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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/524

Approved by:
Kingston P. Rhodes, Chairman

Date:
14 August 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 August 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 août 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. Duty station with new multiplier: Seattle, U.S.A

1. As of August 2018, Seattle, U.S.A. has been added as a new duty station to the consolidated post adjustment circular. Based on an inter-city differential between Seattle and Washington D.C., the pay index for Seattle was established as **140.1** or a multiplier of **40.1**, effective 1 August 2018.

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 August 2018

Duty station	Type of survey	Date of survey	Survey materials received
Algeria	Housing	April 2018	June 2018
Bahrain	Place-to-place	April 2018	May 2018
Benin	Housing	May 2018	June 2018
Brazil	Housing	March 2018	April 2018
Burundi	Place-to-place	January 2018	April 2018
Cuba	Place-to-place	March 2018	April 2018
Ecuador	Housing	March 2018	April 2018
Georgia, Republic of	Housing	March 2018	April 2018
Kuwait	Housing	April 2018	May 2018
Malawi	Housing	April 2018	June 2018
Maldives	Housing	April 2018	May 2018
Panama	Housing	March 2018	May 2018
Peru	Housing	February 2018	April 2018
Qatar	Housing	March 2018	April 2018
Samoa	Housing	May 2018	June 2018
Vanuatu	Place-to-place	May 2018	April 2018

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 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**.

5. The table below shows the steps in the calculation of the PTA effective 1 August 2018 for **Burundi** under the gap closure measure.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 August 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)
Burundi	42.5	142.5	130.8	137.4	37.4	5.1

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 August 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 August 2018

Duty Station	Applicable multiplier points	Date of next revision
Angola ¹	21.1	October 2018
Burundi ¹	5.1	November 2018

1 – 2010 round of surveys

2 – 2016 round of surveys

VIII. W40 Measure

7. The waiver of the 40 per cent of rent limit on rental subsidies **is applicable** for **Benin, Malawi, and Samoa** effective 1 August 2018.

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2018
(last updated 14 August 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	72.11	142.4	49.9		Nov-11		9	10		Jul-06
Albania	104.85	123.2	23.7		Jul-18		16	17		Feb-09
Algeria /W40	117.7365	136.4	36.4	Y	Aug-18	H	27	29	Y	Aug-18
Angola /W40	253.769	176.7	88.7		Jul-18		30	32		Jul-18
Anguilla /W40 14/	2.7	149.6	48.9		Jul-18		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	149.6	48.9		Jul-18		23	24		Oct-17
Argentina	27.357	128.9	38.4		Mar-18		22	23		Oct-17
Armenia	481.5	123.0	23.8		Mar-18		15	16		Sep-11
Aruba 12/	1.79	149.0	48.6		Jul-18	A				
Australia	1.373	134.3	29.7	Y	Aug-18	ER	21	22		Aug-03
Austria	0.875	146.0	42.5	Y	Aug-18	ER	18	19		May-14
Azerbaijan	1.6974	129.1	29.1		Jul-18		26	28		Feb-18
Bahamas	1.00	171.6	71.5		Jul-18		32	34		Apr-13
Bahrain	0.37801	138.4	43.1		Jul-18		22	23		Aug-08
Bangladesh /W40	84.23	134.5	34.6		Jul-18		15	16		Sep-11
Barbados /W40	2.0	156.1	55.6		Jul-18		19	20		Sep-05
Belarus	1.9851	131.9	31.7		Jul-18		20	21		Sep-17
Belgium	0.875	145.5	42.6	Y	Aug-18	ER	17	18		Feb-15
Belize	2.00	127.6	28.8		Mar-18		13	14		Sep-13
Benin /W40	574.142	128.2	34.9		Jul-18		14	15		Oct-16
Bermuda 16/	1.00	185.7	85.5		Jul-18		35	37		Dec-17
Bhutan /W40	68.68	127.8	27.7		Jul-18		10	11		Oct-09
Bolivia	6.91	130.7	30.7		Jul-18		15	16		Oct-16
Bonaire /W40 14/	1.00	149.6	48.9		Jul-18		23	24		Oct-17
Bosnia and Herzegovina /W40	1.712	119.9	20.6		Jul-18		16	17		Dec-11
Botswana	10.2354	120.7	19.9		Jul-18		15	16		Jan-09
Brazil/W40	3.717	134.8	34.8	Y	Aug-18	H	23	24	Y	Aug-18
British Virgin Islands 14/	1.00	149.6	48.9		Jul-18		23	24		Mar-18
Bulgaria	1.712	120.4	19.6	Y	Aug-18	ER	16	17		Feb-15
Burkina Faso /W40	574.142	132.6	33.3		Jul-18		12	13		Mar-09
Burundi /W40	1766.663	130.8	37.4	Y	Aug-18	GCM	13	14		Oct-13
Cambodia /W40	4055	126.9	26.9		Jul-18		20	21		Dec-12
Cameroon /W40	574.142	134.0	34.8		Jul-18		15	16		Jul-15
Canada, Montreal	1.312	141.4	37.9	Y	Aug-18	ER	17	18		May-17
Canada, Ottawa	1.312	150.6	46.9	Y	Aug-18	L	18	19		May-17
Canada, Toronto	1.312	158.1	54.2	Y	Aug-18	L	20	21		May-17
Cape Verde	96.512	125.9	30.9		Jul-18		16	17		Jul-11

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2018

(last updated 14 August 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	145.6	46.4		Jul-18		24	25		Dec-17
Central African Rep. /W40	574.142	166.9	67.8		Jul-18		17	18		Nov-17
Chad /W40	574.142	140.3	41.0		Jul-18		13	14		Jul-15
Chile /W40	640	134.8	35.9		Jul-18		14	15		Mar-08
China, Beijing /W40	6.820	162.7	65.5		Jul-18		23	24		Jan-18
China, Hong Kong (SAR)	7.848	208.6	106.5		Apr-18		19	20		Jun-12
China, Macao (SAR)	8.08	157.5	57.2		Jul-18		21	22		Jul-18
Colombia	2874	133.2	31.8		Jul-18		21	22		May-18
Comoros	430.606	140.5	41.1		Jul-18		13	14		Jun-13
Congo /W40	574.142	155.6	56.4		Jul-18		6	6		Nov-04
Congo, Dem. Rep. /W40	1621	144.0	44.0		Jul-18		22	23		Jan-18
Costa Rica /W40	567.66	129.9	30.6		Jul-18		19	20		Aug-12
Cote d Ivoire /W40	574.142	143.6	44.5		Jul-18		15	16		Dec-12
Croatia, Republic of /W40	6.323	140.5	47.6		Jul-18		20	21		Feb-07
Cuba * /W40	0.99	139.6	39.6	Y	Aug-18	PP	23	24		Aug-11
Cyprus	0.875	114.2	17.1	Y	Aug-18	ER	19	20		Mar-12
Czech Republic	21.91	137.1	36.5	Y	Aug-18	ER	21	22		Sep-06
Denmark	6.524	156.2	52.5	Y	Aug-18	ER	22	23		Feb-15
Djibouti /W40	177	146.1	48.0		Mar-18		16	17		Jan-15
Dominica /W40 14/	2.7	149.6	48.9		Jul-18		23	24		Oct-17
Dominican Republic	49.665	135.6	35.8		Jul-18		21	22		Sep-13
Ecuador/W40	1.00	127.7	27.7	Y	Aug-18	H	16	17		Jul-11
Egypt /W40	17.896	125.6	25.2		Jul-18		19	20		Jul-18
El Salvador	1.00	131.7	31.3		Jul-18		21	22		Nov-15
Equatorial Guinea	574.142	134.7	35.3		Jul-18		17	18		Mar-18
Eritrea	15.00	162.0	61.8		Jul-18		11	12		Dec-17
Estonia	0.875	132.4	32.8		Jul-18		18	19		Feb-01
Ethiopia /W40	27.5121	141.2	41.0		Jul-18		19	20		Sep-17
Fiji /W40	2.06	139.6	39.6		Jul-18		20	21		Sep-11
Finland	0.875	141.5	40.4	Y	Aug-18	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.875	143.9	43.0	Y	Aug-18	L	17	18		Jul-01
France, Paris	0.875	147.3	46.4	Y	Aug-18	ER	21	22		Jan-04
French Guiana	0.875	138.7	37.9	Y	Aug-18	ER				
Gabon	574.142	151.2	51.8		Jul-18		16	17		Nov-12
Gambia /W40	48.26	128.5	28.8		Jul-18		14	15		May-18
Georgia, Republic of /W40	2.449	123.8	25.9		Jul-18		17	18		May-14
Germany, Berlin	0.875	135.6	32.8	Y	Aug-18	L	25	27		Aug-06

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Bonn	0.875	131.7	29.0	Y	Aug-18	ER	19	20		Feb-15
Germany, Dresden	0.875	131.7	29.0	Y	Aug-18	A	18	19		Aug-06
Germany, Hamburg	0.875	133.6	30.9	Y	Aug-18	L	20	21		Feb-15
Germany, Munich	0.875	139.4	36.6	Y	Aug-18	L	19	20		Jul-17
Ghana	4.8079	138.9	44.1		Jul-18		28	30		Aug-17
Gibraltar 1/	0.782	160.4	58.9	Y	Aug-18	A				
Greece	0.875	119.9	22.6	Y	Aug-18	ER	15	16		Apr-07
Grenada /W40 14/	2.7	149.6	48.9		Jul-18		23	24		Oct-17
Guatemala	7.48415	135.9	38.6		Jul-18		16	17		Jan-09
Guinea	9094.95	136.2	36.4		Jul-18		20	21		Feb-18
Guinea Bissau	574.142	131.8	37.7		Jul-18		13	14		Nov-15
Guyana /W40	209.2	136.8	36.8		Jul-18		19	20		May-18
Haiti /W40	66.9859	138.0	38.4		Jul-18		18	19		Nov-11
Honduras /W40	23.94	126.6	26.5		Jul-18		17	18		Jul-09
Hungary	275.16	122.6	21.9	Y	Aug-18	ER	20	21		Feb-15
Iceland	104.94	149.0	59.6	Y	Aug-18	ER				
India /W40	68.68	131.7	31.7		Jul-18		24	25		Feb-18
Indonesia	14415	135.7	35.8		Jul-18		24	25		Sep-11
Iran	78568	131.1	38.6		Jul-18		24	25		May-16
Iraq	1170	132.8	40.5		Nov-11		14	15		May-02
Ireland	0.875	140.0	36.9	Y	Aug-18	ER	24	25		May-98
Israel /W40	3.664	152.0	53.3		Jul-18		21	22		Sep-13
Italy, Brindisi	0.875	128.0	30.3	Y	Aug-18	L	10	11		Nov-99
Italy, Rome	0.875	134.0	36.5	Y	Aug-18	ER	20	21		Jul-01
Jamaica	133.3492	143.7	44.5		Jul-18		24	25		Oct-17
Japan, Hiroshima	110.88	157.9	55.9	Y	Aug-18	L				
Japan, Tokyo	110.88	182.1	79.8	Y	Aug-18	ER	26	28		Nov-06
Jordan /W40	0.708	148.3	48.0		Jul-18		20	21		Aug-17
Kazakhstan /W40	346.99	123.6	30.3		Jul-18		18	19		Sep-17
Kenya /W40	100.40	137.1	36.6		Jul-18		20	21		Mar-18
Kiribati	1.373	142.7	43.0		Jul-18		8	8		Dec-96
Korea, Dem. Peo. Of *	105.75	138.1	40.9		Oct-16		10	11		Sep-15
Korea, Republic of	1120.33	153.1	68.7		Jul-18		18	19		Mar-09
Kuwait /W40	0.303	141.6	41.7		Jul-18		20	21		Aug-17
Kyrgyzstan	68.2	122.3	22.3		Jul-18		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8431.15	134.6	36.6		Jul-18		13	14		Oct-03
Latvia	0.875	135.7	39.8		Jul-18		19	20		Dec-03

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(last updated 14 August 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	1510.45	147.5	49.1		Nov-13		22	23		Sep-11
Lesotho	14.23	122.0	23.0		Jul-18		14	15		Jan-11
Liberia	150.340	146.2	46.2		Jul-18		19	20		Jun-10
Libya	1.376	124.7	27.7		Jul-18		12	13		Nov-05
Lithuania	0.875	130.4	32.6		Jul-18		17	18		Dec-03
Luxembourg	0.875	147.0	43.6	Y	Aug-18	ER	17	18		Dec-17
Madagascar	3287.47	134.3	33.6		Jul-18		21	22		Oct-17
Malawi /W40	728.000	133.7	34.9		Jul-18		18	19		Mar-11
Malaysia /W40	4.0595	136.4	36.7		Jul-18		19	20		Jan-09
Maldives	15.00	160.9	60.9	Y	Aug-18	H	27	29	Y	Aug-18
Mali /W40	574.142	132.3	32.9		Jul-18		12	13		Jul-15
Malta	0.875	134.6	33.2	Y	Aug-18	ER	14	15		Oct-06
Mauritania /W40	35.59	126.1	26.0		Jul-18		12	13		May-18
Mauritius /W40	34.3948	129.3	29.0		Jul-18		11	12		Sep-13
Mexico	18.53	142.6	38.2		Jul-18		24	25		May-18
Micronesia, Fed States of 2/	1.00	155.0	56.5		Jul-18		23	24		Feb-07
Moldova	16.565	130.2	30.0		Jul-18		15	16		Apr-16
Monaco 3/	0.875	147.3	46.4	Y	Aug-18	A	21	22		Jan-04
Mongolia	2462.75	130.2	32.0		Jul-18		16	17		Jan-14
Montenegro	0.875	119.0	19.6		Jul-18		17	18		Feb-11
Morocco /W40	9.442	126.0	26.4		Jul-18		18	19		Oct-12
Mozambique	58.43	142.1	47.0		Jul-18		30	32		Apr-17
Myanmar /W40	1415	145.7	46.6		Jul-18		25	27		Dec-17
Namibia	14.23	123.8	25.3		Jul-18		23	24		Mar-17
Nepal /W40	110.0466	127.0	27.0		Jul-18		12	13		Jan-14
Netherlands	0.875	137.9	35.0	Y	Aug-18	ER	23	24		Nov-96
New Caledonia	104.448	145.3	48.3		Jul-18		16	17		Sep-05
New Zealand	1.517	115.5	17.1		Jul-18		22	23		Oct-80
Nicaragua	31.6895	131.6	31.6		Jul-18		21	22		May-18
Niger /W40	574.142	135.0	36.5		Jul-18		10	11		Mar-09
Nigeria /W40	361.05	131.3	31.3		Jul-18		20	21		May-18
Norway	8.348	144.9	41.2	Y	Aug-18	ER	24	25		Feb-15
Oman	0.385	140.1	40.7		Feb-15		19	20		Feb-15
Pakistan	121.645	126.6	28.7		Jul-18		19	20		Jun-08
Palau, Republic of 4/	1.00	152.9	53.5		Jul-18					
Panama /W40	1.00	144.9	44.9	Y	Aug-18	H	24	25	Y	Aug-18
Papua New Guinea /W40	3.257	188.5	88.2		Jul-18		30	32		Feb-18

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2018
(last updated 14 August 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	5750.0	128.7	29.7		Jul-18		13	14		Jan-09
Peru	3.2703	136.2	42.0		Jul-18		21	22		Aug-17
Philippines /W40	53.193	139.3	38.9		Jul-18		21	22		Jul-07
Poland	3.654	118.5	18.9	Y	Aug-18	ER	16	17		Apr-15
Portugal, Guimaraes	0.875	108.8	5.8	Y	Aug-18	L				
Portugal, Lisbon	0.875	132.5	28.9	Y	Aug-18	ER	20	21		Jan-05
Puerto Rico 13/	1.00	135.6	35.8		Jul-18	A				
Qatar	3.652	169.5	81.3		Jul-18		35	37		Aug-17
Romania	3.953	106.6	4.8	Y	Aug-18	ER	20	21		Feb-12
Russian Federation /W40	62.37	146.4	54.5		Jul-18		20	21		Mar-16
Rwanda /W40	882.070	129.7	30.3		Jun-18		16	17		Apr-13
Saint Helena 5/	0.782	134.6	48.5		Jul-18					
St. Lucia	2.7	131.7	36.1		Nov-14		16	17		Feb-12
Samoa /W40	2.535	139.5	44.5		Jul-18		15	16		Oct-17
Sao Tome and Principe	20.912	138.3	37.3		Jul-18		16	17		Jun-18
Saudi Arabia /W40	3.750	154.6	54.5		Jul-18		21	22		Nov-17
Senegal /W40	574.142	136.9	40.6		Jul-18		17	18		Jul-15
Serbia /W40	100.860	124.6	25.8		Jul-18		18	19		Jul-12
Seychelles /W40	13.5800	147.2	47.3		Jul-18		15	16		Jan-14
Sierra Leone /W40	7620	148.8	49.0		Jul-18		19	20		May-18
Singapore	1.375	173.5	74.6		Jul-18		22	23		Jun-08
Slovak Republic	0.875	125.4	22.8	Y	Aug-18	ER	16	17		Feb-12
Slovenia, Republic of	0.875	119.9	19.3	Y	Aug-18	ER	21	22		Nov-03
Solomon Islands /W40	7.9872	152.3	53.6		Jul-18		18	19		Dec-07
Somalia 6/	24300	139.1	38.8		Jul-18		15	16		Sep-99
South Africa /W40	14.23	127.4	33.7		Jul-18		19	20		Apr-17
South Sudan, Republic of /W40	141.499	154.8	54.3		Jul-18		14	15		Sep-17
Spain	0.875	129.2	29.6	Y	Aug-18	ER	19	20		Nov-08
Sri Lanka	159.7	136.7	37.0		Jul-18		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	149.6	48.9		Jul-18		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	149.6	48.9		Jul-18		23	24		Oct-17
Sudan /W40	29.128	134.7	40.5		Nov-17		17	18		Mar-16
Suriname	7.400	131.6	31.1		Jul-18		16	17		Oct-12
Swaziland	14.230	120.1	22.8		Jul-18		11	12		Sep-03
Sweden	9.098	138.1	31.0	Y	Aug-18	ER	22	23		Feb-15

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2018

(last updated 14 August 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	0.994	170.1	71.4	Y	Aug-18	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.00	145.9	35.2		Mar-15		20	21		Jun-12
Tajikistan /W40	9.4200	118.5	18.8		Jul-18		13	14		Aug-10
Tanzania, United Rep. of	2280.00	136.7	38.9		Jul-18		29	31		Jun-11
Thailand /W40	33.29	137.9	38.1		Jul-18		19	20		Sep-06
The former Yugoslav Republic of Macedonia	52.6189	119.9	22.5		Jul-18		14	15		Oct-16
Timor-Leste /W40	1.00	145.6	52.7		Apr-18		15	16		Jul-11
Togo /W40	574.1420	130.1	36.8		Jul-18		13	14		Nov-11
Tonga	2.2665	133.9	33.8		Jul-18		9	10		Jan-09
Trinidad and Tobago	6.7398	143.2	42.1		Jul-18		26	28		Oct-08
Tunisia /W40	2.6861	110.3	20.8		Jul-18		13	14		Jun-17
Turkey, Ankara /W40	6.8740	108.2	16.2		Jul-18		18	19		Mar-18
Turkey, Istanbul /W40 15/	6.8740	116.7	25.3		Jul-18		22	23		Mar-14
Turkmenistan	3.50	140.0	39.8		Jul-18		13	14		May-18
Tuvalu 11/	1.373	144.5	46.3		Jul-18					
Uganda /W40	3698.50	124.9	24.9		Jul-18		24	25		May-14
Ukraine /W40	27.000	124.0	24.3		Jul-18		23	24		Mar-17
United Arab Emirates	3.673	168.4	68.4		Jul-18		32	34		Aug-11
United Kingdom	0.782	160.4	58.9	Y	Aug-18	ER	27	29		Feb-14
USA, Miami 7/	1.00	141.5	39.7		Feb-18					
USA, New York	1.00	169.3	66.9		Feb-18		28	30		Apr-11
USA, San Francisco 8/	1.00	160.7	58.4		Feb-18					
USA, Seattle 18/	1.00	141.8	40.1	Y	Aug-18	N	22	23	Y	Aug-18
USA, Washington D.C.	1.00	149.0	47.1		Feb-18		27	29		Apr-11
Uruguay	30.663	147.5	46.9		Jul-18		24	25		Jan-18
Uzbekistan /W40	7791.00	130.6	30.3		Jul-18		20	21		Aug-12
Vanuatu /W40	107.80	148.7	50.9		Jul-18		15	16		Aug-12
Venezuela /W40 10/	248520.000	83.3	72.1		Mar-18		27	29		Aug-12
Vietnam	23258	123.1	25.5		Jul-18		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.664	152.0	53.3		Jul-18		21	22		Sep-13
Yemen, Republic of 10/	521.550	116.4	30.4		Jul-17		12	13		Nov-10
Zambia	10.010	128.4	34.0		Jul-18		21	22		Apr-06
Zimbabwe /W40	150000.000	140.4	46.4		Nov-13		13	14		Nov-12

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2018
(last updated 14 August 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
N	=	New 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.
- 18/ Washington D.C. x 0.9522.

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)		