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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/528

Approved by:
Kingston P. Rhodes, Chairman

Date:
3 December 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 December 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 décembre 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 December 2018

Duty station	Type of survey	Date of survey	Survey materials received
Cameroon	Place-to-place	June 2018	August 2018
Indonesia	Housing	July 2018	August 2018
Senegal	Place-to-place	June 2018	August 2018
Uruguay	Housing	August 2018	September 2018
Zimbabwe	Housing	August 2018	September 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 December 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 December 2018

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

¹ – 2010 round of surveys

VI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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	75.83	141.3	49.9		Nov-11		9	10		Jul-06
Albania	107.20	118.5	23.6		Nov-18		16	17		Feb-09
Algeria /W40	118.5193	135.4	36.0		Nov-18		27	29		Aug-18
Angola /W40	310.055	164.5	88.7		Jul-18		30	32		Jul-18
Anguilla /W40 14/	2.7	149.0	49.4		Nov-18		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	149.0	49.4		Nov-18		23	24		Oct-17
Argentina 19/	37.816	122.9	38.4		Mar-18		22	23		Oct-17
Armenia	484.7	121.6	23.4		Nov-18		15	16		Sep-11
Aruba 12/	1.79	149.4	49.5		Nov-18	A				
Australia	1.365	135.0	30.3	Y	Dec-18	ER	21	22		Aug-03
Austria	0.879	144.8	41.9	Y	Dec-18	ER	18	19		May-14
Azerbaijan	1.6950	128.4	29.1		Jul-18		26	28		Feb-18
Bahamas	1.00	171.4	71.5		Jul-18		32	34		Apr-13
Bahrain	0.37697	139.0	43.3		Nov-18		22	23		Aug-08
Bangladesh /W40	83.86	135.1	34.8		Nov-18		15	16		Sep-11
Barbados /W40	2.0	155.3	55.6		Jul-18		19	20		Sep-05
Belarus	2.1298	134.0	34.4		Nov-18		17	18		Oct-18
Belgium	0.879	145.7	42.0	Y	Dec-18	ER	17	18		Feb-15
Belize	2.00	127.3	28.8		Mar-18		13	14		Sep-13
Benin /W40	576.564	127.4	34.6		Nov-18		14	15		Oct-16
Bermuda 16/	1.00	185.4	85.6		Nov-18		35	37		Dec-17
Bhutan /W40	69.85	126.6	25.8		Nov-18		10	11		Oct-09
Bolivia	6.91	130.4	30.7		Jul-18		15	16		Oct-16
Bonaire /W40 14/	1.00	149.0	49.4		Nov-18		23	24		Oct-17
Bosnia and Herzegovina /W40	1.719	119.1	19.7		Nov-18		16	17		Dec-11
Botswana	10.5042	119.5	18.2		Nov-18		15	16		Jan-09
Brazil/W40	3.848	133.2	35.6		Nov-18		23	24		Aug-18
British Virgin Islands 14/	1.00	149.0	49.4		Nov-18		23	24		Mar-18
Bulgaria	1.719	119.8	19.1	Y	Dec-18	ER	16	17		Feb-15
Burkina Faso /W40	576.564	133.3	33.7		Nov-18		12	13		Mar-09
Burundi /W40	1783.751	129.5	37.1		Nov-18		13	14		Oct-13
Cambodia /W40	4035	128.1	28.5		Sep-18		21	22		Sep-18
Cameroon /W40	576.564	131.0	33.7		Nov-18		15	16		Jul-15
Canada, Montreal	1.327	141.2	36.5	Y	Dec-18	ER	17	18		May-17
Canada, Ottawa	1.327	150.4	45.4	Y	Dec-18	L	18	19		May-17
Canada, Toronto	1.327	157.9	52.6	Y	Dec-18	L	20	21		May-17
Cape Verde	96.919	125.7	29.9		Nov-18		16	17		Jul-11

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Cayman Islands 17/	0.82	149.7	49.2		Nov-18		24	25		Dec-17
Central African Rep. /W40	576.564	167.0	66.4		Nov-18		17	18		Nov-17
Chad /W40	576.564	139.4	40.0		Nov-18		13	14		Jul-15
Chile /W40	669	132.0	31.9		Nov-18		14	15		Mar-08
China, Beijing /W40	6.943	162.0	62.0		Nov-18		23	24		Jan-18
China, Hong Kong (SAR)	7.823	210.7	107.1	Y	Dec-18	ER	19	20		Jun-12
China, Macao (SAR)	8.06	157.7	57.7		Nov-18		21	22		Jul-18
Colombia	3236	126.5	27.4		Nov-18		21	22		May-18
Comoros	432.423	139.1	40.2		Nov-18		13	14		Jun-13
Congo /W40	576.564	154.8	55.3		Nov-18		6	6		Nov-04
Congo, Dem. Rep. /W40	1625	144.0	44.1		Nov-18		22	23		Jan-18
Costa Rica /W40	600.15	129.2	29.6		Nov-18		19	20		Aug-12
Cote d Ivoire /W40	576.564	140.6	43.3		Nov-18		15	16		Dec-12
Croatia, Republic of /W40	6.518	138.6	46.5		Nov-18		20	21		Feb-07
Cuba * /W40	0.99	139.5	39.6		Aug-18		23	24		Aug-11
Cyprus	0.879	115.2	16.7	Y	Dec-18	ER	19	20		Mar-12
Czech Republic	22.82	134.5	31.7	Y	Dec-18	ER	21	22		Sep-06
Denmark	6.559	155.1	51.8	Y	Dec-18	ER	22	23		Feb-15
Djibouti /W40	177	145.5	48.0		Mar-18		16	17		Jan-15
Dominica /W40 14/	2.7	149.0	49.4		Nov-18		23	24		Oct-17
Dominican Republic	50.128	128.7	35.8		Jul-18		21	22		Sep-13
Ecuador/W40	1.00	127.3	27.7		Aug-18		16	17		Jul-11
Egypt /W40	17.861	126.0	26.2		Nov-18		19	20		Jul-18
El Salvador	1.00	125.9	31.3		Jul-18		21	22		Nov-15
Equatorial Guinea	576.564	133.8	34.5		Nov-18		17	18		Mar-18
Eritrea	15.00	161.7	61.8		Jul-18		11	12		Dec-17
Estonia	0.879	133.1	32.8		Jul-18		18	19		Feb-01
Eswatini	13.6300	117.9	23.0		Nov-18		11	12		Sep-03
Ethiopia /W40	28.03	142.3	42.5		Nov-18		20	21		Sep-18
Fiji /W40	2.080	136.7	38.6		Nov-18		20	21		Sep-11
Finland	0.879	140.7	39.8	Y	Dec-18	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.879	144.6	42.4	Y	Dec-18	L	17	18		Jul-01
France, Paris	0.879	148.0	45.8	Y	Dec-18	ER	21	22		Jan-04
French Guiana	0.879	137.7	37.4	Y	Dec-18	ER				
Gabon	576.56	150.8	51.2		Nov-18		16	17		Nov-12
Gambia /W40	49.970	127.4	27.8		Nov-18		14	15		May-18
Georgia, Republic of /W40	2.702	120.9	23.6		Nov-18		17	18		May-14
Germany, Berlin	0.879	134.6	32.3	Y	Dec-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	0.879	130.7	28.5	Y	Dec-18	ER	19	20		Feb-15
Germany, Dresden	0.879	130.7	28.5	Y	Dec-18	A	18	19		Aug-06
Germany, Hamburg	0.879	132.6	30.4	Y	Dec-18	L	20	21		Feb-15
Germany, Munich	0.8790	138.4	36.1	Y	Dec-18	L	19	20		Jul-17
Ghana /W40	4.907	141.4	44.1		Jul-18		24	25		Dec-18
Gibraltar 1/	0.783	161.1	58.7	Y	Dec-18	A				
Greece	0.9	118.1	22.1	Y	Dec-18	ER	15	16		Apr-07
Grenada /W40 14/	2.70000	149.0	49.4		Nov-18		23	24		Oct-17
Guatemala /W40	7.70	134.8	38.2		Nov-18		16	17		Jan-09
Guinea	9179.950	136.4	36.6		Nov-18		20	21		Feb-18
Guinea Bissau	576.6	131.8	36.9		Nov-18		13	14		Nov-15
Guyana /W40	209.1000	136.3	36.8		Jul-18		19	20		May-18
Haiti /W40	74.14	137.0	37.9		Nov-18		18	19		Nov-11
Honduras /W40	24.30	124.3	26.4		Nov-18		17	18		Jul-09
Hungary	284.32	120.7	18.5	Y	Dec-18	ER	20	21		Feb-15
Iceland	125.07	136.2	36.5	Y	Dec-18	ER				
India /W40	70	131.7	28.7		Nov-18		24	25		Feb-18
Indonesia	14383	130.4	33.7		Nov-18		24	25		Sep-11
Iran	83776	132.4	32.2		Nov-18		24	25		May-16
Iraq	1170.000	131.8	40.5		Nov-11		14	15		May-02
Ireland	0.879	140.9	36.3	Y	Dec-18	ER	24	25		May-98
Israel /W40	3.712	149.7	51.9		Nov-18		21	22		Sep-13
Italy, Brindisi	0.879	127.1	29.8	Y	Dec-18	L	10	11		Nov-99
Italy, Rome	0.8790	133.2	36.0	Y	Dec-18	ER	20	21		Jul-01
Jamaica /W40	126.49	147.7	47.2		Nov-18		24	25		Oct-17
Japan, Hiroshima	113.31	155.0	52.9	Y	Dec-18	L				
Japan, Tokyo	113.310	178.8	76.3	Y	Dec-18	ER	26	28		Nov-06
Jordan /W40	0.71	147.0	48.0		Jul-18		20	21		Aug-17
Kazakhstan /W40	371.20	124.5	29.7		Nov-18		18	19		Sep-17
Kenya /W40	102.520	135.3	36.1		Nov-18		20	21		Mar-18
Kiribati	1.37	142.9	41.3		Nov-18		8	8		Dec-96
Korea, Dem. Peo. Of *	106.84	137.2	40.9		Oct-16		10	11		Sep-15
Korea, Republic of	1119.400	153.6	67.6		Nov-18		18	19		Mar-09
Kuwait /W40	0.3	141.1	41.5		Nov-18		20	21		Aug-17
Kyrgyzstan	69.80	121.0	22.0		Nov-18		13	14		Dec-09
Lao Peo. Dem. Rep. /W40	8549.950	133.8	36.6		Jul-18		13	14		Oct-03
Latvia	0.88	134.8	39.1		Nov-18		19	20		Dec-03
Lebanon /W40	1507.55	146.8	49.1		Nov-13		22	23		Sep-11

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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		
Lesotho	13.630	123.5	21.4		Nov-18		14	15		Jan-11
Liberia	156.689	141.1	46.2		Jul-18		19	20		Jun-10
Libya	1.392	123.7	26.9		Nov-18		12	13		Nov-05
Lithuania	0.879	129.7	32.0		Nov-18		17	18		Dec-03
Luxembourg	0.88	147.5	43.0	Y	Dec-18	ER	17	18		Dec-17
Madagascar	3649.880	128.6	32.8		Nov-18		20	21		Oct-18
Malawi /W40	728.0000	133.6	34.9		Jul-18		18	19		Mar-11
Malaysia /W40	4.18	133.8	35.1		Nov-18		19	20		Jan-09
Maldives	15.000	160.6	60.9		Aug-18		27	29		Aug-18
Mali /W40	576.564	131.8	32.3		Nov-18		12	13		Jul-15
Malta	0.88	134.6	32.6	Y	Dec-18	ER	14	15		Oct-06
Mauritania /W40	35.6300	125.9	26.1		Nov-18		12	13		May-18
Mauritius /W40	34.45	128.5	29.0		Jul-18		11	12		Sep-13
Mexico	20.20	137.5	38.2		Jul-18		24	25		May-18
Micronesia, Fed States of 2/	1.000	153.6	56.0		Nov-18		23	24		Feb-07
Moldova	17.230	127.4	29.3		Nov-18		15	16		Apr-16
Monaco 3/	0.88	148.0	45.8	Y	Dec-18	A	21	22		Jan-04
Mongolia	2602.720	128.1	30.9		Nov-18		16	17		Jan-14
Montenegro	0.879	122.2	22.7		Nov-18		20	21		Sep-18
Morocco /W40	9.49	125.3	26.4		Jul-18		18	19		Oct-12
Mozambique	61	140.8	46.4		Nov-18		30	32		Apr-17
Myanmar /W40	1570.00	142.7	43.4		Nov-18		25	27		Dec-17
Namibia	13.6300	124.8	23.5		Nov-18		23	24		Mar-17
Nepal /W40	112.150	126.4	25.6		Nov-18		12	13		Jan-14
Netherlands	0.879	137.5	34.4	Y	Dec-18	ER	23	24		Nov-96
New Caledonia	104.889	144.5	46.9		Nov-18		16	17		Sep-05
New Zealand	1.4570	118.0	15.4		Nov-18		22	23		Oct-80
Nicaragua	32.350	130.9	31.4		Nov-18		21	22		May-18
Niger /W40	576.56	135.0	35.5		Nov-18		10	11		Mar-09
Nigeria /W40	363.950	132.5	32.7		Nov-18		20	21		May-18
Norway	8.541	143.4	38.4	Y	Dec-18	ER	24	25		Feb-15
Oman	0.385	136.8	40.7		Feb-15		19	20		Feb-15
Pakistan	134.45	124.1	27.2		Nov-18		19	20		Jun-08
Palau, Republic of 4/	1.00	152.0	53.5		Jul-18					
Panama /W40	1.000	144.4	44.9		Aug-18		24	25		Aug-18
Papua New Guinea /W40	3.3	190.4	90.1		Nov-18		30	32		Feb-18
Paraguay /W40	5945.0000	127.1	27.7		Nov-18		13	14		Jan-09
Peru	3.373	134.7	41.0		Nov-18		21	22		Aug-17

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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		
Philippines /W40	52.419	143.5	42.3		Nov-18		22	23		Oct-18
Poland	3.772	115.8	15.6	Y	Dec-18	ER	16	17		Apr-15
Portugal, Guimaraes	0.879	108.5	5.4	Y	Dec-18	L				
Portugal, Lisbon	0.88	132.1	28.4	Y	Dec-18	ER	20	21		Jan-05
Puerto Rico 13/	1.000	128.7	35.8		Jul-18	A				
Qatar	3.653	169.1	81.1		Nov-18		35	37		Aug-17
Romania	4.09	105.3	1.8	Y	Dec-18	ER	20	21		Feb-12
Russian Federation /W40	66.330	145.5	56.9		Nov-18		20	21		Mar-16
Rwanda /W40	880.000	128.9	29.9		Nov-18		16	17		Apr-13
Saint Helena 5/	0.8	135.2	44.5		Nov-18					
St. Lucia	2.700	131.3	36.1		Nov-14		16	17		Feb-12
Samoa /W40	2.539	139.2	43.3		Nov-18		15	16		Oct-17
Sao Tome and Principe	21.346	138.1	38.3		Nov-18		16	17		Jun-18
Saudi Arabia /W40	3.752	144.1	54.5		Jul-18		21	22		Nov-17
Senegal /W40	576.564	132.2	39.3		Nov-18		17	18		Jul-15
Serbia /W40	103.9820	123.3	25.0		Nov-18		18	19		Jul-12
Seychelles /W40	14	147.0	47.1		Nov-18		15	16		Jan-14
Sierra Leone /W40	7820.000	149.0	49.2		Nov-18		19	20		May-18
Singapore	1.371	173.2	74.0		Nov-18		22	23		Jun-08
Slovak Republic	0.879	124.9	22.4	Y	Dec-18	ER	16	17		Feb-12
Slovenia, Republic of	0.8790	119.1	18.8	Y	Dec-18	ER	21	22		Nov-03
Solomon Islands /W40	8	148.4	52.2		Nov-18		18	19		Dec-07
Somalia 6/	24300.00	138.8	39.3		Nov-18		15	16		Sep-99
South Africa /W40	13.630	128.1	32.4		Nov-18		19	20		Apr-17
South Sudan, Republic of /W40	151.588	155.9	55.6		Nov-18		14	15		Sep-17
Spain	0.9	129.1	29.1	Y	Dec-18	ER	19	20		Nov-08
Sri Lanka	179.8	132.5	33.8		Nov-18		26	28		Sep-17
St. Kitts and Nevis /W40 14/	2.7	149.0	49.4		Nov-18		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.700	149.0	49.4		Nov-18		23	24		Oct-17
Sudan /W40	47.500	128.1	32.9		Nov-18		17	18		Mar-16
Suriname	7.420	131.4	31.7		Nov-18		16	17		Oct-12
Sweden	9.066	139.2	31.4	Y	Dec-18	ER	22	23		Feb-15
Switzerland	0.996	168.7	71.1	Y	Dec-18	ER	21	22		Apr-06
Syrian Arab Republic 10/	434.00	149.6	35.2		Mar-15		20	21		Jun-12
Tajikistan	9.4248	126.5	26.4		Oct-18		19	20		Oct-18
Tanzania, United Rep. of	2288.91	136.1	38.7		Nov-18		29	31		Jun-11
Thailand /W40	32.93	138.4	37.9		Nov-18		19	20		Sep-06

VI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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		
The former Yugoslav Republic of Macedonia	54.1199	118.5	22.0		Nov-18		14	15		Oct-16
Timor-Leste /W40	1.00	145.2	52.7		Apr-18		15	16		Jul-11
Togo /W40	576.5640	128.6	35.9		Nov-18		13	14		Nov-11
Tonga	2.2467	134.3	33.8		Jul-18		9	10		Jan-09
Trinidad and Tobago	6.7370	142.7	43.1		Nov-18		26	28		Oct-08
Tunisia /W40	2.9324	108.9	20.8		Jul-18		13	14		Jun-17
Turkey, Ankara /W40	5.1617	116.2	12.9		Nov-18		18	19		Mar-18
Turkey, Istanbul /W40 15/	5.1617	125.3	21.7		Nov-18		22	23		Mar-14
Turkmenistan	3.50	140.0	40.1		Nov-18		13	14		May-18
Tuvalu 11/	1.365	142.9	44.9		Nov-18					
Uganda /W40	3727.75	125.7	25.6		Nov-18		24	25		May-14
Ukraine /W40	29.000	121.3	22.0		Nov-18		23	24		Mar-17
United Arab Emirates	3.673	168.1	68.4		Jul-18		32	34		Aug-11
United Kingdom	0.783	161.1	58.7	Y	Dec-18	ER	27	29		Feb-14
USA, Miami 7/	1.00	141.9	39.7		Feb-18					
USA, New York	1.00	169.4	66.9		Feb-18		28	30		Apr-11
USA, San Francisco 8/	1.00	160.8	58.4		Feb-18					
USA, Seattle 18/	1.00	142.2	40.1		Aug-18		22	23		Aug-18
USA, Washington D.C.	1.00	149.4	47.1		Feb-18		27	29		Apr-11
Uruguay	32.203	142.9	45.7		Nov-18		24	25		Jan-18
Uzbekistan /W40	8305.00	129.5	29.8		Nov-18		20	21		Aug-12
Vanuatu /W40	109.12	147.4	49.3		Nov-18		15	16		Aug-12
Venezuela /W40 10/	82.260	82.9	72.1		Mar-18		27	29		Aug-12
Vietnam	23329	122.4	24.9		Nov-18		21	22		Jul-17
West Bank & the Gaza Strip, The /W40 9/	3.712	149.7	51.9		Nov-18	A	21	22		Sep-13
Yemen, Republic of 10/	510.150	117.0	30.4		Jul-17		12	13		Nov-10
Zambia	11.970	122.5	28.5		Nov-18		21	22		Apr-06
Zimbabwe /W40	150000.000	151.2	51.2	Y	Dec-18	H	16	17	Y	Dec-18

VI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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.
- 19/ P/P survey results to be announced in CIRC/PAC/529, with retroactive effect to 1 November 2018.

VII.

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)		