



UNOPS



unrwa  
الأونروا



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/525

Approved by:  
Kingston P. Rhodes, Chairman

Date:  
1 September 2018

Copyright © United Nations 2018



WIPO



UN  
WOMEN



## **CONTENTS**

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

## 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 September 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 septembre 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 September 2018

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>	<b>Survey materials received</b>
Albania	Place-to-place	May 2018	June 2018
Cambodia	Housing	June 2018	July 2018
Costa Rica	Housing	May 2018	June 2018
El Salvador	Housing	June 2018	July 2018
Ethiopia	Housing	April 2018	June 2018
Guatemala	Housing	May 2018	July 2018
Israel	Housing	April 2018	June 2018
Jamaica	Housing	May 2018	June 2018
Kazakhstan	Housing	May 2018	June 2018
Liberia	Place-to-place	May 2018	June 2018
Montenegro	Housing	July 2018	July 2018
Russian Federation	Housing	June 2018	July 2018
Saudi Arabia	Housing	May 2018	July 2018
Swaziland	Housing	June 2018	July 2018

#### V. Duty Stations with Personal Transitional Allowance (PTA)

2. 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 2 is a summary of all PTAs in effect as of 1 September 2018. Also shown is the corresponding date of the next revision of the PTA.

Table 2: Summary of personal transitional allowances (PTAs), as of 1 September 2018

<b>Duty Station</b>	<b>Applicable multiplier points</b>	<b>Date of next revision</b>
Angola <sup>1</sup>	21.1	October 2018
Burundi <sup>1</sup>	5.1	November 2018

1 – 2010 round of surveys

## **VI. W40 Measure**

3. The waiver of the 40 per cent of rent limit on rental subsidies **is applicable** for **Guatemala** and **Jamaica** effective 1 September 2018.

**VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 September 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	106.05	119.6	23.7		Jul-18		16	17		Feb-09
Algeria /W40	117.9355	136.4	36.4		Aug-18		27	29		Aug-18
Angola /W40	273.626	170.5	88.7		Jul-18		30	32		Jul-18
Anguilla /W40 14/	2.7	149.7	48.9		Jul-18		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	149.7	48.9		Jul-18		23	24		Oct-17
Argentina	36.250	118.7	38.4		Mar-18		22	23		Oct-17
Armenia	482.5	122.4	23.8		Mar-18		15	16		Sep-11
Aruba 12/	1.79	149.7	48.6		Jul-18	A				
Australia	1.373	134.4	29.7		Aug-18		21	22		Aug-03
Austria	0.858	148.0	45.0	Y	Sep-18	ER	18	19		May-14
Azerbaijan	1.6986	128.9	29.1		Jul-18		26	28		Feb-18
Bahamas	1.00	171.6	71.5		Jul-18		32	34		Apr-13
Bahrain	0.37722	138.7	43.1		Jul-18		22	23		Aug-08
Bangladesh /W40	83.89	134.8	34.6		Jul-18		15	16		Sep-11
Barbados /W40	2.0	156.4	55.6		Jul-18		19	20		Sep-05
Belarus	2.0784	130.8	31.7		Jul-18		20	21		Sep-17
Belgium	0.858	147.7	45.1	Y	Sep-18	ER	17	18		Feb-15
Belize	2.00	127.6	28.8		Mar-18		13	14		Sep-13
Benin /W40	562.667	129.5	34.9		Jul-18		14	15		Oct-16
Bermuda 16/	1.00	185.7	85.5		Jul-18		35	37		Dec-17
Bhutan /W40	70.74	127.0	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	149.7	48.9		Jul-18		23	24		Oct-17
Bosnia and Herzegovina /W40	1.678	120.9	20.6		Jul-18		16	17		Dec-11
Botswana	10.7411	118.3	19.9		Jul-18		15	16		Jan-09
Brazil/W40	4.169	128.9	34.8		Aug-18		23	24		Aug-18
British Virgin Islands 14/	1.00	149.7	48.9		Jul-18		23	24		Mar-18
Bulgaria	1.678	121.9	21.7	Y	Sep-18	ER	16	17		Feb-15
Burkina Faso /W40	562.667	133.8	33.3		Jul-18		12	13		Mar-09
Burundi /W40	1769.698	130.8	37.4		Aug-18		13	14		Oct-13
Cambodia /W40	4075	128.5	28.5	Y	Sep-18	H	21	22	Y	Sep-18
Cameroon /W40	562.667	135.3	34.8		Jul-18		15	16		Jul-15
Canada, Montreal	1.299	142.5	39.1	Y	Sep-18	ER	17	18		May-17
Canada, Ottawa	1.299	151.8	48.2	Y	Sep-18	L	18	19		May-17
Canada, Toronto	1.299	159.3	55.5	Y	Sep-18	L	20	21		May-17
Cape Verde	94.583	127.1	30.9		Jul-18		16	17		Jul-11



**VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 September 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	146.1	46.4		Jul-18		24	25		Dec-17
Central African Rep. /W40	562.667	168.6	67.8		Jul-18		17	18		Nov-17
Chad /W40	562.667	141.4	41.0		Jul-18		13	14		Jul-15
Chile /W40	677	131.6	35.9		Jul-18		14	15		Mar-08
China, Beijing /W40	6.843	163.4	65.5		Jul-18		23	24		Jan-18
China, Hong Kong (SAR)	7.849	208.5	106.5		Apr-18		19	20		Jun-12
China, Macao (SAR)	8.08	157.6	57.2		Jul-18		21	22		Jul-18
Colombia	3026	130.3	31.8		Jul-18		21	22		May-18
Comoros	422.000	141.4	41.1		Jul-18		13	14		Jun-13
Congo /W40	562.667	156.9	56.4		Jul-18		6	6		Nov-04
Congo, Dem. Rep. /W40	1620	144.2	44.0		Jul-18		22	23		Jan-18
Costa Rica /W40	573.15	130.9	30.9	Y	Sep-18	H	19	20		Aug-12
Cote d Ivoire /W40	562.667	145.2	44.5		Jul-18		15	16		Dec-12
Croatia, Republic of /W40	6.382	140.7	47.6		Jul-18		20	21		Feb-07
Cuba * /W40	0.99	139.7	39.6		Aug-18		23	24		Aug-11
Cyprus	0.858	115.9	19.2	Y	Sep-18	ER	19	20		Mar-12
Czech Republic	22.10	137.1	35.5	Y	Sep-18	ER	21	22		Sep-06
Denmark	6.396	158.2	55.2	Y	Sep-18	ER	22	23		Feb-15
Djibouti /W40	177	146.1	48.0		Mar-18		16	17		Jan-15
Dominica /W40 14/	2.7	149.7	48.9		Jul-18		23	24		Oct-17
Dominican Republic	49.875	135.4	35.8		Jul-18		21	22		Sep-13
Ecuador/W40	1.00	127.7	27.7		Aug-18		16	17		Jul-11
Egypt /W40	17.892	125.6	25.2		Jul-18		19	20		Jul-18
El Salvador	1.00	126.3	31.3		Jul-18		21	22		Nov-15
Equatorial Guinea	562.667	135.6	35.3		Jul-18		17	18		Mar-18
Eritrea	15.00	162.1	61.8		Jul-18		11	12		Dec-17
Estonia	0.858	133.9	32.8		Jul-18		18	19		Feb-01
Ethiopia /W40	27.5376	143.1	43.1	Y	Sep-18	H	20	21	Y	Sep-18
Fiji /W40	2.08	138.9	39.6		Jul-18		20	21		Sep-11
Finland	0.858	143.3	42.8	Y	Sep-18	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.858	146.6	45.5	Y	Sep-18	L	17	18		Jul-01
France, Paris	0.858	150.1	49.0	Y	Sep-18	ER	21	22		Jan-04
French Guiana	0.858	140.0	40.3	Y	Sep-18	ER				
Gabon	562.667	152.7	51.8		Jul-18		16	17		Nov-12
Gambia /W40	48.51	128.4	28.8		Jul-18		14	15		May-18
Georgia, Republic of /W40	2.572	122.7	25.9		Jul-18		17	18		May-14
Germany, Berlin	0.858	137.3	35.2	Y	Sep-18	L	25	27		Aug-06

**VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 September 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	0.858	133.4	31.3	Y	Sep-18	ER	19	20		Feb-15
Germany, Dresden	0.858	133.4	31.3	Y	Sep-18	A	18	19		Aug-06
Germany, Hamburg	0.858	135.3	33.2	Y	Sep-18	L	20	21		Feb-15
Germany, Munich	0.858	141.2	39.1	Y	Sep-18	L	19	20		Jul-17
Ghana	4.8471	138.1	44.1		Jul-18		28	30		Aug-17
Gibraltar 1/	0.769	162.9	61.3	Y	Sep-18	A				
Greece	0.858	121.1	24.7	Y	Sep-18	ER	15	16		Apr-07
Grenada /W40 14/	2.7	149.7	48.9		Jul-18		23	24		Oct-17
Guatemala /W40	7.56985	135.6	38.6		Jul-18		16	17		Jan-09
Guinea	9047.86	136.7	36.4		Jul-18		20	21		Feb-18
Guinea Bissau	562.667	132.6	37.7		Jul-18		13	14		Nov-15
Guyana /W40	209.8	136.7	36.8		Jul-18		19	20		May-18
Haiti /W40	69.3461	137.8	38.4		Jul-18		18	19		Nov-11
Honduras /W40	24.03	126.5	26.5		Jul-18		17	18		Jul-09
Hungary	280.24	121.7	20.0	Y	Sep-18	ER	20	21		Feb-15
Iceland	107.32	147.2	56.4	Y	Sep-18	ER				
India /W40	70.74	131.2	31.7		Jul-18		24	25		Feb-18
Indonesia	14680	135.0	35.8		Jul-18		24	25		Sep-11
Iran	79888	131.0	38.6		Jul-18		24	25		May-16
Iraq	1170	132.9	40.5		Nov-11		14	15		May-02
Ireland	0.858	142.4	39.3	Y	Sep-18	ER	24	25		May-98
Israel /W40	3.611	151.7	53.3		Jul-18		21	22		Sep-13
Italy, Brindisi	0.858	130.0	32.6	Y	Sep-18	L	10	11		Nov-99
Italy, Rome	0.858	136.1	38.9	Y	Sep-18	ER	20	21		Jul-01
Jamaica /W40	137.4683	144.2	44.5		Jul-18		24	25		Oct-17
Japan, Hiroshima	111.31	156.9	55.4	Y	Sep-18	L				
Japan, Tokyo	111.31	181.0	79.2	Y	Sep-18	ER	26	28		Nov-06
Jordan /W40	0.708	148.5	48.0		Jul-18		20	21		Aug-17
Kazakhstan /W40	362.95	125.6	30.3		Jul-18		18	19		Sep-17
Kenya /W40	100.65	136.7	36.6		Jul-18		20	21		Mar-18
Kiribati	1.373	142.8	43.0		Jul-18		8	8		Dec-96
Korea, Dem. Peo. Of *	105.73	138.2	40.9		Oct-16		10	11		Sep-15
Korea, Republic of	1108.74	153.8	68.7		Jul-18		18	19		Mar-09
Kuwait /W40	0.303	141.6	41.7		Jul-18		20	21		Aug-17
Kyrgyzstan	69.4	121.9	22.3		Jul-18		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8505.35	134.4	36.6		Jul-18		13	14		Oct-03
Latvia	0.858	136.6	39.8		Jul-18		19	20		Dec-03

**VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 September 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	14.66	121.1	23.0		Jul-18		14	15		Jan-11
Liberia	153.795	141.8	46.2		Jul-18		19	20		Jun-10
Libya	1.390	124.4	27.7		Jul-18		12	13		Nov-05
Lithuania	0.858	131.2	32.6		Jul-18		17	18		Dec-03
Luxembourg	0.858	149.5	46.1	Y	Sep-18	ER	17	18		Dec-17
Madagascar	3304.41	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	4.1090	135.9	36.7		Jul-18		19	20		Jan-09
Maldives	15.00	161.1	60.9		Aug-18		27	29		Aug-18
Mali /W40	562.667	133.0	32.9		Jul-18		12	13		Jul-15
Malta	0.858	136.7	35.5	Y	Sep-18	ER	14	15		Oct-06
Mauritania /W40	35.69	126.0	26.0		Jul-18		12	13		May-18
Mauritius /W40	34.1793	129.7	29.0		Jul-18		11	12		Sep-13
Mexico	19.15	140.6	38.2		Jul-18		24	25		May-18
Micronesia, Fed States of 2/	1.00	155.4	56.5		Jul-18		23	24		Feb-07
Moldova	16.710	130.0	30.0		Jul-18		15	16		Apr-16
Monaco 3/	0.858	150.1	49.0	Y	Sep-18	A	21	22		Jan-04
Mongolia	2469.55	130.1	32.0		Jul-18		16	17		Jan-14
Montenegro	0.858	124.0	24.0	Y	Sep-18	H	20	21	Y	Sep-18
Morocco /W40	9.412	126.2	26.4		Jul-18		18	19		Oct-12
Mozambique	59.43	141.7	47.0		Jul-18		30	32		Apr-17
Myanmar /W40	1500	144.2	46.6		Jul-18		25	27		Dec-17
Namibia	14.66	122.8	25.3		Jul-18		23	24		Mar-17
Nepal /W40	113.2504	126.4	27.0		Jul-18		12	13		Jan-14
Netherlands	0.858	140.1	37.3	Y	Sep-18	ER	23	24		Nov-96
New Caledonia	102.361	146.9	48.3		Jul-18		16	17		Sep-05
New Zealand	1.503	116.1	17.1		Jul-18		22	23		Oct-80
Nicaragua	31.8033	131.6	31.6		Jul-18		21	22		May-18
Niger /W40	562.667	136.3	36.5		Jul-18		10	11		Mar-09
Nigeria /W40	362.38	132.8	31.3		Jul-18		20	21		May-18
Norway	8.342	145.4	41.3	Y	Sep-18	ER	24	25		Feb-15
Oman	0.385	140.1	40.7		Feb-15		19	20		Feb-15
Pakistan	123.080	126.4	28.7		Jul-18		19	20		Jun-08
Palau, Republic of 4/	1.00	153.4	53.5		Jul-18					
Panama /W40	1.00	144.9	44.9		Aug-18		24	25		Aug-18
Papua New Guinea /W40	3.257	188.9	88.2		Jul-18		30	32		Feb-18

**VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 September 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	5847.0	128.1	29.7		Jul-18		13	14		Jan-09
Peru	3.2990	135.9	42.0		Jul-18		21	22		Aug-17
Philippines /W40	53.516	139.9	38.9		Jul-18		21	22		Jul-07
Poland	3.686	117.5	18.0	Y	Sep-18	ER	16	17		Apr-15
Portugal, Guimaraes	0.858	110.4	7.7	Y	Sep-18	L				
Portugal, Lisbon	0.858	134.5	31.2	Y	Sep-18	ER	20	21		Jan-05
Puerto Rico 13/	1.00	135.4	35.8		Jul-18	A				
Qatar	3.656	169.4	81.3		Jul-18		35	37		Aug-17
Romania	3.984	106.4	4.1	Y	Sep-18	ER	20	21		Feb-12
Russian Federation /W40	68.09	144.1	54.5		Jul-18		20	21		Mar-16
Rwanda /W40	885.510	129.7	30.3		Jun-18		16	17		Apr-13
Saint Helena 5/	0.769	136.7	48.5		Jul-18					
St. Lucia	2.7	131.8	36.1		Nov-14		16	17		Feb-12
Samoa /W40	2.547	139.3	44.5		Jul-18		15	16		Oct-17
Sao Tome and Principe	20.912	138.5	37.3		Jul-18		16	17		Jun-18
Saudi Arabia /W40	3.751	144.5	54.5		Jul-18		21	22		Nov-17
Senegal /W40	562.667	138.3	40.6		Jul-18		17	18		Jul-15
Serbia /W40	101.454	124.7	25.8		Jul-18		18	19		Jul-12
Seychelles /W40	13.7446	146.8	47.3		Jul-18		15	16		Jan-14
Sierra Leone /W40	7800	148.6	49.0		Jul-18		19	20		May-18
Singapore	1.367	173.9	74.6		Jul-18		22	23		Jun-08
Slovak Republic	0.858	126.8	25.0	Y	Sep-18	ER	16	17		Feb-12
Slovenia, Republic of	0.858	121.4	21.3	Y	Sep-18	ER	21	22		Nov-03
Solomon Islands /W40	7.8186	154.5	53.6		Jul-18		18	19		Dec-07
Somalia 6/	24300	139.9	38.8		Jul-18		15	16		Sep-99
South Africa /W40	14.66	126.9	33.7		Jul-18		19	20		Apr-17
South Sudan, Republic of /W40	147.265	155.1	54.3		Jul-18		14	15		Sep-17
Spain	0.858	132.4	31.9	Y	Sep-18	ER	19	20		Nov-08
Sri Lanka	161.5	136.3	37.0		Jul-18		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	149.7	48.9		Jul-18		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	149.7	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	131.9	31.1		Jul-18		16	17		Oct-12
Swaziland	14.660	114.9	22.8		Jul-18		11	12		Sep-03
Sweden	9.133	137.9	30.5	Y	Sep-18	ER	22	23		Feb-15

**VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 September 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	0.971	173.0	75.1	Y	Sep-18	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.00	146.9	35.2		Mar-15		20	21		Jun-12
Tajikistan /W40	9.4185	118.6	18.8		Jul-18		13	14		Aug-10
Tanzania, United Rep. of	2281.86	136.7	38.9		Jul-18		29	31		Jun-11
Thailand /W40	32.75	139.1	38.1		Jul-18		19	20		Sep-06
The former Yugoslav Republic of Macedonia	52.7750	120.1	22.5		Jul-18		14	15		Oct-16
Timor-Leste /W40	1.00	145.7	52.7		Apr-18		15	16		Jul-11
Togo /W40	562.6670	131.1	36.8		Jul-18		13	14		Nov-11
Tonga	2.2732	134.1	33.8		Jul-18		9	10		Jan-09
Trinidad and Tobago	6.7654	143.0	42.1		Jul-18		26	28		Oct-08
Tunisia /W40	2.7530	109.6	20.8		Jul-18		13	14		Jun-17
Turkey, Ankara /W40	6.7411	108.7	16.2		Jul-18		18	19		Mar-18
Turkey, Istanbul /W40 15/	6.7411	117.2	25.3		Jul-18		22	23		Mar-14
Turkmenistan	3.50	140.2	39.8		Jul-18		13	14		May-18
Tuvalu 11/	1.373	144.9	46.3		Jul-18					
Uganda /W40	3765.41	124.6	24.9		Jul-18		24	25		May-14
Ukraine /W40	28.250	122.3	24.3		Jul-18		23	24		Mar-17
United Arab Emirates	3.673	168.6	68.4		Jul-18		32	34		Aug-11
United Kingdom	0.769	162.9	61.3	Y	Sep-18	ER	27	29		Feb-14
USA, Miami 7/	1.00	142.2	39.7		Feb-18					
USA, New York	1.00	169.8	66.9		Feb-18		28	30		Apr-11
USA, San Francisco 8/	1.00	161.1	58.4		Feb-18					
USA, Seattle 18/	1.00	142.5	40.1		Aug-18		22	23		Aug-18
USA, Washington D.C.	1.00	149.7	47.1		Feb-18		27	29		Apr-11
Uruguay	32.188	145.9	46.9		Jul-18		24	25		Jan-18
Uzbekistan /W40	7835.00	130.6	30.3		Jul-18		20	21		Aug-12
Vanuatu /W40	107.80	148.8	50.9		Jul-18		15	16		Aug-12
Venezuela /W40 10/	60.890	83.5	72.1		Mar-18		27	29		Aug-12
Vietnam	23302	123.0	25.5		Jul-18		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.611	151.7	53.3		Jul-18		21	22		Sep-13
Yemen, Republic of 10/	528.200	116.3	30.4		Jul-17		12	13		Nov-10
Zambia	10.213	127.7	34.0		Jul-18		21	22		Apr-06
Zimbabwe /W40	150000.000	140.4	46.4		Nov-13		13	14		Nov-12

## VII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 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.
- 18/ Washington D.C. x 0.9522.

## VIII.

### 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)		