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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/523

Approved by:
Kingston P. Rhodes, Chairman

Date:
12 July 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 July 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 juillet 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 July 2018

Duty station	Type of survey	Date of survey	Survey materials received
Angola	Place-to-place	May 2018	June 2018
China, Macao (SAR)	Place-to-place	February 2018	March 2018
Egypt	Housing	February 2018	March 2018
Sudan	Place-to-place	May 2018	June 2018

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:
- 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;
 - 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 personal transitional allowance (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**.

4. The table below shows the steps in the calculation of the PTA effective 1 July 2018 for Angola under the gap closure measure.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 July 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)
Angola	109.8	209.8	179.7	188.7	88.7	21.1

VI. Completion of Gap Closure Measure

5. The PTA is eliminated as of 1 July 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 July 2018

Duty Station	Date of Survey	Reference
Timor-Leste	October 2017	ICSC/CIRC/PAC/520 of 13 April 2018

VII. Interim Measure for Venezuela

6. Due to the continued depreciation of its local currency relative to the US dollar and in the absence of cost-of-living survey results, the post adjustment multiplier for **Venezuela** has been frozen at its June 2018 level (72.1) as an interim measure until a cost-of-living survey can be conducted.

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 2018 (Four Months Review)

(last updated 12 July 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	71.14	142.3	49.9		Nov-11		9	10		Jul-06
Albania	105.85	123.2	23.7	Y	Jul-18	FMR	16	17		Feb-09
Algeria /W40	117.7872	134.2	34.2	Y	Jul-18	FMR	26	28		Mar-17
Angola /W40	245.850	179.7	88.7	Y	Jul-18	GCM	30	32	Y	Jul-18
Anguilla /W40 14/	2.7	148.9	48.9	Y	Jul-18	FMR	23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	148.9	48.9	Y	Jul-18	FMR	23	24		Oct-17
Argentina	27.744	128.3	38.4		Mar-18		22	23		Oct-17
Armenia	481.5	123.5	23.8		Mar-18		15	16		Sep-11
Aruba 12/	1.79	148.6	48.6	Y	Jul-18	A				
Australia	1.362	134.9	30.6	Y	Jul-18	ER	21	22		Aug-03
Austria	0.864	146.7	44.1	Y	Jul-18	ER	18	19		May-14
Azerbaijan	1.6951	129.1	29.1	Y	Jul-18	FMR	26	28		Feb-18
Bahamas	1.00	171.5	71.5	Y	Jul-18	FMR	32	34		Apr-13
Bahrain	0.37852	143.1	43.1	Y	Jul-18	FMR	22	23		Aug-08
Bangladesh /W40	83.78	134.6	34.6	Y	Jul-18	FMR	15	16		Sep-11
Barbados /W40	2.0	155.6	55.6	Y	Jul-18	FMR	19	20		Sep-05
Belarus	2.0001	131.7	31.7	Y	Jul-18	FMR	20	21		Sep-17
Belgium	0.864	146.6	44.2	Y	Jul-18	ER	17	18		Feb-15
Belize	2.00	127.6	28.8		Mar-18		13	14		Sep-13
Benin	566.555	130.9	34.9	Y	Jul-18	FMR	14	15		Oct-16
Bermuda 16/	1.00	185.5	85.5	Y	Jul-18	L	35	37		Dec-17
Bhutan /W40	68.79	127.7	27.7	Y	Jul-18	FMR	10	11		Oct-09
Bolivia	6.91	130.7	30.7	Y	Jul-18	FMR	15	16		Oct-16
Bonaire /W40 14/	1.00	148.9	48.9	Y	Jul-18	FMR	23	24		Oct-17
Bosnia and Herzegovina /W40	1.689	120.6	20.6	Y	Jul-18	FMR	16	17		Dec-11
Botswana	10.4603	119.7	19.9	Y	Jul-18	FMR	15	16		Jan-09
Brazil/W40	3.845	133.1	33.4	Y	Jul-18	FMR	22	23		Jun-11
British Virgin Islands 14/	1.00	148.9	48.9	Y	Jul-18	FMR	23	24		Mar-18
Bulgaria	1.689	120.8	21.0	Y	Jul-18	ER	16	17		Feb-15
Burkina Faso /W40	566.555	133.3	33.3	Y	Jul-18	FMR	12	13		Mar-09
Burundi /W40	1764.828	142.1	42.5	Y	Jul-18	FMR	13	14		Oct-13
Cambodia /W40	4060	126.9	26.9	Y	Jul-18	FMR	20	21		Dec-12
Cameroon /W40	566.555	134.8	34.8	Y	Jul-18	FMR	15	16		Jul-15
Canada, Montreal	1.328	139.9	36.4	Y	Jul-18	ER	17	18		May-17
Canada, Ottawa	1.328	149.0	45.3	Y	Jul-18	L	18	19		May-17
Canada, Toronto	1.328	156.4	52.5	Y	Jul-18	L	20	21		May-17
Cape Verde	95.237	126.7	30.9	Y	Jul-18	FMR	16	17		Jul-11

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Effective 1 July 2018 (Four Months Review)

(last updated 12 July 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/	0.82	146.4	46.4	Y	Jul-18	L	24	25		Dec-17
Central African Rep. /W40	566.555	167.8	67.8	Y	Jul-18	FMR	17	18		Nov-17
Chad /W40	566.555	141.0	41.0	Y	Jul-18	FMR	13	14		Jul-15
Chile /W40	646	134.4	35.9	Y	Jul-18	FMR	14	15		Mar-08
China, Beijing /W40	6.624	165.5	65.5	Y	Jul-18	FMR	23	24		Jan-18
China, Hong Kong (SAR)	7.848	208.3	106.5		Apr-18		19	20		Jun-12
China, Macao (SAR)	8.08	157.2	57.2	Y	Jul-18	PP	21	22	Y	Jul-18
Colombia	2947	131.8	31.8	Y	Jul-18	FMR	21	22		May-18
Comoros	424.916	141.1	41.1	Y	Jul-18	FMR	13	14		Jun-13
Congo /W40	566.555	156.4	56.4	Y	Jul-18	FMR	6	6		Nov-04
Congo, Dem. Rep. /W40	1615	144.0	44.0	Y	Jul-18	FMR	22	23		Jan-18
Costa Rica /W40	567.63	129.9	30.6	Y	Jul-18	FMR	19	20		Aug-12
Cote d'Ivoire /W40	566.555	144.5	44.5	Y	Jul-18	FMR	15	16		Dec-12
Croatia, Republic of /W40	6.376	140.5	47.6	Y	Jul-18	FMR	20	21		Feb-07
Cuba * /W40	0.99	137.7	39.2		Mar-17		23	24		Aug-11
Cyprus	0.864	114.3	18.4	Y	Jul-18	ER	19	20		Mar-12
Czech Republic	22.43	134.9	33.7	Y	Jul-18	ER	21	22		Sep-06
Denmark	6.436	157.1	54.4	Y	Jul-18	ER	22	23		Feb-15
Djibouti /W40	177	145.9	48.0		Mar-18		16	17		Jan-15
Dominica /W40 14/	2.7	148.9	48.9	Y	Jul-18	FMR	23	24		Oct-17
Dominican Republic	49.393	135.8	35.8	Y	Jul-18	FMR	21	22		Sep-13
Ecuador/W40	1.00	126.1	27.4		Mar-13		16	17		Jul-11
Egypt /W40	17.915	125.2	25.2	Y	Jul-18	H	19	20	Y	Jul-18
El Salvador	1.00	131.3	31.3	Y	Jul-18	FMR	21	22		Nov-15
Equatorial Guinea	566.555	135.3	35.3	Y	Jul-18	FMR	17	18		Mar-18
Eritrea	15.00	161.8	61.8	Y	Jul-18	FMR	11	12		Dec-17
Estonia	0.864	132.8	32.8	Y	Jul-18	FMR	18	19		Feb-01
Ethiopia /W40	27.6033	141.0	41.0	Y	Jul-18	FMR	19	20		Sep-17
Fiji /W40	2.06	139.6	39.6	Y	Jul-18	FMR	20	21		Sep-11
Finland	0.864	142.4	42.0	Y	Jul-18	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.864	145.0	44.6	Y	Jul-18	L	17	18		Jul-01
France, Paris	0.864	148.4	48.1	Y	Jul-18	ER	21	22		Jan-04
French Guiana	0.864	139.4	39.5	Y	Jul-18	ER				
Gabon	566.555	151.8	51.8	Y	Jul-18	FMR	16	17		Nov-12
Gambia /W40	47.50	128.8	28.8	Y	Jul-18	FMR	14	15		May-18
Georgia, Republic of /W40	2.453	125.9	25.9	Y	Jul-18	FMR	17	18		May-14
Germany, Berlin	0.864	136.5	34.4	Y	Jul-18	L	25	27		Aug-06

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(last updated 12 July 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, Bonn	0.864	132.6	30.5	Y	Jul-18	ER	19	20		Feb-15
Germany, Dresden	0.864	132.6	30.5	Y	Jul-18	A	18	19		Aug-06
Germany, Hamburg	0.864	134.5	32.4	Y	Jul-18	L	20	21		Feb-15
Germany, Munich	0.864	140.4	38.2	Y	Jul-18	L	19	20		Jul-17
Ghana	4.7935	139.0	44.1	Y	Jul-18	FMR	28	30		Aug-17
Gibraltar 1/	0.764	163.0	62.3	Y	Jul-18	A				
Greece	0.864	120.2	24.0	Y	Jul-18	ER	15	16		Apr-07
Grenada /W40 14/	2.7	148.9	48.9	Y	Jul-18	FMR	23	24		Oct-17
Guatemala	7.49455	135.8	38.6	Y	Jul-18	FMR	16	17		Jan-09
Guinea	9029.95	136.4	36.4	Y	Jul-18	FMR	20	21		Feb-18
Guinea Bissau	566.555	132.3	37.7	Y	Jul-18	FMR	13	14		Nov-15
Guyana /W40	209.0	136.7	36.8	Y	Jul-18	FMR	19	20		May-18
Haiti /W40	66.3985	138.0	38.4	Y	Jul-18	FMR	18	19		Nov-11
Honduras /W40	24.02	126.5	26.5	Y	Jul-18	FMR	17	18		Jul-09
Hungary	283.91	120.5	18.6	Y	Jul-18	ER	20	21		Feb-15
Iceland	107.28	147.0	56.5	Y	Jul-18	ER				
India /W40	68.79	131.7	31.7	Y	Jul-18	FMR	24	25		Feb-18
Indonesia	14394	135.8	35.8	Y	Jul-18	FMR	24	25		Sep-11
Iran	42327	138.1	38.6	Y	Jul-18	FMR	24	25		May-16
Iraq	1170	132.8	40.5		Nov-11		14	15		May-02
Ireland	0.864	141.3	38.4	Y	Jul-18	ER	24	25		May-98
Israel /W40	3.657	152.1	53.3	Y	Jul-18	FMR	21	22		Sep-13
Italy, Brindisi	0.864	128.9	31.8	Y	Jul-18	L	10	11		Nov-99
Italy, Rome	0.864	135.0	38.1	Y	Jul-18	ER	20	21		Jul-01
Jamaica	130.9113	144.5	44.5	Y	Jul-18	FMR	24	25		Oct-17
Japan, Hiroshima	110.32	158.5	56.6	Y	Jul-18	L				
Japan, Tokyo	110.32	182.8	80.6	Y	Jul-18	ER	26	28		Nov-06
Jordan /W40	0.708	148.0	48.0	Y	Jul-18	FMR	20	21		Aug-17
Kazakhstan /W40	341.67	124.0	30.3	Y	Jul-18	FMR	18	19		Sep-17
Kenya /W40	101.04	136.6	36.6	Y	Jul-18	FMR	20	21		Mar-18
Kiribati	1.362	143.0	43.0	Y	Jul-18	FMR	8	8		Dec-96
Korea, Dem. Peo. Of *	106.05	138.2	40.9		Oct-16		10	11		Sep-15
Korea, Republic of	1123.90	152.9	68.7	Y	Jul-18	FMR	18	19		Mar-09
Kuwait /W40	0.303	141.7	41.7	Y	Jul-18	FMR	20	21		Aug-17
Kyrgyzstan	68.1	122.3	22.3	Y	Jul-18	FMR	13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8434.15	134.5	36.6	Y	Jul-18	FMR	13	14		Oct-03
Latvia	0.864	136.2	39.8	Y	Jul-18	FMR	19	20		Dec-03

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 2018 (Four Months Review)

(last updated 12 July 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		
Lebanon /W40	1513.35	147.4	49.1		Nov-13		22	23		Sep-11
Lesotho	13.84	123.0	23.0	Y	Jul-18	FMR	14	15		Jan-11
Liberia	147.388	146.2	46.2	Y	Jul-18	FMR	19	20		Jun-10
Libya	1.356	125.3	27.7	Y	Jul-18	FMR	12	13		Nov-05
Lithuania	0.864	130.7	32.6	Y	Jul-18	FMR	17	18		Dec-03
Luxembourg	0.864	147.8	45.2	Y	Jul-18	ER	17	18		Dec-17
Madagascar	3330.05	133.6	33.6	Y	Jul-18	FMR	21	22		Oct-17
Malawi	728.000	134.9	34.9	Y	Jul-18	FMR	18	19		Mar-11
Malaysia /W40	4.0425	136.6	36.7	Y	Jul-18	FMR	19	20		Jan-09
Maldives	15.00	153.3	53.3	Y	Jul-18	FMR	23	24		Sep-17
Mali /W40	566.555	132.7	32.9	Y	Jul-18	FMR	12	13		Jul-15
Malta	0.864	135.5	34.7	Y	Jul-18	ER	14	15		Oct-06
Mauritania /W40	35.53	126.0	26.0	Y	Jul-18	FMR	12	13		May-18
Mauritius /W40	34.6077	129.0	29.0	Y	Jul-18	FMR	11	12		Sep-13
Mexico	19.98	138.2	38.2	Y	Jul-18	FMR	24	25		May-18
Micronesia, Fed States of 2/	1.00	156.5	56.5	Y	Jul-18	FMR	23	24		Feb-07
Moldova	16.850	129.4	30.0	Y	Jul-18	FMR	15	16		Apr-16
Monaco 3/	0.864	148.4	48.1	Y	Jul-18	A	21	22		Jan-04
Mongolia	2462.26	130.2	32.0	Y	Jul-18	FMR	16	17		Jan-14
Montenegro	0.864	119.6	19.6	Y	Jul-18	FMR	17	18		Feb-11
Morocco /W40	9.542	125.5	26.4	Y	Jul-18	FMR	18	19		Oct-12
Mozambique	59.51	141.4	47.0	Y	Jul-18	FMR	30	32		Apr-17
Myanmar /W40	1360	146.6	46.6	Y	Jul-18	FMR	25	27		Dec-17
Namibia	13.84	124.8	25.3	Y	Jul-18	FMR	23	24		Mar-17
Nepal /W40	110.3111	126.9	27.0	Y	Jul-18	FMR	12	13		Jan-14
Netherlands	0.864	138.7	36.5	Y	Jul-18	ER	23	24		Nov-96
New Caledonia	103.068	146.3	48.3	Y	Jul-18	FMR	16	17		Sep-05
New Zealand	1.480	117.1	17.1	Y	Jul-18	FMR	22	23		Oct-80
Nicaragua	31.5495	131.6	31.6	Y	Jul-18	FMR	21	22		May-18
Niger /W40	566.555	135.7	36.5	Y	Jul-18	FMR	10	11		Mar-09
Nigeria /W40	361.24	131.3	31.3	Y	Jul-18	FMR	20	21		May-18
Norway	8.186	146.3	43.7	Y	Jul-18	ER	24	25		Feb-15
Oman	0.385	140.1	40.7		Feb-15		19	20		Feb-15
Pakistan	121.735	126.6	28.7	Y	Jul-18	FMR	19	20		Jun-08
Palau, Republic of 4/	1.00	153.3	53.5	Y	Jul-18	FMR				
Panama /W40	1.00	143.6	43.6	Y	Jul-18	FMR	24	26		Sep-17
Papua New Guinea /W40	3.257	188.2	88.2	Y	Jul-18	FMR	30	32		Feb-18

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(last updated 12 July 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		
Paraguay /W40	5698.0	129.1	29.7	Y	Jul-18	FMR	13	14		Jan-09
Peru	3.2738	142.0	42.0	Y	Jul-18	FMR	21	22		Aug-17
Philippines /W40	53.510	138.9	38.9	Y	Jul-18	FMR	21	22		Jul-07
Poland	3.767	115.9	15.8	Y	Jul-18	ER	16	17		Apr-15
Portugal, Guimaraes	0.864	109.2	7.1	Y	Jul-18	L				
Portugal, Lisbon	0.864	133.1	30.4	Y	Jul-18	ER	20	21		Jan-05
Puerto Rico 13/	1.00	135.8	35.8	Y	Jul-18	A				
Qatar	3.651	181.3	81.3	Y	Jul-18	FMR	35	37		Aug-17
Romania	4.026	105.6	3.2	Y	Jul-18	ER	20	21		Feb-12
Russian Federation /W40	62.98	145.6	54.5	Y	Jul-18	FMR	20	21		Mar-16
Rwanda /W40	860.990	130.2	30.3		Jun-18		16	17		Apr-13
Saint Helena 5/	0.764	136.7	48.5	Y	Jul-18	IM, FMR				
St. Lucia	2.7	131.6	36.1		Nov-14		16	17		Feb-12
Samoa	2.527	144.5	44.5	Y	Jul-18	FMR	15	16		Oct-17
Sao Tome and Principe	21.325	137.3	37.3	Y	Jul-18	FMR	16	17		Jun-18
Saudi Arabia /W40	3.750	154.5	54.5	Y	Jul-18	FMR	21	22		Nov-17
Senegal /W40	566.555	138.0	40.6	Y	Jul-18	FMR	17	18		Jul-15
Serbia /W40	101.931	124.4	25.8	Y	Jul-18	FMR	18	19		Jul-12
Seychelles /W40	13.5401	147.3	47.3	Y	Jul-18	FMR	15	16		Jan-14
Sierra Leone /W40	7550	149.0	49.0	Y	Jul-18	FMR	19	20		May-18
Singapore	1.368	173.8	74.6	Y	Jul-18	FMR	22	23		Jun-08
Slovak Republic	0.864	125.6	24.2	Y	Jul-18	ER	16	17		Feb-12
Slovenia, Republic of	0.864	120.6	20.6	Y	Jul-18	ER	21	22		Nov-03
Solomon Islands /W40	7.8186	153.6	53.6	Y	Jul-18	FMR	18	19		Dec-07
Somalia 6/	24300	138.8	38.8	Y	Jul-18	FMR	15	16		Sep-99
South Africa /W40	13.84	128.1	33.7	Y	Jul-18	FMR	19	20		Apr-17
South Sudan, Republic of /W40	139.666	154.3	54.3	Y	Jul-18	FMR	14	15		Sep-17
Spain	0.864	129.8	31.1	Y	Jul-18	ER	19	20		Nov-08
Sri Lanka	158.3	137.0	37.0	Y	Jul-18	FMR	26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	148.9	48.9	Y	Jul-18	FMR	23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	148.9	48.9	Y	Jul-18	FMR	23	24		Oct-17
Sudan /W40	29.128	134.7	40.5		Nov-17		17	18		Mar-16
Suriname	7.400	131.1	31.1	Y	Jul-18	FMR	16	17		Oct-12
Swaziland	13.840	121.7	22.8	Y	Jul-18	FMR	11	12		Sep-03
Sweden	8.991	139.0	32.3	Y	Jul-18	ER	22	23		Feb-15

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 2018 (Four Months Review)

(last updated 12 July 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	0.997	169.7	70.9	Y	Jul-18	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.00	144.8	35.2		Mar-15		20	21		Jun-12
Tajikistan /W40	9.1516	118.8	18.8	Y	Jul-18	FMR	13	14		Aug-10
Tanzania, United Rep. of	2276.21	136.8	38.9	Y	Jul-18	FMR	29	31		Jun-11
Thailand /W40	33.17	138.1	38.1	Y	Jul-18	FMR	19	20		Sep-06
The former Yugoslav Republic of Macedonia	53.1707	119.8	22.5	Y	Jul-18	FMR	14	15		Oct-16
Timor-Leste /W40	1.00	145.6	52.7		Apr-18		15	16		Jul-11
Togo /W40	566.5550	130.7	36.8	Y	Jul-18	FMR	13	14		Nov-11
Tonga	2.2681	133.6	33.8	Y	Jul-18	FMR	9	10		Jan-09
Trinidad and Tobago	6.9081	142.1	42.1	Y	Jul-18	FMR	26	28		Oct-08
Tunisia /W40	2.6307	110.6	20.8	Y	Jul-18	FMR	13	14		Jun-17
Turkey, Ankara /W40	4.5853	116.2	16.2	Y	Jul-18	FMR	18	19		Mar-18
Turkey, Istanbul /W40 15/	4.5853	125.3	25.3	Y	Jul-18	L	22	23		Mar-14
Turkmenistan	3.50	139.8	39.8	Y	Jul-18	FMR	13	14		May-18
Tuvalu 11/	1.362	146.1	46.3	Y	Jul-18	FMR				
Uganda /W40	3883.25	124.3	24.9	Y	Jul-18	FMR	24	25		May-14
Ukraine /W40	26.500	124.3	24.3	Y	Jul-18	FMR	23	24		Mar-17
United Arab Emirates	3.673	168.4	68.4	Y	Jul-18	FMR	32	34		Aug-11
United Kingdom	0.764	163.0	62.3	Y	Jul-18	ER	27	29		Feb-14
USA, Miami 7/	1.00	141.1	39.7		Feb-18					
USA, New York	1.00	168.8	66.9		Feb-18		28	30		Apr-11
USA, San Francisco 8/	1.00	160.2	58.4		Feb-18					
USA, Washington D.C.	1.00	148.6	47.1		Feb-18		27	29		Apr-11
Uruguay	31.295	146.9	46.9	Y	Jul-18	FMR	24	25		Jan-18
Uzbekistan /W40	7870.00	130.3	30.3	Y	Jul-18	FMR	20	21		Aug-12
Vanuatu /W40	108.00	149.8	50.9	Y	Jul-18	FMR	15	16		Aug-12
Venezuela /W40 10/	114425.719	83.3	72.1		Mar-18		27	29		Aug-12
Vietnam	22938	123.5	25.5	Y	Jul-18	FMR	21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.657	152.1	53.3	Y	Jul-18	A	21	22		Sep-13
Yemen, Republic of 10/	461.220	119.0	30.4		Jul-17		12	13		Nov-10
Zambia	9.975	128.5	34.0	Y	Jul-18	FMR	21	22		Apr-06
Zimbabwe /W40	150000.000	140.4	46.4		Nov-13		13	14		Nov-12

VIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 2018 (Four Months Review)

(last updated 12 July 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.

IX.**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)		