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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/571

Approved by:
Larbi Djacta, Chairman

Date:
15 July 2022

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I.

INTRODUCTION

A consolidated schedule of post adjustment classifications and threshold figures used for calculating rental subsidies (or deductions) is attached.

Names of countries and areas, which appear in English alphabetical order, are indexed in French in the list attached to the schedule.

In cases where only one post adjustment classification is shown for a country, normally for the capital city, that classification will be applicable for all duty stations within the country.

This schedule is effective **1 July 2022**, unless otherwise indicated, and supersedes any schedule previously published. It is available on the ICSC home page <http://icsc.un.org>

On trouvera ci-joint un barème mis à jour du classement des lieux d'affectation aux fins d'ajustements des indemnités de poste et des seuils aux fins du calcul des allocations (ou déductions) de logement.

Les noms des pays et localités figurent par ordre alphabétique anglais. On trouvera à l'index annexé au barème les noms en français.

Dans les cas où une seule classe est indiquée pour le pays, en général pour la ville capitale, cette classe s'applique à tous les lieux d'affectation dans le pays.

Sauf indication contraire, le barème ci-joint entre en vigueur le **1er juillet 2022** 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. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group I duty stations

1. Given that the ICSC has suspended its survey programme as a result of the disruptions in global markets, and the attendant lockdowns, both legally established and de facto, due to the impact of the COVID-19 pandemic, the ICSC Chair has decided, under his delegated authority, to approve the promulgation of a special measure for group I duty stations where staff incur a significant share of local expenditures in non-local currencies, with effect from 1 June 2020, until further notice. This measure entails a modification of the 0.5 percent rule, to guarantee stability of each of two separate portions of the net take-home pay (NTP), one set in local currency and the other in US dollars. The proportions of the two NTP components are based on the proportions of local expenditures incurred in local and non-local currencies, as measured with the most recent place-to-place survey at the duty station. See document ICSC/CIRC/GEN/06/2020 for details. Please note that five duty stations were found to be eligible for this special measure: Bulgaria, Croatia, Hungary, Poland and Romania. For July 2022 this special measure was applicable for all the five duty stations, as it resulted in higher post adjustment multipliers than those based on the application of the 0.5 percent rule.

V. Special measures to mitigate the negative impact of the COVID-19 global pandemic on post adjustment classifications of group II duty stations

2. In accordance with the special measures to mitigate the negative impact of the COVID-19 on post adjustment classification of group II duty stations, ICSC/CIRC/GEN/05/2020, the post adjustment multipliers of ninety-five (95) group II duty stations, which would have been reduced under the normal four-month review, were frozen at their prevailing levels to protect NTP of staff in the duty stations, effective 1 July 2022.

VI. Cost-of-living surveys

3. The results of cost-of-living surveys for duty stations listed in Table 1 are included in the attached Consolidated Post Adjustment Circular.

Table 1: List of surveys by duty station for July 2022

Duty station	Type of survey	Date of survey	Survey materials received
Barbados	Housing	February 2022	March 2022
Benin	Housing	February 2022	March 2022
Burundi	Housing	February 2022	March 2022
Colombia	Housing	February 2022	March 2022
Eritrea	Place-to-place	December 2021	March 2022
Georgia, Republic of	Housing	January 2022	February 2022
Maldives	Housing	February 2022	March 2022
Mali	Housing	February 2022	March 2022
Namibia	Housing	January 2022	February 2022
Oman	Place-to-place	February 2022	March 2022
Pakistan	Place-to-place	December 2021	February 2022
Timor-Leste	Place-to-place	January 2022	February 2022
United Arab Emirates	Place-to-place	February 2022	March 2022

VII. Duty Stations with Personal Transitional Allowance (PTA)

4. Under the existing system of operational rules, 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 3 per cent, and then subtracting the prevailing pay index. Table 2 is a summary of all PTAs in effect as of 1 July 2022.

5. In line with the special measures, ICSC/CIRC/GEN/05/2020, to mitigate the negative impact of COVID-19 pandemic on post adjustment classifications of group II duty stations, the PTA revision cycle is frozen as of 1 April 2020 and there will be no further downward adjustment of the PTA for the nine duty stations in Table 2, until the special measures are discontinued or the cost-of-living evolution naturally closes the PTA gap, whichever happens first. The existing PTA will be applied to all staff at the duty station (not just staff on post before the date of implementation of the survey results) as of 1 April 2020 and the revision cycle will resume its regular course upon the lifting of the special measures. Staff on post after the first implementation of the PTA, but before 1 April 2020, are not eligible for the PTA for the period of service before 1 April 2020, the date that the special measure came into force. Table 2 also provides the applicable start date of the PTA to all staff.

Table 2: Summary of personal transitional allowances (PTAs), as of 1 July 2022

Duty Station	Existing PTA	PTA starting date	All staff eligible from
Comoros	8.9	1 April 2022	1 April 2022
Congo	9.0	1 April 2022	1 April 2022
Gabon	7.8	1 March 2022	1 March 2022
Maldives	3.1	1 June 2020	1 June 2020
Mexico	5.7	1 December 2021	1 December 2021
Niger	6.1	1 December 2021	1 December 2021
Qatar	10.8	1 October 2019	1 April 2020
Zimbabwe	21.8	1 February 2020	1 April 2020

6. Owing to the increase in Post Adjustment Multiplier at the four-month review, the Personal Transitional Allowance (PTA) is no longer applicable for **Russian Federation**, effective 1 July 2022.

VIII. W40 Measure

7. The waiver of the 40 per cent of rent limit on rental subsidies is **now applicable** for **Benin, Burundi and Pakistan**, effective 1 July 2022.

IX. One Month Rule

8. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule continued to be applicable for **Lebanon, Sudan and Suriname**. Under this rule, the post adjustment multipliers of these duty stations are reviewed, on a monthly basis, during the period of substantial inflation. The application of the one-month review resulted in higher multiplier for **Lebanon** but did not for **Sudan and Suriname** due to the offsetting impact of the significant devaluation of their currencies relative to the U.S dollar.

X. Interim Post Adjustment Classification for Yemen, Republic of

9. Following the establishment of an interim post adjustment classification for Republic of Yemen, the applicable multiplier and rental subsidy thresholds effective 1 July 2022, are shown in the attached Consolidated Post Adjustment Circular.

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 2022 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	87.994	139.4	41.7		Mar-22		9	10		Jul-06
Albania	114	119.5	23.9		Jul-21		16	17		Feb-09
Algeria /W40	146.512	138.7	40.0		Mar-22		20	21		Apr-21
Angola /W40	425.105	185.1	85.1	Y	Jul-22	FMR	18	19		Mar-20
Anguilla /W40 14/	2.7	149.0	51.0	Y	Jul-22	FMR	23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	149.0	51.0	Y	Jul-22	FMR	23	24		Oct-17
Argentina	127.79	137.6	41.7		Nov-21		25	26		Jan-22
Armenia	409.1	137.6	37.6	Y	Jul-22	FMR	20	21		Nov-19
Aruba 12/	1.79	158.4	58.4	Y	Jul-22	A	27	29		Nov-14
Australia	1.481	135.3	30.5	Y	Jul-22	ER	24	25		Oct-19
Austria	0.996	137.6	31.6	Y	Jul-22	ER	18	19		May-14
Azerbaijan	1.69	142.9	42.9	Y	Jul-22	FMR	14	15		Feb-22
Bahamas	1	172.3	72.4		Mar-22		32	34		Apr-13
Bahrain	0.377	154.2	54.2	Y	Jul-22	FMR	23	24		Jul-21
Bangladesh /W40	93.53	142.7	46.0		Mar-22		17	18		Sep-21
Barbados /W40	2	159.3	59.3	Y	Jul-22	H	20	21	Y	Jul-22
Belarus	2.707	143.4	44.7		Nov-21		20	21		Sep-21
Belgium	0.996	136.2	26.8	Y	Jul-22	ER	17	18		Feb-15
Belize	2	145.4	45.6		Mar-22		14	15		Jan-22
Benin /W40	653.409	136.2	42.8		Mar-21		18	19	Y	Jul-22
Bermuda 16/	1	186.5	86.5		Mar-22		35	37		Dec-17
Bhutan	79.63	132.6	34.1		Mar-22		13	14		Aug-20
Bolivia	6.82	129.2	29.8		Mar-22		17	18		Mar-22
Bonaire /W40 14/	1	149.0	51.0	Y	Jul-22	FMR	23	24		Oct-17
Bosnia and Herzegovina /W40	1.948	121.9	25.7		Jul-21		13	14		Jun-19
Botswana	12.674	124.5	28.7		Jul-21		19	20		Jun-19
Brazil	5.404	126.0	29.8		Jul-21		19	20		Feb-21
British Virgin Islands /W40	1	151.1	51.1	Y	Jul-22	FMR	22	23		Jun-19
Bulgaria	1.948	118.3	11.2	Y	Jul-22	ER	16	17		Feb-15
Burkina Faso /W40	653.409	134.4	36.5		Jul-21		14	15		Feb-21
Burundi /W40	2018.661	146.8	46.8	Y	Jul-22	H	14	15	Y	Jul-22
Cambodia	4072.501	137.8	38.5		Mar-22		23	24		Mar-21
Cameroon /W40	653.409	131.1	36.8		Nov-21		15	16		Jul-15
Canada, Montreal	1.296	149.7	46.2	Y	Jul-22	ER	17	18		May-17
Canada, Ottawa	1.296	159.5	55.8	Y	Jul-22	L	18	19		May-17
Canada, Toronto	1.296	167.4	63.5	Y	Jul-22	L	20	21		May-17
Cape Verde	109.837	123.5	28.6		Jul-21		16	17		Jul-11
Cayman Islands 17/	0.82	154.7	54.7	Y	Jul-22	L	24	25		Dec-17

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Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Central African Rep. /W40	653.409	156.4	64.6		Jul-21		17	18		Nov-17
Chad /W40	653.409	150.9	57.3		Jul-21		16	17		Dec-19
Chile	1015	126.9	38.6		Mar-21		19	20		Aug-19
China, Beijing	6.728	170.8	76.6		Mar-22		25	27		Feb-22
China, Hong Kong (SAR)	7.85	213.4	112.4		May-22		19	20		Jun-12
China, Macao (SAR)	8.085	152.3	55.5		Jul-20		21	22		Jul-18
Colombia	4566	123.6	29.3		Mar-22		20	21		Oct-20
Comoros	490.057	135.4	39.5		Apr-22		14	15		Apr-19
Congo /W40	653.409	146.2	54.6		Apr-22		7	7		Sep-19
Congo, Dem. Rep. /W40	1992.985	157.8	58.7		Mar-22		25	27		Sep-19
Cook Islands 4/	1.636	149.9	53.0	Y	Jul-22	FMR	22	23		Oct-19
Costa Rica	686.83	132.2	33.7		Mar-22		22	23		Oct-19
Cote d'Ivoire	653.409	148.5	56.1		Jan-22		21	22		Jan-22
Croatia, Republic of	7.479	138.6	30.5	Y	Jul-22	ER	8	9		Aug-19
Cuba	24	156.9	57.8		Mar-22		25	27		Mar-21
Cyprus	0.996	119.0	12.3	Y	Jul-22	ER	18	19		Jun-19
Czech Republic	24.24	144.0	35.8	Y	Jul-22	ER	21	22		Sep-06
Denmark	7.413	155.9	48.1	Y	Jul-22	ER	25	27		Jun-19
Djibouti /W40	177	149.9	50.4		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	149.0	51.0	Y	Jul-22	FMR	23	24		Oct-17
Dominican Republic	54.354	137.1	37.1	Y	Jul-22	FMR	23	24		Jan-22
Ecuador	1	135.4	35.8		Mar-22		22	23		Feb-21
Egypt /W40	18.845	132.8	36.0		Mar-22		21	22		May-21
El Salvador	1	132.9	32.9	Y	Jul-22	FMR	23	24		Dec-21
Equatorial Guinea /W40	653.409	140.5	46.2		Oct-21		18	19		Oct-21
Eritrea	15	151.8	53.6		Mar-22		11	12		Dec-17
Estonia	0.996	131.5	34.3		Jul-21		18	19		Feb-01
Eswatini	16.997	118.0	22.6		Mar-22		11	12		Sep-03
Ethiopia /W40	51.999	154.9	54.9		Mar-22		25	27		Feb-22
Fiji /W40	2.18	136.8	39.6		Mar-22		20	21		Sep-11
Finland	0.996	133.0	26.3	Y	Jul-22	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.996	136.9	31.9	Y	Jul-22	L	17	18		Jul-01
France, Paris	0.996	140.2	35.0	Y	Jul-22	ER	21	22		Jan-04
French Guiana	0.996	130.7	24.4	Y	Jul-22	ER	0	0		Jan-00
Gabon /W40	653.409	144.0	54.4		Mar-22		18	19		Jun-19
Gambia	53.85	140.3	40.6		Mar-22		17	18		Oct-21
Georgia, Republic of	2.865	124.0	24.0	Y	Jul-22	H	18	19	Y	Jul-22
Germany, Berlin	0.996	133.9	25.4	Y	Jul-22	L	24	25		May-19

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Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Bonn	0.996	128.5	20.3	Y	Jul-22	ER	20	21		May-19
Germany, Dresden	0.996	128.5	20.3	Y	Jul-22	A	19	20		May-19
Germany, Frankfurt	0.996	133.6	25.1	Y	Jul-22	L	21	22		Aug-20
Germany, Hamburg	0.996	135.4	26.8	Y	Jul-22	L	21	22		May-19
Germany, Munich	0.996	139.3	30.4	Y	Jul-22	L	20	21		May-19
Ghana	7.96	134.7	48.1		Jul-21		25	26		Oct-21
Gibraltar 1/	0.842	155.3	50.7	Y	Jul-22	A	0	0		Jan-00
Greece	0.996	122.8	14.3	Y	Jul-22	ER	17	18		May-19
Grenada /W40 14/	2.7	149.0	51.0	Y	Jul-22	FMR	23	24		Oct-17
Guatemala /W40	7.734	137.1	37.1	Y	Jul-22	FMR	16	17		Jan-09
Guinea /W40	8626.99	150.6	53.2	Y	Jul-22	FMR	19	20		Dec-21
Guinea Bissau	653.409	129.9	34.9		Nov-21		13	14		Nov-15
Guyana /W40	208.4	151.0	51.1		Mar-22		17	18		Aug-21
Haiti	114.547	153.6	71.4		Nov-20		24	25		Aug-19
Honduras	24.295	139.6	39.6	Y	Jul-22	FMR	24	25		Apr-21
Hungary	407.85	121.9	15.9	Y	Jul-22	ER	19	20		May-19
Iceland	137.45	131.6	26.8	Y	Jul-22	ER	0	0		Jan-00
India /W40	79.63	132.9	35.7		Sep-21		22	23		Dec-19
Indonesia	14990	134.7	36.5		Mar-22		23	24		Dec-21
Iran	279784	140.4	45.2		Jul-21		30	32		Jun-20
Iraq	1450	128.8	32.5		Nov-19		14	15		May-02
Ireland	0.996	144.8	36.8	Y	Jul-22	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.474	171.5	79.3		Nov-21		25	27		Nov-19
Italy, Brindisi	0.996	119.3	13.9	Y	Jul-22	L	10	11		Nov-99
Italy, Rome	0.996	125.0	19.3	Y	Jul-22	ER	20	21		Jul-01
Jamaica /W40	150.54	152.7	52.7	Y	Jul-22	FMR	25	27		Apr-21
Japan, Hiroshima	137.63	139.5	33.1	Y	Jul-22	L	13	14		Sep-19
Japan, Tokyo	137.63	160.0	52.6	Y	Jul-22	ER	22	23		Sep-19
Jerusalem, Jerusalem /W40	3.474	162.3	69.7		Nov-21		25	27		Nov-19
Jordan /W40	0.708	146.0	46.0	Y	Jul-22	FMR	20	21		Aug-17
Kazakhstan	475.07	124.5	27.8		Nov-21		18	19		Sep-17
Kenya /W40	118.13	136.3	42.1		Jul-21		25	26		May-22
Kiribati	1.481	139.9	51.3		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	110	154.2	55.6		Mar-22		10	11		Sep-15
Korea, Republic of /W40	1306.65	151.4	63.9		Jul-21		17	18		Nov-19
Kuwait /W40	0.308	146.1	46.3		Mar-22		21	22		Sep-21
Kyrgyzstan	81.29	134.2	34.2	Y	Jul-22	FMR	14	15		Jun-21
Lao Peo. Dem. Rep. /W40	15040	129.0	33.5		Jul-21		13	14		Oct-03

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Effective 1 July 2022 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Latvia 23/	0.996	154.9	55.6	Y	Jul-22	FMR	18	19		Nov-19
Lebanon /W40	1507.5	206.8	106.8	Y	Jul-22	OMR	22	23		Sep-11
Lesotho /W40	16.997	130.4	34.7		Mar-22		14	15		Jan-11
Liberia	152.4	152.5	54.1		Nov-21		19	20		Jun-10
Libya /W40 27/	4.881	135.2	37.4		Mar-22		19	20		Jun-21
Lithuania	0.996	131.0	33.2		Mar-22		17	18		Dec-03
Luxembourg	0.996	142.2	34.3	Y	Jul-22	ER	17	18		Dec-17
Madagascar /W40	4090.9	134.8	36.7		Jul-21		23	24		Jul-21
Malawi	1036.249	136.1	43.0		Mar-22		19	20		May-21
Malaysia /W40	4.436	140.9	46.1		Jul-21		19	20		Dec-19
Maldives	15	143.9	50.5		Mar-22		23	24		Jun-20
Mali /W40	653.409	145.2	48.3		Jul-21		13	14		Sep-20
Malta	0.996	126.3	20.1	Y	Jul-22	ER	14	15		Oct-06
Marshall Islands 2/	1	152.9	54.4	Y	Jul-22	FMR	21	22		Jul-19
Mauritania /W40	37.145	138.3	38.6		Apr-22		13	14		Apr-22
Mauritius	44.448	132.3	34.9		Mar-20		18	19		Sep-21
Mexico /W40	20.84	140.9	43.1	Y	Jul-22	FMR	21	22		Jul-19
Micronesia, Fed States of 2/	1	152.9	54.4	Y	Jul-22	FMR	23	24		Feb-07
Moldova	19.211	137.3	37.6		Mar-22		21	22		Oct-21
Monaco 3/	0.996	140.2	35.0	Y	Jul-22	A	21	22		Jan-04
Mongolia	3144	138.7	42.7		Mar-22		21	22		Aug-19
Montenegro	0.996	125.6	29.6		Jul-21		20	21		May-21
Morocco /W40	10.288	129.3	34.7		Jul-21		21	22		May-21
Mozambique /W40	63.25	137.9	38.4		Mar-22		26	28		Sep-21
Myanmar /W40	1850	136.3	38.7		Mar-21		25	27		Dec-17
Namibia	16.997	126.7	31.5		Mar-22		14	15	Y	Jul-22
Nepal /W40	127.254	129.0	30.2		Mar-22		12	13		Jan-14
Netherlands	0.996	139.4	28.6	Y	Jul-22	ER	24	25		Oct-19
New Caledonia	118.868	134.6	46.2		Jul-21		16	17		Sep-05
New Zealand 26/	1.636	137.0	45.1		Mar-22		24	25		Dec-20
Nicaragua	35.64	126.2	34.1		Jul-21		20	21		Oct-21
Niger /W40	653.409	125.7	35.1		Dec-21		10	11		Mar-09
Nigeria /W40	423.62	150.3	50.7		Mar-22		24	25		Sep-21
The Republic of North Macedonia /W40	61.192	130.3	30.5		Apr-22		20	21		Apr-22
Norway	10.237	138.1	31.1	Y	Jul-22	ER	20	21		Jul-19
Oman	0.385	137.6	37.6	Y	Jul-22	PP	21	22	Y	Jul-22
Pakistan /W40	209.99	131.0	34.9		Mar-22		17	18	Y	Jul-22
Palau, Republic of 4/	1	149.9	53.0	Y	Jul-22	FMR	0	0		Jan-00

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 2022 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Panama /W40	1	141.9	41.9	Y	Jul-22	FMR	24	25		Aug-18
Papua New Guinea /W40	3.521	171.1	71.5		Mar-22		30	32		Feb-18
Paraguay /W40	6850	130.5	30.8	Y	Jul-22	FMR	17	18		Aug-20
Peru /W40	3.939	133.1	34.7		Mar-22		21	22		Aug-17
Philippines /W40	56.249	140.1	48.2		Jul-21		22	23		Oct-18
Poland	4.806	113.8	6.8	Y	Jul-22	ER	20	21		May-19
Portugal, Guimaraes	0.996	102.7	0.0	Y	Jul-22	L	0	0		Jan-00
Portugal, Lisbon	0.996	125.0	18.7	Y	Jul-22	ER	20	21		Jan-05
Puerto Rico 13/	1	137.1	37.1	Y	Jul-22	A	0	0		Jan-00
Qatar	3.676	158.3	59.6		Mar-22		28	30		Oct-19
Romania	4.919	113.9	9.5	Y	Jul-22	ER	22	23		May-19
Russian Federation /W40	59.717	166.4	66.4	Y	Jul-22	FMR	18	19		Oct-19
Rwanda	1013.29	136.2	36.2	Y	Jul-22	FMR	18	19		Jun-21
Saint Helena 5/	0.842	130.3	46.7		Mar-21		0	0		Jan-00
St. Lucia	2.7	149.8	50.7		Mar-22		18	19		Mar-21
Samoa	2.687	144.7	47.4		Mar-22		17	18		Feb-21
Sao Tome and Principe /W40	23.825	139.8	42.5		Mar-22		15	16		Jun-19
Saudi Arabia /W40	3.754	149.1	50.4		Nov-21		21	22		Nov-17
Senegal /W40	653.409	132.7	39.6		Sep-21		18	19		Sep-21
Serbia	116.84	127.2	33.0		Jul-21		17	18		Apr-22
Seychelles	13.287	162.7	62.7	Y	Jul-22	FMR	20	21		Jan-19
Sierra Leone /W40	13540	150.5	52.4		May-22		19	20		May-18
Singapore	1.407	175.9	77.3		Mar-22		23	24		Jul-19
Slovak Republic	0.996	123.7	16.6	Y	Jul-22	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.996	130.3	23.2	Y	Jul-22	ER	14	15		Jan-20
Solomon Islands /W40	8.097	159.1	59.1	Y	Jul-22	FMR	18	19		Dec-07
Somalia 6/	24300	145.6	48.5		Mar-22		19	20		Feb-22
South Africa /W40	16.997	124.9	31.8		Jun-21		22	23		Jun-21
South Sudan, Republic of /W40	524.96	156.1	58.7		Mar-21		14	15		Sep-17
Spain	0.996	126.8	20.0	Y	Jul-22	ER	19	20		Nov-08
Sri Lanka /W40	354.12	123.2	32.6		Nov-21		22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	149.0	51.0	Y	Jul-22	FMR	23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	149.0	51.0	Y	Jul-22	FMR	23	24		Oct-17

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Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Sudan /W40	567.5	153.6	72.4		Feb-21		22	23		Nov-19
Suriname	22.4	132.9	38.1		Jul-20		16	17		Oct-12
Sweden	10.566	137.3	29.9	Y	Jul-22	ER	26	28		Aug-19
Switzerland	0.981	170.0	66.7	Y	Jul-22	ER	21	22		Apr-06
Syrian Arab Republic 10/	2800	102.8	27.6		Jul-19		20	21		Jun-12
Tajikistan	10.516	135.3	35.9	Y	Jul-22	FMR	13	14		Feb-22
Tanzania, United Rep. of /W40	2323	141.8	43.9		Jul-21		22	23		Oct-21
Thailand /W40	36.26	138.8	45.9		Mar-21		22	23		Jul-19
Timor-Leste /W40	1	143.6	48.7		Mar-22		15	16		Jul-11
Togo	653.409	140.1	49.0		Jul-21		17	18		Jun-19
Tonga	2.293	135.9	37.2		Nov-21		9	10		Jan-09
Trinidad and Tobago	6.727	138.7	42.7	Y	Jul-22	FMR	20	21		Aug-21
Tunisia	3.153	133.9	36.1		Nov-21		16	17		Nov-19
Türkiye, Ankara /W40	17.418	113.1	17.6		Oct-21		16	17		Oct-21
Türkiye, Gebze /W40 19/	17.418	118.9	23.7		Oct-21		17	18		Oct-21
Türkiye, Istanbul /W40 15/	17.418	118.9	23.7		Oct-21		17	18		Oct-21
Turkmenistan	3.5	195.7	95.7	Y	Jul-22	FMR	8	9		Oct-21
Tuvalu 11/	1.481	145.0	49.4	Y	Jul-22	FMR	0	0		Jan-00
Uganda /W40	3769.62	134.3	35.1		Mar-22		24	25		May-14
Ukraine	30	135.4	37.7		Nov-21		16	17		Aug-19
United Arab Emirates	3.673	169.3	69.3	Y	Jul-22	PP	32	34		Aug-11
United Kingdom	0.842	155.3	50.7	Y	Jul-22	ER	27	29		Feb-14
USA, El Paso 20/	1	151.7	47.6		Feb-22		12	13		Jul-19
USA, Miami 7/	1	150.5	46.4		Feb-22		23	24		Oct-21
USA, New York	1	178.2	73.8		Feb-22		28	30		Apr-11
USA, San Diego 21/	1	170.5	66.3		Feb-22		27	29		Aug-19
USA, San Francisco 8/	1	169.1	65.0		Feb-22		27	28		Oct-21
USA, Seattle 18/	1	150.8	46.8		Feb-22		22	23		Aug-18
USA, Washington D.C.	1	158.4	54.1		Feb-22		27	29		Apr-11
Uruguay	40.93	148.3	48.9	Y	Jul-22	FMR	27	29		May-22
Uzbekistan /W40	10894.88	130.1	30.6		Mar-22		17	18		Jun-21
Vanuatu	115.84	144.3	49.7		Jul-21		15	16		Aug-12
Venezuela /W40 10/	5.612	83.0	62.4		Mar-18		27	29		Aug-12
Vietnam /W40	23345	133.7	34.4		Mar-22		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.474	162.3	69.7		Nov-21		21	22		Sep-13
Yemen, Republic of 28/	541.26	131.1	31.1	Y	Jul-22	L	20	21	Y	Jul-22
Zambia	16.4	134.7	34.9	Y	Jul-22	FMR	23	24		Feb-20
Zimbabwe /W40 25/	375.522	129.1	33.0		Mar-22		16	17		Dec-18

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 July 2022 (Four Months Review)

Country or area	Exchange rate	Post Adjustment (New York, August 1999 = 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
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 Jerusalem.
- 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/ Türkiye, Ankara PAI x 1.051.
- 16/ Bahamas PAI x 1.082.
- 17/ Jamaica PAI x 1.013.
- 18/ Washington D.C. x 0.9522.
- 19/ Same post adjustment classification/rental threshold as for Istanbul Türkiye.
- 20/ Washington D.C. x 0.9574.
- 21/ New York x 0.9567.
- 22/ Jerusalem x 1.0565
- 23/ Average PAM of Belarus and Russian Federation until results of a new P/P survey are implemented.
- 24/ Average PAM of Croatia and Hungary until results of a new P/P survey are implemented.
- 25/ Average PAM of Botswana, Mozambique and South Africa until results of a new P/P survey are implemented.
- 26/ Australia PAI x 1.0127 until results of a new P/P survey are implemented.
- 27/ Average PAM of Algeria, Egypt and Tunisia until results of a new P/P survey are implemented.
- 28/ Oman PAI x 0.9528.

**XII. 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	Jérusalem	Jerusalem
Côte d'Ivoire	Côte d'Ivoire	Jordanie	Jordan
Croatie*	Croatia*	Kazakhstan	Kazakhstan
Cuba	Cuba	Kenya	Kenya
Danemark*	Denmark*	Kirghizistan	Kyrgyzstan
Djibouti	Djibouti	Kiribati	Kiribati
Dominique	Dominica	Koweït	Kuwait
Égypte	Egypt		

L'Eswatini	Eswatini	République démocratique populaire lao	Lao People's Democratic Republic (the)
Les Îles Cook	Cook Islands	République dominicaine	Dominican Republic (the)
Lesotho	Lesotho	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
Lettonie	Latvia	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
Macédoine du Nord, la République de	North Macedonia, the Republic of	Sainte-Hélène	Saint Helena
Madagascar	Madagascar	Sainte-Lucie	Saint Lucia
Malaisie	Malaysia	Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Malawi	Malawi	Saint-Vincent-et-les- Grenadines	Saint Vincent and the Grenadines
Maldives	Maldives	Samoa	Samoa
Mali	Mali	Sao Tomé-et-Principe	Sao Tome and Principe
Malte*	Malta*	Sénégal	Senegal
Maroc	Morocco	Serbie	Serbia
Maurice	Mauritius	Seychelles	Seychelles
Mauritanie	Mauritania	Sierra Leone	Sierra Leone
Mexique	Mexico	Singapour	Singapore
Micronésie (États fédérés de)	Micronesia (Federated States of)	Slovénie*	Slovenia*
Monaco*	Monaco*	Somalie	Somalia
Mongolie	Mongolia	Soudan	Sudan (the)
Monténégro	Montenegro	Soudan du Sud	South Sudan
Mozambique	Mozambique	Sri Lanka	Sri Lanka
Myanmar	Myanmar	Suède*	Sweden*
Namibie	Namibia	Suisse*	Switzerland*
Népal	Nepal	Suriname	Suriname
Nicaragua	Nicaragua	Tajikistan	Tajikistan
Niger	Niger (the)	Tchad	Chad
Nigéria	Nigeria	Thaïlande	Thailand
Norvège*	Norway*	Timor-Leste	Timor-Leste
Nouvelle-Calédonie	New Caledonia	Togo	Togo
Nouvelle-Zélande	New Zealand	Tonga	Tonga
Oman	Oman	Trinité-et-Tobago	Trinidad and Tobago
Ouganda	Uganda	Tunisie	Tunisia
Ouzbékistan	Uzbekistan	Turkménistan	Turkmenistan
Pakistan	Pakistan	Turquie	Türkiye
Palaos	Palau	Tuvalu	Tuvalu
Panama	Panama	Ukraine	Ukraine
Papouasie-Nouvelle-Guinée	Papua New Guinea	Uruguay	Uruguay
Paraguay	Paraguay	Vanuatu	Vanuatu
Pays-Bas*	Netherlands (the)*	Venezuela	Venezuela (Bolivarian Republic of)
Pérou	Peru	Viet Nam	Viet Nam
Philippines	Philippines (the)	Yémen	Yemen
Pologne*	Poland*	Zambie	Zambia
Porto Rico	Puerto Rico	Zimbabwe	Zimbabwe
Portugal*	Portugal*		
Qatar	Qatar		
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