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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/527

Approved by:
Kingston P. Rhodes, Chairman

Date:
14 November 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 November 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 novembre 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 November 2018

Duty station	Type of survey	Date of survey	Survey materials received
Bangladesh	Housing	June 2018	August 2018
Ghana	Place-to-place	June 2018	July 2018
Lao People's Democratic Republic	Housing	July 2018	August 2018
Oman	Place-to-place	June 2018	July 2018
Tunisia	Housing	April 2018	August 2018
Uganda	Place-to-place	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 November 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 November 2018

Duty Station	Applicable multiplier points	Date of next revision
Angola ¹	10.6	February 2019

¹ – 2010 round of surveys

VI. Completion of Gap Closure Measure

3. The PTA is eliminated as of 1 November 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 November 2018

Duty Station	Date of Survey	Reference
Burundi	August 2018	ICSC/CIRC/PAC/524 of 14 August 2018

VII. W40 Measure

4. The waiver of the 40 per cent of rent limit on rental subsidies **is applicable** for **Ghana** effective 1 November 2018.

VIII. Depreciation of the local currency

5. Due to a substantial depreciation of its local currency relative to the US dollar, the 10-point rule is applicable as a special measure for **Angola**. In accordance with this rule, the existing multiplier for this duty station will be maintained for four months pending completion of a place-to-place survey. It should be noted that, in the absence of cost-of-living survey results, the existing PAM would be reduced by 10 points, effective 1 March 2019 (ICSC-PADJ-1118-01).

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR
Effective 1 November 2018 (Four Months Review)

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	75.83	141.8	49.9		Nov-11		9	10		Jul-06
Albania	106.25	118.9	23.6	Y	Nov-18	FMR	16	17		Feb-09
Algeria /W40	119.2066	135.5	36.0	Y	Nov-18	FMR	27	29		Aug-18
Angola /W40	305.905	165.7	88.7		Jul-18		30	32		Jul-18
Anguilla /W40 14/	2.7	149.0	49.4	Y	Nov-18	FMR	23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	149.0	49.4	Y	Nov-18	FMR	23	24		Oct-17
Argentina 19/	36.821	120.7	38.4		Mar-18		22	23		Oct-17
Armenia	486.3	121.3	23.4	Y	Nov-18	FMR	15	16		Sep-11
Aruba 12/	1.79	149.5	49.5	Y	Nov-18	A				
Australia	1.406	132.3	27.0		Oct-18		21	22		Aug-03
Austria	0.880	144.6	41.8	Y	Nov-18	ER	18	19		May-14
Azerbaijan	1.6950	128.4	29.1		Jul-18		26	28		Feb-18
Bahamas	1.00	171.5	71.5		Jul-18		32	34		Apr-13
Bahrain	0.37695	139.2	43.3	Y	Nov-18	FMR	22	23		Aug-08
Bangladesh /W40	85.29	134.8	34.8	Y	Nov-18	H	15	16		Sep-11
Barbados /W40	2.0	155.3	55.6		Jul-18		19	20		Sep-05
Belarus	2.1166	134.2	34.4	Y	Nov-18	FMR	17	18		Oct-18
Belgium	0.880	144.0	41.9	Y	Nov-18	ER	17	18		Feb-15
Belize	2.00	127.5	28.8		Mar-18		13	14		Sep-13
Benin /W40	577.173	127.5	34.6	Y	Nov-18	FMR	14	15		Oct-16
Bermuda 16/	1.00	185.6	85.6	Y	Nov-18		35	37		Dec-17
Bhutan /W40	73.68	125.5	25.8	Y	Nov-18	FMR	10	11		Oct-09
Bolivia	6.91	130.6	30.7		Jul-18		15	16		Oct-16
Bonaire /W40 14/	1.00	149.0	49.4	Y	Nov-18	FMR	23	24		Oct-17
Bosnia and Herzegovina /W40	1.721	119.3	19.7	Y	Nov-18	FMR	16	17		Dec-11
Botswana	10.8342	118.2	18.2	Y	Nov-18	FMR	15	16		Jan-09
Brazil/W40	3.694	135.6	35.6	Y	Nov-18	FMR	23	24		Aug-18
British Virgin Islands 14/	1.00	149.0	49.4	Y	Nov-18	FMR	23	24		Mar-18
Bulgaria	1.721	120.1	19.0	Y	Nov-18	ER	16	17		Feb-15
Burkina Faso /W40	577.173	133.4	33.7	Y	Nov-18	FMR	12	13		Mar-09
Burundi /W40	1781.334	129.7	37.1	Y	Nov-18	FMR	13	14		Oct-13
Cambodia /W40	4070	128.2	28.5		Sep-18		21	22		Sep-18
Cameroon /W40	577.173	133.7	33.7	Y	Nov-18	FMR	15	16		Jul-15
Canada, Montreal	1.313	142.5	37.8	Y	Nov-18	ER	17	18		May-17
Canada, Ottawa	1.313	151.9	46.8	Y	Nov-18	L	18	19		May-17

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Canada, Toronto	1.313	159.4	54.1	Y	Nov-18	L	20	21		May-17
Cape Verde	97.022	125.8	29.9	Y	Nov-18	FMR	16	17		Jul-11
Cayman Islands 17/	0.82	148.9	49.2	Y	Nov-18	L	24	25		Dec-17
Central African Rep. /W40	577.173	166.4	66.4	Y	Nov-18	FMR	17	18		Nov-17
Chad /W40	577.173	139.6	40.0	Y	Nov-18	FMR	13	14		Jul-15
Chile /W40	693	130.4	31.9	Y	Nov-18	FMR	14	15		Mar-08
China, Beijing /W40	6.965	162.0	62.0	Y	Nov-18	FMR	23	24		Jan-18
China, Hong Kong (SAR)	7.845	208.4	106.6	Y	Nov-18	ER	19	20		Jun-12
China, Macao (SAR)	8.08	157.7	57.7	Y	Nov-18	FMR	21	22		Jul-18
Colombia	3199	127.4	27.4	Y	Nov-18	FMR	21	22		May-18
Comoros	432.880	139.8	40.2	Y	Nov-18	FMR	13	14		Jun-13
Congo /W40	577.173	155.1	55.3	Y	Nov-18	FMR	6	6		Nov-04
Congo, Dem. Rep. /W40	1621	144.1	44.1	Y	Nov-18	FMR	22	23		Jan-18
Costa Rica /W40	605.06	129.3	29.6	Y	Nov-18	FMR	19	20		Aug-12
Cote d Ivoire /W40	577.173	140.7	43.3	Y	Nov-18	FMR	15	16		Dec-12
Croatia, Republic of /W40	6.539	138.7	46.5	Y	Nov-18	FMR	20	21		Feb-07
Cuba * /W40	0.99	139.6	39.6		Aug-18		23	24		Aug-11
Cyprus	0.880	114.5	16.6	Y	Nov-18	ER	19	20		Mar-12
Czech Republic	22.75	134.7	32.1	Y	Nov-18	ER	21	22		Sep-06
Denmark	6.566	155.2	51.6	Y	Nov-18	ER	22	23		Feb-15
Djibouti /W40	177	145.9	48.0		Mar-18		16	17		Jan-15
Dominica /W40 14/	2.7	149.0	49.4	Y	Nov-18	FMR	23	24		Oct-17
Dominican Republic	50.001	129.0	35.8		Jul-18		21	22		Sep-13
Ecuador/W40	1.00	127.5	27.7		Aug-18		16	17		Jul-11
Egypt /W40	17.911	126.2	26.2	Y	Nov-18	FMR	19	20		Jul-18
El Salvador	1.00	126.1	31.3		Jul-18		21	22		Nov-15
Equatorial Guinea	577.173	134.0	34.5	Y	Nov-18	FMR	17	18		Mar-18
Eritrea	15.00	161.8	61.8		Jul-18		11	12		Dec-17
Estonia	0.880	132.8	32.8		Jul-18		18	19		Feb-01
Eswatini	14.5900	114.8	23.0	Y	Nov-18	FMR	11	12		Sep-03
Ethiopia /W40	27.98	142.2	42.5	Y	Nov-18	FMR	20	21		Sep-18
Fiji /W40	2.110	135.9	38.6	Y	Nov-18	FMR	20	21		Sep-11
Finland	0.880	140.6	39.7	Y	Nov-18	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.880	143.9	42.3	Y	Nov-18	L	17	18		Jul-01
France, Paris	0.880	147.4	45.7	Y	Nov-18	ER	21	22		Jan-04
French Guiana	0.880	137.9	37.2	Y	Nov-18	ER				

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Gabon	577.17	151.2	51.2	Y	Nov-18	FMR	16	17		Nov-12
Gambia /W40	49.860	127.7	27.8	Y	Nov-18	FMR	14	15		May-18
Georgia, Republic of /W40	2.702	121.2	23.6	Y	Nov-18	FMR	17	18		May-14
Germany, Berlin	0.880	134.6	32.2	Y	Nov-18	L	25	27		Aug-06
Germany, Bonn	0.880	130.8	28.4	Y	Nov-18	ER	19	20		Feb-15
Germany, Dresden	0.880	130.8	28.4	Y	Nov-18	A	18	19		Aug-06
Germany, Hamburg	0.880	132.7	30.3	Y	Nov-18	L	20	21		Feb-15
Germany, Munich	0.8800	138.5	36.0	Y	Nov-18	L	19	20		Jul-17
Ghana /W40	4.853	141.7	44.1		Jul-18		24	25	Y	Nov-18
Gibraltar 1/	0.784	160.4	58.5	Y	Nov-18	A				
Greece	0.9	118.4	22.0	Y	Nov-18	ER	15	16		Apr-07
Grenada /W40 14/	2.70000	149.0	49.4	Y	Nov-18	FMR	23	24		Oct-17
Guatemala /W40	7.74	134.9	38.2	Y	Nov-18	FMR	16	17		Jan-09
Guinea	9127.950	136.6	36.6	Y	Nov-18	FMR	20	21		Feb-18
Guinea Bissau	577.2	131.9	36.9	Y	Nov-18	FMR	13	14		Nov-15
Guyana /W40	208.7000	136.6	36.8		Jul-18		19	20		May-18
Haiti /W40	71.79	137.4	37.9	Y	Nov-18	FMR	18	19		Nov-11
Honduras /W40	24.10	124.8	26.4	Y	Nov-18	FMR	17	18		Jul-09
Hungary	285.73	120.6	18.0	Y	Nov-18	ER	20	21		Feb-15
Iceland	121.17	139.4	40.3	Y	Nov-18	ER				
India /W40	74	128.7	28.7	Y	Nov-18	FMR	24	25		Feb-18
Indonesia	15224	133.7	33.7	Y	Nov-18	FMR	24	25		Sep-11
Iran	87369	132.2	32.2	Y	Nov-18	FMR	24	25		May-16
Iraq	1170.000	132.3	40.5		Nov-11		14	15		May-02
Ireland	0.880	140.6	40.6	Y	Nov-18	FPR	24	25		May-98
Israel /W40	3.710	149.9	51.9	Y	Nov-18	FMR	21	22		Sep-13
Italy, Brindisi	0.880	126.8	29.7	Y	Nov-18	L	10	11		Nov-99
Italy, Rome	0.8800	132.8	35.9	Y	Nov-18	ER	20	21		Jul-01
Jamaica /W40	129.09	146.9	47.2	Y	Nov-18	FMR	24	25		Oct-17
Japan, Hiroshima	112.83	155.3	53.5	Y	Nov-18	L				
Japan, Tokyo	112.830	179.1	77.0	Y	Nov-18	ER	26	28		Nov-06
Jordan /W40	0.71	147.2	48.0		Jul-18		20	21		Aug-17
Kazakhstan /W40	369.08	124.7	29.7	Y	Nov-18	FMR	18	19		Sep-17
Kenya /W40	101.880	135.8	36.1	Y	Nov-18	FMR	20	21		Mar-18
Kiribati	1.41	141.3	41.3	Y	Nov-18	FMR	8	8		Dec-96
Korea, Dem. Peo. Of *	106.47	137.6	40.9		Oct-16		10	11		Sep-15

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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		
Korea, Republic of	1139.160	152.6	67.6	Y	Nov-18	FMR	18	19		Mar-09
Kuwait /W40	0.3	141.3	41.5	Y	Nov-18	FMR	20	21		Aug-17
Kyrgyzstan	69.15	121.4	22.0	Y	Nov-18	FMR	13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8541.950	134.0	36.6		Jul-18		13	14		Oct-03
Latvia	0.88	135.1	39.1	Y	Nov-18	FMR	19	20		Dec-03
Lebanon /W40	1514.50	147.1	49.1		Nov-13		22	23		Sep-11
Lesotho	14.590	121.4	21.4	Y	Nov-18	FMR	14	15		Jan-11
Liberia	156.689	141.4	46.2		Jul-18		19	20		Jun-10
Libya	1.381	124.3	26.9	Y	Nov-18	FMR	12	13		Nov-05
Lithuania	0.880	129.8	32.0	Y	Nov-18	FMR	17	18		Dec-03
Luxembourg	0.88	146.3	42.8	Y	Nov-18	ER	17	18		Dec-17
Madagascar	3486.220	130.5	32.8	Y	Nov-18	FMR	20	21		Oct-18
Malawi /W40	728.0000	133.7	34.9		Jul-18		18	19		Mar-11
Malaysia /W40	4.18	134.1	35.1	Y	Nov-18	FMR	19	20		Jan-09
Maldives	15.000	160.8	60.9		Aug-18		27	29		Aug-18
Mali /W40	577.173	132.1	32.3	Y	Nov-18	FMR	12	13		Jul-15
Malta	0.88	134.6	32.5	Y	Nov-18	ER	14	15		Oct-06
Mauritania /W40	35.6300	126.1	26.1	Y	Nov-18	FMR	12	13		May-18
Mauritius /W40	34.63	128.4	29.0		Jul-18		11	12		Sep-13
Mexico	19.97	138.1	38.2		Jul-18		24	25		May-18
Micronesia, Fed States of 2/	1.000	153.1	56.0	Y	Nov-18	FMR	23	24		Feb-07
Moldova	17.145	127.8	29.3	Y	Nov-18	FMR	15	16		Apr-16
Monaco 3/	0.88	147.4	45.7	Y	Nov-18	A	21	22		Jan-04
Mongolia	2561.930	128.8	30.9	Y	Nov-18	FMR	16	17		Jan-14
Montenegro	0.880	122.4	22.7	Y	Nov-18	FMR	20	21		Sep-18
Morocco /W40	9.54	125.2	26.4		Jul-18		18	19		Oct-12
Mozambique	61	141.0	46.4	Y	Nov-18	FMR	30	32		Apr-17
Myanmar /W40	1540.00	143.4	43.4	Y	Nov-18	FMR	25	27		Dec-17
Namibia	14.5900	122.8	23.5	Y	Nov-18	FMR	23	24		Mar-17
Nepal /W40	117.864	125.6	25.6	Y	Nov-18	FMR	12	13		Jan-14
Netherlands	0.880	137.4	34.3	Y	Nov-18	ER	23	24		Nov-96
New Caledonia	105.000	144.7	46.9	Y	Nov-18	FMR	16	17		Sep-05
New Zealand	1.5220	115.4	15.4	Y	Nov-18	FMR	22	23		Oct-80
Nicaragua	32.200	131.1	31.4	Y	Nov-18	FMR	21	22		May-18
Niger /W40	577.17	135.2	35.5	Y	Nov-18	FMR	10	11		Mar-09
Nigeria /W40	363.820	132.7	32.7	Y	Nov-18	FMR	20	21		May-18

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Norway	8.397	145.6	40.5	Y	Nov-18	ER	24	25		Feb-15
Oman	0.385	137.0	40.7		Feb-15		19	20		Feb-15
Pakistan	133.68	124.6	27.2	Y	Nov-18	FMR	19	20		Jun-08
Palau, Republic of 4/	1.00	152.1	53.5		Jul-18					
Panama /W40	1.000	144.6	44.9		Aug-18		24	25		Aug-18
Papua New Guinea /W40	3.3	190.1	90.1	Y	Nov-18	FMR	30	32		Feb-18
Paraguay /W40	6000.0000	127.0	27.7	Y	Nov-18	FMR	13	14		Jan-09
Peru	3.358	135.1	41.0	Y	Nov-18	FMR	21	22		Aug-17
Philippines /W40	53.582	142.1	42.3	Y	Nov-18	FMR	22	23		Oct-18
Poland	3.807	115.2	14.7	Y	Nov-18	ER	16	17		Apr-15
Portugal, Guimaraes	0.880	108.5	5.3	Y	Nov-18	L				
Portugal, Lisbon	0.88	132.2	28.3	Y	Nov-18	ER	20	21		Jan-05
Puerto Rico 13/	1.000	129.0	35.8		Jul-18	A				
Qatar	3.659	169.1	81.1	Y	Nov-18	FMR	35	37		Aug-17
Romania	4.11	105.2	1.5	Y	Nov-18	ER	20	21		Feb-12
Russian Federation /W40	65.640	146.1	56.9	Y	Nov-18	FMR	20	21		Mar-16
Rwanda /W40	875.150	129.2	29.9	Y	Nov-18	FMR	16	17		Apr-13
Saint Helena 5/	0.8	134.6	44.5	Y	Nov-18	IM, FMR				
St. Lucia	2.700	131.3	36.1		Nov-14		16	17		Feb-12
Samoa /W40	2.589	138.4	43.3	Y	Nov-18	FMR	15	16		Oct-17
Sao Tome and Principe	21.346	138.3	38.3	Y	Nov-18	FMR	16	17		Jun-18
Saudi Arabia /W40	3.751	144.3	54.5		Jul-18		21	22		Nov-17
Senegal /W40	577.173	137.4	39.3	Y	Nov-18	FMR	17	18		Jul-15
Serbia /W40	104.1130	123.4	25.0	Y	Nov-18	FMR	18	19		Jul-12
Seychelles /W40	14	147.1	47.1	Y	Nov-18	FMR	15	16		Jan-14
Sierra Leone /W40	7820.000	149.2	49.2	Y	Nov-18	FMR	19	20		May-18
Singapore	1.383	172.9	74.0	Y	Nov-18	FMR	22	23		Jun-08
Slovak Republic	0.880	124.6	22.2	Y	Nov-18	ER	16	17		Feb-12
Slovenia, Republic of	0.8800	119.3	18.7	Y	Nov-18	ER	21	22		Nov-03
Solomon Islands /W40	8	147.9	52.2	Y	Nov-18	FMR	18	19		Dec-07
Somalia 6/	24300.00	139.0	39.3	Y	Nov-18	FMR	15	16		Sep-99
South Africa /W40	14.590	126.7	32.4	Y	Nov-18	FMR	19	20		Apr-17
South Sudan, Republic of /W40	150.171	155.6	55.6	Y	Nov-18	FMR	14	15		Sep-17
Spain	0.9	129.0	29.0	Y	Nov-18	ER	19	20		Nov-08
Sri Lanka	174.5	133.8	33.8	Y	Nov-18	FMR	26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	149.0	49.4	Y	Nov-18	FMR	23	24		Oct-17

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR
Effective 1 November 2018 (Four Months Review)

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		
St. Vincent and the Grenadines /W40 14/	2.700	149.0	49.4	Y	Nov-18	FMR	23	24		Oct-17
Sudan /W40	47.000	128.5	32.9	Y	Nov-18	FMR	17	18		Mar-16
Suriname	7.400	131.7	31.7	Y	Nov-18	FMR	16	17		Oct-12
Sweden	9.145	138.5	30.4	Y	Nov-18	ER	22	23		Feb-15
Switzerland	1.003	168.0	70.0	Y	Nov-18	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.00	148.7	35.2		Mar-15		20	21		Jun-12
Tajikistan	9.4237	126.2	26.4		Oct-18		19	20		Oct-18
Tanzania, United Rep. of	2290.68	136.2	38.7	Y	Nov-18	FMR	29	31		Jun-11
Thailand /W40	33.29	137.9	37.9	Y	Nov-18	FMR	19	20		Sep-06
The former Yugoslav Republic of Macedonia	54.1163	118.7	22.0	Y	Nov-18	FMR	14	15		Oct-16
Timor-Leste /W40	1.00	145.4	52.7		Apr-18		15	16		Jul-11
Togo /W40	577.1730	128.8	35.9	Y	Nov-18	FMR	13	14		Nov-11
Tonga	2.2889	133.8	33.8		Jul-18		9	10		Jan-09
Trinidad and Tobago	6.7370	142.8	43.1	Y	Nov-18	FMR	26	28		Oct-08
Tunisia /W40	2.8884	109.5	20.8		Jul-18		13	14		Jun-17
Turkey, Ankara /W40	5.4815	112.9	12.9	Y	Nov-18	FMR	18	19		Mar-18
Turkey, Istanbul /W40 15/	5.4815	121.7	21.7	Y	Nov-18	L	22	23		Mar-14
Turkmenistan	3.50	140.1	40.1	Y	Nov-18	FMR	13	14		May-18
Tuvalu 11/	1.406	142.1	44.9	Y	Nov-18	FMR				
Uganda /W40	3760.15	125.6	25.6	Y	Nov-18	PP	24	25		May-14
Ukraine /W40	28.350	121.7	22.0	Y	Nov-18	FMR	23	24		Mar-17
United Arab Emirates	3.673	168.3	68.4		Jul-18		32	34		Aug-11
United Kingdom	0.784	160.4	58.5	Y	Nov-18	ER	27	29		Feb-14
USA, Miami 7/	1.00	142.0	39.7		Feb-18					
USA, New York	1.00	169.6	66.9		Feb-18		28	30		Apr-11
USA, San Francisco 8/	1.00	160.9	58.4		Feb-18					
USA, Seattle 18/	1.00	142.4	40.1		Aug-18		22	23		Aug-18
USA, Washington D.C.	1.00	149.5	47.1		Feb-18		27	29		Apr-11
Uruguay	32.813	145.7	45.7	Y	Nov-18	FMR	24	25		Jan-18
Uzbekistan /W40	8236.00	129.8	29.8	Y	Nov-18	FMR	20	21		Aug-12
Vanuatu /W40	110.34	146.9	49.3	Y	Nov-18	FMR	15	16		Aug-12
Venezuela /W40 10/	63.810	83.2	72.1		Mar-18		27	29		Aug-12
Vietnam	23337	122.6	24.9	Y	Nov-18	FMR	21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.710	149.9	51.9	Y	Nov-18	A	21	22		Sep-13
Yemen, Republic of 10/	718.200	110.2	30.4		Jul-17		12	13		Nov-10

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR
Effective 1 November 2018 (Four Months Review)

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		
Zambia	11.675	123.6	28.5	Y	Nov-18	FMR	21	22		Apr-06
Zimbabwe /W40	150000.000	140.8	46.4		Nov-13		13	14		Nov-12

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.
- 19/ P/P survey results to be announced in CIRC/PAC/528, with retroactive effect to 1 November 2018.

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	L'Eswatini	Eswatini
Égypte	Egypt		

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