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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/520

Approved by:
Kingston P. Rhodes, Chairman

Date:
13 April 2018

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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 April 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 avril 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. 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 April 2018

Duty station	Type of survey	Date of survey	Survey materials received
Botswana	Housing	September 2017	December 2017
Chile	Housing	October 2017	December 2017
Gambia	Housing	November 2017	December 2017
Guyana	Housing	October 2017	December 2017
Korea, Republic of	Housing	October 2017	December 2017
Lesotho	Housing	November 2017	December 2017
Malaysia	Housing	November 2017	December 2017
Mexico	Place-to-place	November 2017	December 2017
Moldova	Housing	November 2017	December 2017
Morocco	Housing	September 2017	December 2017
Namibia	Place-to-place	December 2017	December 2017
Nigeria	Housing	October 2017	December 2017
Paraguay	Housing	November 2017	December 2017
Sierra Leone	Place-to-place	October 2017	December 2017
Timor-Leste	Place-to-place	October 2017	December 2017

V. Gap Closure Measure

2. 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.

3. In accordance with the above-mentioned gap closure measure:
 - a. The updated PAI derived from the survey (updated to the month of implementation), is augmented by **5 per cent** to derive a revised post Adjustment multiplier (PAM) for the duty station;
 - b. The revised PAM is applicable to all Professional staff members in the duty station. Existing staff members, already at the duty station before the implementation date of the survey results, receive the revised PAM, plus a PTA;
 - c. The personal transitional allowance (PTA) is the difference between the revised and prevailing PAMs;
 - d. The PTA is paid in full for the first **3 months** after the implementation date; and adjusted downward by **5 per cent every 3 months**, until it is phased out;
 - e. During an adjustment month, the new PTA is calculated by taking the difference between the prevailing pay index and the pay index applicable to existing staff (that is, the prevailing pay index plus the existing PTA), reduced by **5 per cent**.

4. The table below shows the steps in the calculation of the PTA effective 1 April 2018 for Timor-Leste under the gap closure measure.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 April 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)
Timor-Leste	55.7	155.7	145.4	152.7	52.7	3.0

VI. Completion of Gap Closure Measure

5. The PTA is eliminated as of 1 April 2018 for the duty station listed in Table 3. This completes the implementation of the gap closure measure following the results of the most recent place-to-place survey conducted in the duty station.

Table 3: Completion of gap closure measure by duty station effective 1 April 2018

Duty Station	Date of Survey	Reference
Benin	June 2017	ICSC/CIRC/PAC/517 of 15 January 2018

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 April 2018. Also shown is the corresponding date of the next revision of the PTA.

Table 4: Summary of personal transitional allowances (PTAs), as of 1 April 2018

Duty Station	Applicable multiplier points	Date of next revision
Switzerland ¹	3.0	June 2018
Timor-Leste ²	3.0	July 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 **applicable** for **Guyana** effective 1 April 2018.

8. The waiver of the 40 per cent of rent limit on rental subsidies is **no longer applicable** for **Mexico** and **Namibia** effective 1 April 2018.

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 2018

(last updated 13 April 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	69.38	142.4	49.9		Nov-11		9	10		Jul-06
Albania	102.80	125.0	24.0		Mar-18		16	17		Feb-09
Algeria /W40	113.9628	134.9	34.4		Mar-18		26	28		Mar-17
Angola /W40	213.650	190.5	109.8		Nov-17		35	37		Jul-17
Anguilla /W40 14/	2.7	148.3	48.8		Mar-18		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	148.3	48.8		Mar-18		23	24		Oct-17
Argentina	20.117	138.7	38.4		Mar-18		22	23		Oct-17
Armenia	479.5	123.8	23.8		Mar-18		15	16		Sep-11
Aruba 12/	1.79	147.3	47.4		Mar-18	A				
Australia	1.304	138.4	35.7	Y	Apr-18	ER	21	22		Aug-03
Austria	0.810	153.9	52.7	Y	Apr-18	ER	18	19		May-14
Azerbaijan	1.6984	128.9	28.5		Mar-18		26	28		Feb-18
Bahamas	1.00	171.4	71.0		Mar-18		32	34		Apr-13
Bahrain	0.377	141.6	41.3		Mar-18		22	23		Aug-08
Bangladesh /W40	83.900	134.0	33.8		Mar-18		15	16		Sep-11
Barbados /W40	2.0	153.8	54.9		Nov-14		19	20		Sep-05
Belarus	1.9485	131.9	31.3		Mar-18		20	21		Sep-17
Belgium	0.810	152.5	52.8	Y	Apr-18	ER	17	18		Feb-15
Belize /W40	2.00	129.2	28.8		Mar-18		13	14		Sep-13
Benin	531.225	135.5	38.7		Mar-18		14	15		Oct-16
Bermuda 16/	1.000	185.4	85.0		Mar-18		35	37		Dec-17
Bhutan /W40	65.18	129.0	28.6		Mar-18		10	11		Oct-09
Bolivia	6.9100	130.4	30.0		Mar-18		15	16		Oct-16
Bonaire /W40 14/	1.00	148.3	48.8		Mar-18		23	24		Oct-17
Bosnia and Herzegovina /W40	1.584	123.2	23.3		Mar-18		16	17		Dec-11
Botswana	9.4967	123.6	24.9		Mar-18		15	16		Jan-09
Brazil/W40	3.337	140.6	43.1		Mar-18		22	23		Jun-11
British Virgin Islands 14/	1.000	148.3	48.8		Mar-18		23	24		Mar-18
Bulgaria	1.584	124.7	28.0	Y	Apr-18	ER	16	17		Feb-15
Burkina Faso /W40	531.23	136.9	36.2		Mar-18		12	13		Mar-09
Burundi /W40	1761.2	143.5	42.7		Mar-18		13	14		Oct-13
Cambodia /W40	3970.000	127.5	26.6		Mar-18		20	21		Dec-12
Cameroon /W40	531.225	138.9	37.9		Mar-18		15	16		Jul-15
Canada, Montreal	1.291	141.0	39.9	Y	Apr-18	ER	17	18		May-17
Canada, Ottawa	1.291	150.3	49.0	Y	Apr-18	L	18	19		May-17
Canada, Toronto	1.291	157.7	56.4	Y	Apr-18	L	20	21		May-17

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(last updated 13 April 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		
Cape Verde	89.298	130.2	34.2		Mar-18		16	17		Jul-11
Cayman Islands 17/	0.820	147.7	47.4		Mar-18		24	25		Dec-17
Central African Rep. /W40	531.225	173.4	71.5		Mar-18		17	18		Nov-17
Chad /W40	531.2	145.1	44.1		Mar-18		13	14		Jul-15
Chile /W40	605.000	138.0	39.9		Mar-18		14	15		Mar-08
China, Beijing /W40	6.296	169.0	68.2		Mar-18		23	24		Jan-18
China, Hong Kong (SAR)	7.848	208.0	106.5	Y	Apr-18	ER	19	20		Jun-12
China, Macao (SAR)	8.1	144.7	44.3		Mar-18		12	13		Sep-11
Colombia	2779.000	133.4	31.4		Mar-18		19	20		Jan-12
Comoros	398.419	144.1	43.3		Mar-18		13	14		Jun-13
Congo /W40	531.2250	159.7	58.5		Mar-18		6	6		Nov-04
Congo, Dem. Rep. /W40	1607.00	143.7	43.3		Mar-18		22	23		Jan-18
Costa Rica /W40	566.400	130.0	30.5		Nov-17		19	20		Aug-12
Cote d'Ivoire /W40	531.225	148.3	47.4		Mar-18		15	16		Dec-12
Croatia, Republic of /W40	6.028	144.2	49.8		Mar-18		20	21		Feb-07
Cuba * /W40	0.990	137.6	39.2		Mar-17		23	24		Aug-11
Cyprus	0.81	118.1	25.3	Y	Apr-18	ER	19	20		Mar-12
Czech Republic	20.610	141.5	44.1	Y	Apr-18	ER	21	22		Sep-06
Denmark	6.0	163.8	63.6	Y	Apr-18	ER	22	23		Feb-15
Djibouti	177.00	148.3	48.0		Mar-18		16	17		Jan-15
Dominica /W40 14/	2.70	148.3	48.8		Mar-18		23	24		Oct-17
Dominican Republic	49.38	135.4	35.1		Mar-18		21	22		Sep-13
Ecuador/W40	1.000	126.1	27.4		Mar-13		16	17		Jul-11
Egypt /W40	17.65	124.4	23.8		Mar-18		18	19		Feb-10
El Salvador	1.000	131.1	30.4		Mar-18		21	22		Nov-15
Equatorial Guinea	531.23	138.2	37.4		Mar-18		17	18		Mar-18
Eritrea	15.000	161.4	60.9		Mar-18		11	12		Dec-17
Estonia	0.8100	136.2	35.8		Mar-18		18	19		Feb-01
Ethiopia /W40	27.60	139.6	39.3		Mar-18		19	20		Sep-17
Fiji /W40	2.000	139.9	40.2		Mar-18		20	21		Sep-11
Finland	0.810	148.5	50.4	Y	Apr-18	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.810	151.8	53.2	Y	Apr-18	L	17	18		Jul-01
France, Paris	0.810	155.5	56.9	Y	Apr-18	ER	21	22		Jan-04
French Guiana	0.810	77.2	47.7	Y	Apr-18	ER				
Gabon	531.23	155.3	54.1		Mar-18		16	17		Nov-12
Gambia /W40	47.5600	128.3	28.3	Y	Apr-18	H	14	15	Y	Apr-18
Georgia, Republic of /W40	2.431	126.1	25.3		Mar-18		17	18		May-14

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(last updated 13 April 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		
Germany, Berlin	0.810	141.4	42.2	Y	Apr-18	L	25	27		Aug-06
Germany, Bonn	0.810	137.3	38.1	Y	Apr-18	ER	19	20		Feb-15
Germany, Dresden	0.810	137.3	38.1	Y	Apr-18	A	18	19		Aug-06
Germany, Hamburg	0.810	139.4	40.1	Y	Apr-18	L	20	21		Feb-15
Germany, Munich	0.810	145.5	46.3	Y	Apr-18	L	19	20		Jul-17
Ghana	4.407	140.0	45.7		Mar-18		28	30		Aug-17
Gibraltar 1/	0.709	173.2	73.7	Y	Apr-18	A				
Greece	0.8	124.8	31.2	Y	Apr-18	ER	15	16		Apr-07
Grenada /W40 14/	2.7000	148.3	48.8		Mar-18		23	24		Oct-17
Guatemala	7.4	136.0	38.9		Mar-18		16	17		Jan-09
Guinea	9025.500	135.1	34.7		Mar-18		20	21		Feb-18
Guinea Bissau	531.2	134.9	40.4		Nov-17		13	14		Nov-15
Guyana /W40	202.6000	137.6	37.6	Y	Apr-18	H	19	20	Y	Apr-18
Haiti /W40	64.4535	137.9	38.6		Nov-17		18	19		Nov-11
Honduras /W40	23.64	126.5	26.3		Mar-18		17	18		Jul-09
Hungary	253.07	126.5	27.9	Y	Apr-18	ER	20	21		Feb-15
Iceland	98.40	155.3	69.2	Y	Apr-18	ER				
India /W40	65.2	134.1	34.1		Mar-18		24	25		Feb-18
Indonesia	13764.0	136.9	36.7		Mar-18		24	25		Sep-11
Iran	46211.0	136.2	37.7		Mar-18		24	25		May-16
Iraq	1170.000	132.8	40.5		Nov-11		14	15		May-02
Ireland	0.810	146.2	46.6	Y	Apr-18	ER	24	25		May-98
Israel /W40	3.499	153.6	55.9		Mar-18		21	22		Sep-13
Italy, Brindisi	0.810	135.0	39.6	Y	Apr-18	L	10	11		Nov-99
Italy, Rome	0.81	141.4	46.2	Y	Apr-18	ER	20	21		Jul-01
Jamaica	127.24	145.8	45.5		Mar-18		24	25		Oct-17
Japan, Hiroshima	106.19	162.7	62.1	Y	Apr-18	L				
Japan, Tokyo	106.190	187.7	87.0	Y	Apr-18	ER	26	28		Nov-06
Jordan /W40	0.71	146.5	46.1		Mar-18		20	21		Aug-17
Kazakhstan /W40	319.17	126.0	33.0		Mar-18		18	19		Sep-17
Kenya /W40	100.810	134.3	33.5		Mar-18		20	21		Mar-18
Kiribati	1.30	145.1	45.7		Mar-18		8	8		Dec-96
Korea, Dem. Peo. Of *	102.81	138.4	40.9		Oct-16		10	11		Sep-15
Korea, Republic of	1070.740	156.2	72.7		Mar-18		18	19		Mar-09
Kuwait /W40	0.299	142.4	41.8		Mar-18		20	21		Aug-17
Kyrgyzstan	68.2	122.1	21.7		Mar-18		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8307.950	134.6	36.9		Nov-17		13	14		Oct-03

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Effective 1 April 2018

(last updated 13 April 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		
Latvia	0.8	138.2	42.1		Mar-18		19	20		Dec-03
Lebanon /W40	1513.950	147.2	49.1		Nov-13		22	23		Sep-11
Lesotho	11.8	128.9	28.9	Y	Apr-18	H	14	15		Jan-11
Liberia	131.6600	146.3	46.0		Mar-18		19	20		Jun-10
Libya	1.326	126.1	28.6		Mar-18		12	13		Nov-05
Lithuania	0.810	132.9	34.7		Mar-18		17	18		Dec-03
Luxembourg	0.81	154.0	53.8	Y	Apr-18	ER	17	18		Dec-17
Madagascar	3192.0400	134.5	34.7		Mar-18		21	22		Oct-17
Malawi	728.000	134.4	33.9		Mar-18		18	19		Mar-11
Malaysia /W40	3.9	138.9	38.9	Y	Apr-18	H	19	20		Jan-09
Maldives	15.000	153.5	53.0		Mar-18		23	24		Sep-17
Mali /W40	531.225	134.7	34.9		Mar-18		12	13		Jul-15
Malta	0.81	142.0	42.6	Y	Apr-18	ER	14	15		Oct-06
Mauritania /W40	351.50	125.4	25.2		Mar-18		11	12		Dec-14
Mauritius /W40	32.88	131.5	31.2		Mar-18		11	12		Sep-13
Mexico	18.34	143.0	43.0	Y	Apr-18	PP	24	25	Y	Apr-18
Micronesia, Fed States of 2/	1.00	157.3	57.1		Mar-18		23	24		Feb-07
Moldova	16.480	131.0	31.0	Y	Apr-18	H	15	16		Apr-16
Monaco 3/	0.8	155.5	56.9	Y	Apr-18	A	21	22		Jan-04
Mongolia	2399.000	133.2	32.7		Mar-18		16	17		Jan-14
Montenegro	0.810	122.4	21.7		Mar-18		17	18		Feb-11
Morocco /W40	9.18	127.4	28.4		Mar-18		18	19		Oct-12
Mozambique /W40	62.0	145.1	46.6		Mar-18		30	32		Apr-17
Myanmar /W40	1335.00	146.7	46.3		Mar-18		25	27		Dec-17
Namibia	11.7700	130.6	31.5		Mar-18		23	24		Mar-17
Nepal /W40	103.900	127.5	27.1		Mar-18		12	13		Jan-14
Netherlands	0.810	143.8	44.5	Y	Apr-18	ER	23	24		Nov-96
New Caledonia	96.641	151.0	52.8		Mar-18		16	17		Sep-05
New Zealand	1.3810	121.3	21.2		Mar-18		22	23		Oct-80
Nicaragua	31.220	128.1	27.9		Mar-18		18	19		Feb-15
Niger /W40	531.23	138.2	39.6		Mar-18		10	11		Mar-09
Nigeria /W40	360.000	130.4	30.4	Y	Apr-18	H	20	21	Y	Apr-18
Norway	7.829	150.5	49.6	Y	Apr-18	ER	24	25		Feb-15
Oman	0.39	140.1	40.7		Feb-15		19	20		Feb-15
Pakistan	115.58	127.3	30.3		Mar-18		19	20		Jun-08
Palau, Republic of 4/	1.00	154.2	54.3		Mar-18					
Panama /W40	1.00	143.5	43.0		Mar-18		24	26		Sep-17

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 2018

(last updated 13 April 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		
Papua New Guinea /W40	3.2	189.6	89.1		Mar-18		30	32		Feb-18
Paraguay /W40	5566.000	129.8	30.6		Mar-18		13	14		Jan-09
Peru	3.23	142.4	41.8		Mar-18		21	22		Aug-17
Philippines /W40	52.346	138.6	38.4		Mar-18		21	22		Jul-07
Poland	3.406	122.6	26.4	Y	Apr-18	ER	16	17		Apr-15
Portugal, Lisbon	0.810	138.0	38.0	Y	Apr-18	FPR	20	21		Jan-05
Portugal, Guimaraes	0.81	113.3	13.3	Y	Apr-18	L				
Puerto Rico 13/	1.000	135.4	35.1		Mar-18	A				
Qatar	3.655	181.5	81.0		Mar-18		35	37		Aug-17
Romania	3.770	108.3	9.1	Y	Apr-18	ER	20	21		Feb-12
Russian Federation /W40	57.6800	150.9	62.3		Mar-18		20	21		Mar-16
Rwanda /W40	852.540	128.0	30.0		Mar-18		16	17		Apr-13
Saint Helena 5/	0.7	145.3	51.0		Mar-18					
St. Lucia	2.7000	131.7	36.1		Nov-14		16	17		Feb-12
Samoa	2.4610	146.0	46.0		Mar-18		15	16		Oct-17
Sao Tome and Principe	19958.000	136.6	34.4		Mar-18		14	15		Feb-11
Saudi Arabia /W40	3.750	152.2	51.8		Mar-18		21	22		Nov-17
Senegal /W40	531.225	144.5	43.6		Mar-18		17	18		Jul-15
Serbia /W40	96.0300	127.4	28.1		Mar-18		18	19		Jul-12
Seychelles /W40	13.7	146.5	45.5		Mar-18		15	16		Jan-14
Sierra Leone /W40	7450.000	147.8	47.8	Y	Apr-18	PP	19	20	Y	Apr-18
Singapore	1.310	176.0	76.7		Mar-18		22	23		Jun-08
Slovak Republic	0.810	129.6	31.5	Y	Apr-18	ER	16	17		Feb-12
Slovenia, Republic of	0.8100	123.8	27.6	Y	Apr-18	ER	21	22		Nov-03
Solomon Islands /W40	7.7	153.7	52.9		Mar-18		18	19		Dec-07
Somalia 6/	24300.00	136.9	36.4		Mar-18		15	16		Sep-99
South Africa /W40	11.770	135.2	35.0		Mar-18		19	20		Apr-17
South Sudan, Republic of /W40	133.030	153.0	52.0		Mar-18		14	15		Sep-17
Spain	0.81	135.9	38.8	Y	Apr-18	ER	19	20		Nov-08
Sri Lanka	155.7	137.5	37.4		Mar-18		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	148.3	48.8		Mar-18		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7000	148.3	48.8		Mar-18		23	24		Oct-17
Sudan /W40	29.14	135.5	40.5		Nov-17		17	18		Mar-16
Suriname	7.430	129.8	29.5		Mar-18		16	17		Oct-12
Swaziland	11.770	129.7	32.3		Mar-18		11	12		Sep-03
Sweden	8.310	145.3	41.9	Y	Apr-18	ER	22	23		Feb-15

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 2018

(last updated 13 April 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		
Switzerland	0.955	174.1	77.8	Y	Apr-18	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.0000	150.1	35.2		Mar-15		20	21		Jun-12
Tajikistan /W40	8.8	119.7	19.2		Mar-18		13	14		Aug-10
Tanzania, United Rep. of	2253.300	136.0	39.3		Jul-17		29	31		Jun-11
Thailand /W40	31.2700	141.6	40.9		Mar-18		19	20		Sep-06
The former Yugoslav Republic of Macedonia	49.86	122.1	24.3		Mar-18		14	15		Oct-16
Timor-Leste /W40	1.000	145.4	52.7	Y	Apr-18	GCM	15	16		Jul-11
Togo /W40	531.2250	132.6	39.8		Mar-18		13	14		Nov-11
Tonga	2.192	134.2	35.8		Mar-18		9	10		Jan-09
Trinidad and Tobago	6.826	142.7	42.6		Mar-18		26	28		Oct-08
Tunisia /W40	2.414	112.2	23.5		Mar-18		13	14		Jun-17
Turkey, Ankara /W40	4.010	118.6	19.9		Mar-18		18	19		Mar-18
Turkey, Istanbul /W40 15/	4.01	127.9	29.2		Mar-18		22	23		Mar-14
Turkmenistan /W40	3.500	136.2	35.6		Mar-18		10	11		Nov-04
Tuvalu 11/	1.3	147.3	47.8		Mar-18					
Uganda /W40	3682.75	125.0	25.7		Nov-17		24	25		May-14
Ukraine /W40	26.300	123.9	23.4		Mar-18		23	24		Mar-17
United Arab Emirates	3.673	165.5	65.1		Nov-14		32	34		Aug-11
United Kingdom	0.71	173.2	73.7	Y	Apr-18	ER	27	29		Feb-14
USA, Miami 7/	1.00	139.9	39.7		Feb-18					
USA, New York	1.00	167.3	66.9		Feb-18		28	30		Apr-11
USA, San Francisco 8/	1.00	158.7	58.4		Feb-18					
USA, Washington D.C.	1.00	147.3	47.1		Feb-18		27	29		Apr-11
Uruguay	28.4	149.5	49.2		Mar-18		24	25		Jan-18
Uzbekistan /W40	8111.00	129.6	29.1		Mar-18		20	21		Aug-12
Vanuatu /W40	104.530	152.0	54.2		Mar-18		15	16		Aug-12
Venezuela /W40	49230.4	83.2	72.1		Mar-18		27	29		Aug-12
Vietnam	22825.000	116.8	25.8		Mar-17		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.50	153.6	55.9		Mar-18		21	22		Sep-13
Yemen, Republic of 10/	457.900	118.5	30.4		Jul-17		12	13		Nov-10
Zambia	9.621	128.9	34.8		Mar-18		21	22		Apr-06
Zimbabwe /W40	150000.000	139.1	46.4		Nov-13		13	14		Nov-12

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 2018
(last updated 13 April 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 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 0.8389 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 0.9497.
- 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 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/ 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	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	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
Égypte	Egypt		

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)		