7	Y	Jan-18	ER	16	17		Feb-12
Slovenia, Republic of	0.837	120.4	24.0	Y	Jan-18	ER	21	22		Nov-03
Solomon Islands /W40	7.7700	150.1	48.1		Nov-17		18	19		Dec-07
Somalia 6/	24300.0	133.9	35.0		Nov-17		15	16		Sep-99
South Africa /W40	12.33	130.1	21.3		Nov-17		19	20		Apr-17
South Sudan, Republic of /W40	128.222	149.5	47.8		Nov-17		14	15		Sep-17
Spain	0.837	131.2	34.8	Y	Jan-18	ER	19	20		Nov-08
Sri Lanka	153.40	135.8	35.0		Nov-17		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	145.5	47.4		Nov-17		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	145.5	47.4		Nov-17		23	24		Oct-17
Sudan /W40	19.8000	137.7	40.5		Nov-17		17	18		Mar-16
Suriname	7.42	127.5	26.6		Nov-17		16	17		Oct-12

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2018
(last updated 12 January 2018)

Country or area	Exchange rate	Post Adjustment (New York, November 1997 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Swaziland	12.330	125.0	22.0		Jul-17		11	12		Sep-03
Sweden	8.238	144.1	42.0	Y	Jan-18	ER	22	23		Feb-15
Switzerland	0.978	169.8	74.0	Y	Jan-18	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.000	146.8	35.2		Mar-15		20	21		Jun-12
Tajikistan /W40	8.8255	117.5	16.7		Nov-17		13	14		Aug-10
Tanzania, United Rep. of	2234.6	134.7	39.3		Jul-17		29	31		Jun-11
Thailand /W40	32.620	137.2	36.2		Nov-17		19	20		Sep-06
The former Yugoslav Republic of Macedonia	51.4655	119.2	23.3		Nov-17		14	15		Oct-16
Timor-Leste /W40	1.00	147.5	55.7		Mar-13		15	16		Jul-11
Togo /W40	549.010	129.0	37.0		Nov-17		13	14		Nov-11
Tonga	2.1901	130.9	34.9		Nov-17		9	10		Jan-09
Trinidad and Tobago	6.781	141.1	41.6		Jul-17		26	28		Oct-08
Tunisia /W40	2.467	110.0	22.3		Nov-17		13	14		Jun-17
Turkey, Ankara /W40	3.775	120.2	18.5		Nov-17		17	18		Apr-15
Turkey, Istanbul /W40 15/	3.775	129.5	27.7		Nov-17		22	23		Mar-14
Turkmenistan /W40	3.50	134.0	32.8		Nov-17		10	11		Nov-04
Tuvalu 11/	1.283	144.0	51.0		Nov-17					
Uganda /W40	3630.7	123.5	25.7		Nov-17		24	25		May-14
Ukraine /W40	28.00	119.1	23.9		Nov-17		23	24		Mar-17
United Arab Emirates	3.673	162.5	65.1		Nov-14		32	34		Aug-11
United Kingdom	0.743	165.2	66.4	Y	Jan-18	ER	27	29		Feb-14
USA, Miami 7/	1.00	139.0	37.1		May-17					
USA, New York	1.00	166.5	64.5		Feb-17		28	30		Apr-11
USA, San Francisco 8/	1.00	158.0	56.1		May-17					
USA, Washington D.C.	1.00	146.4	44.3		Apr-13		27	29		Apr-11
Uruguay	28.76	146.4	46.4	Y	Jan-18	PP	24	25	Y	Jan-18
Uzbekistan	8125.0	114.4	28.3		Jul-17		20	21		Aug-12
Vanuatu/W40	105.57	147.8	53.4		Nov-17		15	16		Aug-12
Venezuela /W40	3328.296	82.5	82.1		Nov-17		27	29		Aug-12
Vietnam	22704.0	115.3	25.8		Mar-17		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.473	152.6	55.2		Nov-17		21	22		Sep-13
Yemen, Republic of 10/	384.15	120.6	30.4		Jul-17		12	13		Nov-10
Zambia	9.963	125.1	33.5		Nov-17		21	22		Apr-06
Zimbabwe /W40	150000.00	137.3	46.4		Nov-13		13	14		Nov-12

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2018
(last updated 12 January 2018)

Country or area	Exchange rate	Post Adjustment (New York, November 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 AND AREAS IN FRENCH AND ENGLISH
LISTE DES PAYS ET LOCALITÉS EN FRANÇAIS ET EN ANGLAIS**

Afghanistan	Afghanistan	Égypte	Egypt
Afrique du Sud	South Africa	El Salvador	El Salvador
Albanie	Albania	Émirats arabes unis	United Arab Emirates (the)
Algérie	Algeria	Équateur	Ecuador
Allemagne*	Germany*	Érythrée	Eritrea
Angola	Angola	Espagne*	Spain*
Anguilla	Anguilla	Estonie	Estonia
Antigua-et-Barbuda	Antigua and Barbuda	Etats-Unis d'Amérique*	United States of America (the)*
Arabie saoudite	Saudi Arabia	Éthiopie	Ethiopia
Argentine	Argentina	Fédération de Russie	Russian Federation (the)
Arménie	Armenia	Fidji	Fiji
Aruba	Aruba	Finlande*	Finland*
Australie*	Australia*	Français-Guyane*	French-Guiana*
Autriche*	Austria*	France*	France*
Azerbaïdjan	Azerbaijan	Gabon	Gabon
Bahamas	Bahamas (the)	Gambie	Gambia (the)
Bahreïn	Bahrain	Gaza	Gaza
Bangladesh	Bangladesh	Géorgie	Georgia
Barbade	Barbados	Ghana	Ghana
Bélarus	Belarus	Gibraltar*	Gibraltar*
Belgique*	Belgium*	Grèce*	Greece*
Belize	Belize	Grenade	Grenada
Bénin	Benin	Guatemala	Guatemala
Bhoutan	Bhutan	Guinée	Guinea
Bolivie (État plurinational de)	Bolivia (Plurinational State of)	Guinée équatoriale	Equatorial Guinea
Bonaire	Bonaire	Guinée-Bissau	Guinea-Bissau
Bosnie-Herzégovine	Bosnia and Herzegovina	Guyana	Guyana
Botswana	Botswana	Haïti	Haiti
Brésil	Brazil	Honduras	Honduras
Bulgarie*	Bulgaria*	Hong Kong, RAS de*	Hong Kong SAR*
Burkina Faso	Burkina Faso	Hongrie*	Hungary*
Burundi	Burundi	Îles Salomon	Solomon 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	Jordanie	Jordan
Côte d'Ivoire	Côte d'Ivoire	Kazakhstan	Kazakhstan
Croatie	Croatia	Kenya	Kenya
Cuba	Cuba	Kirghizistan	Kyrgyzstan
Danemark*	Denmark*	Kiribati	Kiribati
Djibouti	Djibouti	Koweït	Kuwait
Dominique	Dominica	Lesotho	Lesotho

Lettonie	Latvia	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
l'ex-République yougoslave de Macédoine	the former Yugoslav Republic of Macedonia	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
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
Namibie	Namibia	Suède*	Sweden*
Népal	Nepal	Suisse*	Switzerland*
Nicaragua	Nicaragua	Suriname	Suriname
Niger	Niger (the)	Swaziland	Swaziland
Nigéria	Nigeria	Tadjikistan	Tajikistan
Norvège*	Norway*	Tchad	Chad
Nouvelle-Calédonie	New Caledonia	Thaïlande	Thailand
Nouvelle-Zélande	New Zealand	Timor-Leste	Timor-Leste
Oman	Oman	Timor-Leste	Timor-Leste
Ouganda	Uganda	Togo	Togo
Ouzbékistan	Uzbekistan	Tonga	Tonga
Pakistan	Pakistan	Trinité-et-Tobago	Trinidad and Tobago
Palaos	Palau	Tunisie	Tunisia
Panama	Panama	Turkménistan	Turkmenistan
Papouasie-Nouvelle-Guinée	Papua New Guinea	Turquie	Turkey
Paraguay	Paraguay	Tuvalu	Tuvalu
Pays-Bas*	Netherlands (the)*	Ukraine	Ukraine
Pérou	Peru	Uruguay	Uruguay
Philippines	Philippines (the)	Vanuatu	Vanuatu
Pologne*	Poland*	Venezuela	Venezuela (Bolivarian Republic of)
Porto Rico	Puerto Rico	Viet Nam	Viet Nam
Portugal*	Portugal*	Yémen	Yemen
Qatar	Qatar	Zambie	Zambia
République arabe syrienne	Syrian Arab Republic (the)	Zimbabwe	Zimbabwe
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)		
République démocratique populaire lao	Lao People's Democratic Republic (the)	* Lieu d'affectation du groupe 1	Group 1 duty station
République dominicaine	Dominican Republic (the)		

ANNEX I

ADJUSTMENT OF THE BASE/FLOOR SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES (EFFECTIVE 1 JANUARY 2018)

1. Pursuant to the General Assembly resolution A/RES/72/255, the base/floor salary scale effective 1 January 2018 for staff in the Professional and higher categories is increased by 0.97 per cent at all grades and steps. This revised base/floor scale reflects a consolidation of 0.97 per cent of post adjustment into net base salary and has been implemented effective 1 January 2018.
2. In accordance with the established practice, the consolidation of 0.97 per cent has been implemented on a “no loss, no gain” basis. Consequently, the base/floor has been increased by 0.97 per cent and the post adjustment indices and multipliers applicable at all duty stations have been reduced by the same percentage.
3. The base/floor salary scale is also used to calculate some of the end-of-service benefits (repatriation grant, termination indemnity and death grant, as applicable). As of 1 January 2018 these benefits will be subject to an increase, as a result of the increase in the base/floor salary scale.

ANNEX II

CONVERSION OF POST ADJUSTMENT MULTIPLIERS – January 2018

DUTY STATION	PRE-CONSOLIDATION 1 January 2018	POST-CONSOLIDATION 1 January 2018
Afghanistan	51.4	49.9
Albania	21.4	20.2
Algeria	33.4	32.1
Angola	111.8	109.8
Anguilla	48.8	47.4
Antigua and Barbuda	48.8	47.4
Argentina	41.4	40.0
Armenia	24.7	23.5
Aruba	47.2	45.8
Australia	37.8	36.5
Austria	49.7	48.3
Azerbaijan	20.6	19.4
Bahamas	71.8	70.2
Bahrain	41.6	40.2
Bangladesh	32.8	31.5
Barbados	56.4	54.9
Belarus	29.2	28.0
Belgium	49.8	48.4
Belize	27.7	26.5
Benin	38.2	36.9
Bermuda	85.9	84.1
Bhutan	28.7	27.5
Bolivia	30.0	28.8
Bonaire	48.8	47.4
Bosnia and Herzegovina	22.8	21.6
Botswana	18.2	17.1
Brazil	44.2	42.8
Bulgaria	25.5	24.3
Burkina Faso	33.6	32.3
Burundi	40.3	39.0
Cambodia	26.0	24.8
Cameroon	33.4	32.1
Canada, Montreal	44.1	42.7
Canada, Ottawa	53.5	52.0
Canada, Toronto	61.1	59.6
Cape Verde	33.5	32.2
Cayman Islands	46.2	44.8
Central African Rep.	66.4	64.8
Chad	40.4	39.1

DUTY STATION	PRE-CONSOLIDATION 1 January 2018	POST-CONSOLIDATION 1 January 2018
Chile	33.6	32.3
China, Beijing	63.6	63.3
China, Hong Kong (SAR)	106.0	104.0
China, Macao (SAR)	45.2	43.8
Colombia	28.0	26.8
Comoros	39.6	38.3
Congo	55.3	53.8
Congo, Dem. Rep.	39.9	42.2
Costa Rica	31.8	30.5
Cote d Ivoire	42.9	41.5
Croatia, Republic of	48.4	47.0
Cuba	40.6	39.2
Cyprus	22.9	21.7
Czech Republic	40.7	39.3
Denmark	60.5	58.9
Djibouti	47.1	45.7
Dominica	48.8	47.4
Dominican Republic	35.0	34.4
Ecuador	28.6	27.4
Egypt	24.1	22.9
El Salvador	29.4	28.2
Equatorial Guinea	36.9	35.6
Eritrea	60.3	58.8
Estonia	31.5	30.2
Ethiopia	37.7	36.4
Fiji	37.4	36.1
Finland	47.5	46.1
France, Lyon and Elsewhere	50.3	48.8
France, Paris	53.9	52.4
French Guiana	44.9	43.5
Gabon	49.0	47.6
Gambia	26.9	25.7
Georgia, Republic of	24.9	23.7
Germany, Berlin	39.5	38.2
Germany, Bonn	35.5	34.2
Germany, Dresden	35.5	34.2
Germany, Hamburg	37.5	36.2
Germany, Munich	43.5	42.1
Ghana	47.5	46.1
Gibraltar	72.3	66.4
Greece	28.7	27.5
Grenada	48.8	47.4
Guatemala	40.3	39.0
Guinea	31.3	30.0
Guinea Bissau	41.8	40.4
Guyana	35.9	34.6
Haiti	39.9	38.6

DUTY STATION	PRE-CONSOLIDATION 1 January 2018	POST-CONSOLIDATION 1 January 2018
Honduras	26.5	25.3
Hungary	26.4	25.1
Iceland	61.6	60.0
India	30.0	28.8
Indonesia	36.1	34.8
Iran	41.0	39.6
Iraq	41.9	40.5
Ireland	43.8	42.4
Israel	56.7	55.2
Italy, Brindisi	36.9	35.6
Italy, Rome	43.4	42.0
Jamaica	44.3	42.9
Japan, Hiroshima	52.2	50.7
Japan, Tokyo	75.5	73.8
Jordan	45.4	44.0
Kazakhstan	32.5	31.2
Kenya	31.5	30.2
Kiribati	42.5	41.1
Korea, Dem. Peo. Of	42.3	40.9
Korea, Republic of	70.3	68.7
Kuwait	40.0	38.7
Kyrgyzstan	20.9	19.7
Lao Peo. Dem. Rep.	38.2	36.9
Latvia	41.4	40.0
Lebanon	50.5	49.1
Lesotho	20.1	18.9
Liberia	45.0	43.6
Libya	28.5	27.3
Lithuania	34.0	32.7
Luxembourg	50.8	49.4
Madagascar	33.1	31.8
Malawi	32.5	31.2
Malaysia	33.3	32.0
Maldives	51.9	50.4
Mali	34.4	33.1
Malta	39.9	38.5
Mauritania	23.4	22.2
Mauritius	28.9	27.7
Mexico	33.2	31.9
Micronesia, Fed. States of	56.6	55.1
Moldova	25.7	24.5
Monaco	53.9	52.4
Mongolia	30.5	29.2
Montenegro	18.2	17.1
Morocco	28.0	26.8
Mozambique	44.3	42.9
Myanmar	44.9	43.5

DUTY STATION	PRE-CONSOLIDATION 1 January 2018	POST-CONSOLIDATION 1 January 2018
Namibia	20.9	19.7
Nepal	25.5	24.3
Netherlands	41.8	40.4
New Caledonia	49.9	48.5
New Zealand	16.4	15.3
Nicaragua	27.1	25.9
Niger	39.5	38.2
Nigeria	25.3	24.1
Norway	43.1	41.8
Oman	42.1	40.7
Pakistan	32.5	31.2
Palau, Republic of	54.1	52.6
Panama	42.4	41.0
Papua New Guinea	87.0	85.2
Paraguay	31.1	29.8
Peru	41.3	39.9
Philippines	37.5	36.2
Poland	24.6	23.4
Portugal, Lisbon	34.7	33.4
Portugal, Guimaraes	10.6	9.5
Puerto Rico	35.0	33.7
Qatar	76.3	74.6
Romania	7.1	6.1
Russian Federation	61.8	60.2
Rwanda	31.5	30.2
Saint Helena	54.5	53.0
St. Lucia	37.4	36.1
Samoa	43.7	42.3
Sao Tome and Principe	33.2	31.9
Saudi Arabia	51.1	49.6
Senegal	40.2	38.9
Serbia	27.5	26.3
Seychelles	45.7	44.3
Sierra Leone	43.4	42.0
Singapore	78.9	77.2
Slovak Republic	28.9	27.7
Slovenia, Republic of	25.2	24.0
Solomon Islands	49.5	48.1
Somalia	36.3	35.0
South Africa	22.5	21.3
South Sudan, Republic of	49.2	47.8
Spain	36.1	34.8
Sri Lanka	36.3	35.0
St. Kitts and Nevis	48.8	47.4
St. Vincent and the Grenadines	48.8	47.4
Sudan	41.9	40.5
Suriname	27.8	26.6

DUTY STATION	PRE-CONSOLIDATION 1 January 2018	POST-CONSOLIDATION 1 January 2018
Swaziland	23.2	22.0
Sweden	43.4	42.0
Switzerland	75.6	74.0
Syrian Arab Republic	36.5	35.2
Tajikistan	17.8	16.7
Tanzania, United Rep. of	40.7	39.3
Thailand	37.5	36.2
The former Yugoslav Republic of Macedonia	24.5	23.3
Timor-Leste	57.2	55.7
Togo	38.3	37.0
Tonga	36.2	34.9
Trinidad and Tobago	43.0	41.6
Tunisia	23.5	22.3
Turkey, Ankara	19.6	18.5
Turkey, Istanbul	28.9	27.7
Turkmenistan	34.1	32.8
Tuvalu	52.5	51.0
Uganda	26.9	25.7
Ukraine	25.1	23.9
United Arab Emirates	66.7	65.1
United Kingdom	72.3	66.4
USA, Miami	38.4	37.1
USA, New York	66.1	64.5
USA, San Francisco	57.6	56.1
USA, Washington D.C.	45.7	44.3
Uruguay	41.2	46.4
Uzbekistan	29.5	28.3
Vanuatu	54.9	53.4
Venezuela	83.9	82.1
Vietnam	27.0	25.8
West Bank & the Gaza Strip, The	56.7	55.2
Yemen, Republic of	31.7	30.4
Zambia	34.8	33.5
Zimbabwe	47.8	46.4