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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/572

Approved by:
Larbi Djacta, Chairman

Date:
15 August 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 August 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 août 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.
 - Multi* - 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 August 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. Five per cent rule

2. Due to increasing inflation, the five per cent rule became applicable for The Netherlands. The revised post adjustment multiplier is included in the attached Consolidated Post Adjustment Circular.

VI. Cost-of-living surveys

3. In accordance with the Commission's decision at its ninety-fourth session, the results of the cost-of-living surveys for the headquarters duty stations in Table 1 below are implemented effective 1 August 2022 and included in attached Consolidated Post Adjustment Circular.

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

Duty station	Type of survey	Date of survey
Austria, Vienna	Place-to-place	October 2021
Canada, Montreal	Place-to-place	November 2021
France, Paris	Place-to-place	October 2021
Italy, Rome	Place-to-place	November 2021
Spain, Madrid	Place-to-place	November 2021
Switzerland, Geneva	Place-to-place	November 2021
United Kingdom, London	Place-to-place	November 2021
USA, Washington D.C.	Place-to-place	November 2021

4. Revised post adjustment multipliers, for the following linked cities based on new intercity cost-of-living differential coefficients with the relevant reference headquarters locations, have been established, effective 1 August 2022, as included in attached Consolidated Post Adjustment Circular.

Table 2: List of linked cities

Duty station	Reference duty station
Canada, Ottawa	Canada, Montreal
Canada, Toronto	Canada, Montreal
France, Lyon and Elsewhere	France, Paris
Gibraltar	United Kingdom, London
Italy, Brindisi	Italy, Rome
Monaco	France, Paris
USA, El Paso	USA, Washington D.C.
USA, Miami	USA, Washington D.C.
USA, San Diego	USA, New York
USA, San Francisco	USA, New York
USA, Seattle	USA, Washington D.C.

5. As a result of the revised post adjustment multiplier and applicable rental subsidy thresholds for USA Washington D.C., and U.K. London, following the implementation of the cost-of-living survey results, the post adjustment classification for **Aruba** and rental subsidy thresholds for **Saint Helena** have been revised respectively effective 1 August 2022, as given in attached Consolidated Post Adjustment Circular.

VII. Duty Stations with Personal Transitional Allowance (PTA)

6. 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 3 is a summary of all PTAs in effect as of 1 August 2022.

7. 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 3, 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 3 also provides the applicable start date of the PTA to all staff.

Table 3: Summary of personal transitional allowances (PTAs), as of 1 August 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

VIII. 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 **Argentina, Lebanon, Sudan, Suriname** and **Türkiye**. 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 **Argentina, Sudan, Suriname** and **Türkiye** due to the offsetting impact of the significant devaluation of their currencies relative to the U.S dollar.

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2022

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	90.13	139.3	41.7		Mar-22		9	10		Jul-06
Albania	112.18	120.6	23.9		Jul-21		16	17		Feb-09
Algeria /W40	142.402	139.9	40.0		Mar-22		20	21		Apr-21
Angola /W40	424.298	167.5	85.1		Jul-22		18	19		Mar-20
Anguilla /W40 14/	2.7	149.4	51.0		Jul-22		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	149.4	51.0		Jul-22		23	24		Oct-17
Argentina	134.21	139.0	41.7		Nov-21		25	26		Jan-22
Armenia	402	138.5	37.6		Jul-22		20	21		Nov-19
Aruba 12/	1.79	163.8	63.8	Y	Aug-22	A	29	31	Y	Aug-22
Australia	1.403	139.9	36.8	Y	Aug-22	ER	24	25		Oct-19
Austria	0.965	140.8	40.8	Y	Aug-22	PP	19	20	Y	Aug-22
Azerbaijan	1.691	143.2	42.9		Jul-22		14	15		Feb-22
Bahamas	1	172.5	72.4		Mar-22		32	34		Apr-13
Bahrain	0.377	154.3	54.2		Jul-22		23	24		Jul-21
Bangladesh /W40	94.936	142.4	46.0		Mar-22		17	18		Sep-21
Barbados /W40	2	160.1	59.3		Jul-22		20	21		Jul-22
Belarus	2.584	145.1	44.7		Nov-21		20	21		Sep-21
Belgium	0.965	139.5	30.3	Y	Aug-22	ER	17	18		Feb-15
Belize	2	145.5	45.6		Mar-22		14	15		Jan-22
Benin /W40	633.224	138.1	42.8		Mar-21		18	19		Jul-22
Bermuda 16/	1	186.6	86.5		Mar-22		35	37		Dec-17
Bhutan	79.63	133.4	34.1		Mar-22		13	14		Aug-20
Bolivia	6.835	129.2	29.8		Mar-22		17	18		Mar-22
Bonaire /W40 14/	1	149.4	51.0		Jul-22		23	24		Oct-17
Bosnia and Herzegovina /W40	1.888	123.5	25.7		Jul-21		13	14		Jun-19
Botswana	12.346	125.8	28.7		Jul-21		19	20		Jun-19
Brazil	5.073	129.2	29.8		Jul-21		19	20		Feb-21
British Virgin Islands /W40	1	151.2	51.1		Jul-22		22	23		Jun-19
Bulgaria	1.888	120.5	13.6	Y	Aug-22	ER	16	17		Feb-15
Burkina Faso /W40	633.224	136.2	36.5		Jul-21		14	15		Feb-21
Burundi /W40	2023.531	146.9	46.8		Jul-22		14	15		Jul-22
Cambodia	4092	137.9	38.5		Mar-22		23	24		Mar-21
Cameroon /W40	633.224	132.9	36.8		Nov-21		15	16		Jul-15
Canada, Montreal	1.274	155.8	55.8	Y	Aug-22	PP	18	19	Y	Aug-22
Canada, Ottawa	1.274	166.5	66.5	Y	Aug-22	L	20	21	Y	Aug-22
Canada, Toronto	1.274	174.2	74.2	Y	Aug-22	L	20	21		May-17
Cape Verde	106.444	125.2	28.6		Jul-21		16	17		Jul-11
Cayman Islands 17/	0.82	154.9	54.7		Jul-22		24	25		Dec-17
Central African Rep. /W40	633.224	150.3	64.6		Jul-21		17	18		Nov-17

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Chad /W40	633.224	152.1	57.3		Jul-21		16	17		Dec-19
Chile	880	134.1	38.6		Mar-21		19	20		Aug-19
China, Beijing	6.736	170.9	76.6		Mar-22		25	27		Feb-22
China, Hong Kong (SAR)	7.844	213.7	112.5	Y	Aug-22	ER	19	20		Jun-12
China, Macao (SAR)	8.079	152.5	55.5		Jul-20		21	22		Jul-18
Colombia	4232	126.3	29.3		Mar-22		20	21		Oct-20
Comoros	474.918	136.8	39.5		Apr-22		14	15		Apr-19
Congo /W40	633.224	147.3	54.6		Apr-22		7	7		Sep-19
Congo, Dem. Rep. /W40	1991.777	157.9	58.7		Mar-22		25	27		Sep-19
Cook Islands 4/	1.549	150.9	53.0		Jul-22		22	23		Oct-19
Costa Rica	667.62	133.1	33.7		Mar-22		22	23		Oct-19
Cote d Ivoire	633.224	152.0	56.1		Jan-22		21	22		Jan-22
Croatia, Republic of	7.252	140.3	33.3	Y	Aug-22	ER	8	9		Aug-19
Cuba	24	157.0	57.8		Mar-22		25	27		Mar-21
Cyprus	0.965	123.9	15.4	Y	Aug-22	ER	18	19		Jun-19
Czech Republic	23.5	147.7	39.5	Y	Aug-22	ER	21	22		Sep-06
Denmark	7.181	162.1	52.3	Y	Aug-22	ER	25	27		Jun-19
Djibouti /W40	177	147.2	50.4		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	149.4	51.0		Jul-22		23	24		Oct-17
Dominican Republic	53.785	137.5	37.1		Jul-22		23	24		Jan-22
Ecuador	1	135.4	35.8		Mar-22		22	23		Feb-21
Egypt /W40	19.09	134.0	36.0		Mar-22		21	22		May-21
El Salvador	1	133.0	32.9		Jul-22		23	24		Dec-21
Equatorial Guinea /W40	633.224	142.1	46.2		Oct-21		18	19		Oct-21
Eritrea	15	151.9	53.6		Mar-22		11	12		Dec-17
Estonia	0.965	136.1	34.3		Jul-21		18	19		Feb-01
Eswatini	16.142	119.9	22.6		Mar-22		11	12		Sep-03
Ethiopia /W40	52.216	154.9	54.9		Mar-22		25	27		Feb-22
Fiji /W40	2.18	137.0	39.6		Mar-22		20	21		Sep-11
Finland	0.965	136.2	29.8	Y	Aug-22	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.965	144.6	44.6	Y	Aug-22	L	19	20	Y	Aug-22
France, Paris	0.965	148.0	48.0	Y	Aug-22	PP	25	27	Y	Aug-22
French Guiana	0.965	132.5	27.8	Y	Aug-22	ER	0	0		Jan-00
Gabon /W40	633.224	146.4	54.4		Mar-22		18	19		Jun-19
Gambia	53.86	140.8	40.6		Mar-22		17	18		Oct-21
Georgia, Republic of	2.714	125.0	24.0		Jul-22		18	19		Jul-22
Germany, Berlin	0.965	136.9	28.8	Y	Aug-22	L	24	25		May-19
Germany, Bonn	0.965	131.4	23.6	Y	Aug-22	ER	20	21		May-19
Germany, Dresden	0.965	131.4	23.6	Y	Aug-22	A	19	20		May-19

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Frankfurt	0.965	136.6	28.5	Y	Aug-22	L	21	22		Aug-20
Germany, Hamburg	0.965	138.5	30.3	Y	Aug-22	L	21	22		May-19
Germany, Munich	0.965	142.4	34.0	Y	Aug-22	L	20	21		May-19
Ghana	8.842	134.8	48.1		Jul-21		25	26		Oct-21
Gibraltar 1/	0.817	165.2	65.2	Y	Aug-22	A	29	31	Y	Aug-22
Greece	0.965	126.2	17.5	Y	Aug-22	ER	17	18		May-19
Grenada /W40 14/	2.7	149.4	51.0		Jul-22		23	24		Oct-17
Guatemala /W40	7.721	137.2	37.1		Jul-22		16	17		Jan-09
Guinea /W40	8584.33	152.2	53.2		Jul-22		19	20		Dec-21
Guinea Bissau	633.224	131.6	34.9		Nov-21		13	14		Nov-15
Guyana /W40	208.4	151.1	51.1		Mar-22		17	18		Aug-21
Haiti	121.794	151.5	71.4		Nov-20		24	25		Aug-19
Honduras	24.332	139.6	39.6		Jul-22		24	25		Apr-21
Hungary	380.05	125.9	19.9	Y	Aug-22	ER	19	20		May-19
Iceland	134.93	133.7	28.9	Y	Aug-22	ER	0	0		Jan-00
India /W40	79.63	134.0	35.7		Sep-21		22	23		Dec-19
Indonesia	14761	135.4	36.5		Mar-22		23	24		Dec-21
Iran	264730	140.8	45.2		Jul-21		30	32		Jun-20
Iraq	1450	128.8	32.5		Nov-19		14	15		May-02
Ireland	0.965	148.4	40.7	Y	Aug-22	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.24	176.6	79.3		Nov-21		25	27		Nov-19
Italy, Brindisi	0.965	119.6	19.6	Y	Aug-22	L	10	11		Nov-99
Italy, Rome	0.965	125.3	25.3	Y	Aug-22	PP	21	22	Y	Aug-22
Jamaica /W40	151.022	152.9	52.7		Jul-22		25	27		Apr-21
Japan, Hiroshima	132.1	143.9	38.0	Y	Aug-22	L	13	14		Sep-19
Japan, Tokyo	132.1	165.0	58.3	Y	Aug-22	ER	22	23		Sep-19
Jerusalem /W40	3.24	167.1	69.7		Nov-21		25	27		Nov-19
Jordan /W40	0.708	147.3	46.0		Jul-22		20	21		Aug-17
Kazakhstan	475.69	124.7	27.8		Nov-21		18	19		Sep-17
Kenya /W40	119.23	136.5	42.1		Jul-21		25	26		May-22
Kiribati	1.403	142.6	51.3		Mar-21		11	12		Jan-20
Korea, Dem. Peo. Of	110	154.4	55.6		Mar-22		10	11		Sep-15
Korea, Republic of /W40	1303.02	151.8	63.9		Jul-21		17	18		Nov-19
Kuwait /W40	0.306	146.6	46.3		Mar-22		21	22		Sep-21
Kyrgyzstan	82.5	134.2	34.2		Jul-22		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	15231	130.7	33.5		Jul-21		13	14		Oct-03
Latvia 23/	0.965	155.8	55.6		Jul-22		18	19		Nov-19
Lebanon /W40	1507.5	209.3	109.3	Y	Aug-22	OMR	22	23		Sep-11
Lesotho /W40	16.142	132.1	34.7		Mar-22		14	15		Jan-11

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Effective 1 August 2022

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		
Liberia	152.614	152.6	54.1		Nov-21		19	20		Jun-10
Libya /W40 27/	4.873	136.2	37.4		Mar-22		19	20		Jun-21
Lithuania	0.965	133.7	33.2		Mar-22		17	18		Dec-03
Luxembourg	0.965	146.0	38.1	Y	Aug-22	ER	17	18		Dec-17
Madagascar /W40	4101.32	135.2	36.7		Jul-21		23	24		Jul-21
Malawi	1036.249	136.2	43.0		Mar-22		19	20		May-21
Malaysia /W40	4.445	140.9	46.1		Jul-21		19	20		Dec-19
Maldives	15	144.0	50.5		Mar-22		23	24		Jun-20
Mali /W40	633.224	146.2	48.3		Jul-21		13	14		Sep-20
Malta	0.965	130.1	23.4	Y	Aug-22	ER	14	15		Oct-06
Marshall Islands 2/	1	153.4	54.4		Jul-22		21	22		Jul-19
Mauritania /W40	37.01	138.4	38.6		Apr-22		13	14		Apr-22
Mauritius	44.473	132.4	34.9		Mar-20		18	19		Sep-21
Mexico /W40	19.92	143.5	43.1		Jul-22		21	22		Jul-19
Micronesia, Fed States of 2/	1	153.4	54.4		Jul-22		23	24		Feb-07
Moldova	19.169	137.9	37.6		Mar-22		21	22		Oct-21
Monaco 3/	0.965	148.0	48.0	Y	Aug-22	A	25	27	Y	Aug-22
Mongolia	3173.82	138.3	42.7		Mar-22		21	22		Aug-19
Montenegro	0.965	127.2	29.6		Jul-21		20	21		May-21
Morocco /W40	10.236	130.2	34.7		Jul-21		21	22		May-21
Mozambique /W40	63.25	138.0	38.4		Mar-22		26	28		Sep-21
Myanmar /W40	2100	135.0	38.7		Mar-21		25	27		Dec-17
Namibia	16.142	128.1	31.5		Mar-22		14	15		Jul-22
Nepal /W40	127.293	129.1	30.2		Mar-22		12	13		Jan-14
Netherlands	0.965	143.0	43.0	Y	Aug-22	FPR	24	25		Oct-19
New Caledonia	115.196	136.8	46.2		Jul-21		16	17		Sep-05
New Zealand 26/	1.549	141.7	45.1		Mar-22		24	25		Dec-20
Nicaragua	35.744	126.3	34.1		Jul-21		20	21		Oct-21
Niger /W40	633.224	127.4	35.1		Dec-21		10	11		Mar-09
Nigeria /W40	424.83	151.6	50.7		Mar-22		24	25		Sep-21
The Republic of North Macedonia /W40	59.213	131.5	30.5		Apr-22		20	21		Apr-22
Norway	9.472	146.4	40.3	Y	Aug-22	ER	20	21		Jul-19
Oman	0.384	137.9	37.6		Jul-22		21	22		Jul-22
Pakistan /W40	217	130.3	34.9		Mar-22		17	18		Jul-22
Palau, Republic of 4/	1	150.9	53.0		Jul-22		0	0		Jan-00
Panama /W40	1	143.0	41.9		Jul-22		24	25		Aug-18
Papua New Guinea /W40	3.521	171.4	71.5		Mar-22		30	32		Feb-18
Paraguay /W40	6870	130.5	30.8		Jul-22		17	18		Aug-20
Peru /W40	3.897	133.5	34.7		Mar-22		21	22		Aug-17

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2022

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		
Philippines /W40	55.28	142.4	48.2		Jul-21		22	23		Oct-18
Poland	4.516	118.4	11.4	Y	Aug-22	ER	20	21		May-19
Portugal, Guimaraes	0.965	106.9	0.2	Y	Aug-22	L	0	0		Jan-00
Portugal, Lisbon	0.965	130.2	22.0	Y	Aug-22	ER	20	21		Jan-05
Puerto Rico 13/	1	137.5	37.1		Jul-22		0	0		Jan-00
Qatar	3.679	158.3	59.6		Mar-22		28	30		Oct-19
Romania	4.729	117.3	12.0	Y	Aug-22	ER	22	23		May-19
Russian Federation /W40	60.874	166.5	66.4		Jul-22		18	19		Oct-19
Rwanda	1023.48	136.0	36.2		Jul-22		18	19		Jun-21
Saint Helena 5/	0.817	143.9	46.7		Mar-21		13	14	Y	Aug-22
St. Lucia	2.7	150.0	50.7		Mar-22		18	19		Mar-21
Samoa	2.663	145.3	47.4		Mar-22		17	18		Feb-21
Sao Tome and Principe /W40	24.023	140.1	42.5		Mar-22		15	16		Jun-19
Saudi Arabia /W40	3.756	149.1	50.4		Nov-21		21	22		Nov-17
Senegal /W40	633.224	135.2	39.6		Sep-21		18	19		Sep-21
Serbia	113.151	128.6	33.0		Jul-21		17	18		Apr-22
Seychelles	12.779	165.2	62.7		Jul-22		20	21		Jan-19
Sierra Leone /W40	13.89	150.4	52.4		May-22		19	20		May-18
Singapore	1.367	178.9	77.3		Mar-22		23	24		Jul-19
Slovak Republic	0.965	127.5	19.8	Y	Aug-22	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.965	133.1	26.6	Y	Aug-22	ER	14	15		Jan-20
Solomon Islands /W40	8.097	159.9	59.1		Jul-22		18	19		Dec-07
Somalia 6/	24300	145.7	48.5		Mar-22		19	20		Feb-22
South Africa /W40	16.142	127.6	31.8		Jun-21		22	23		Jun-21
South Sudan, Republic of /W40	640.083	155.8	58.7		Mar-21		14	15		Sep-17
Spain	0.965	129.2	29.2	Y	Aug-22	PP	22	23	Y	Aug-22
Sri Lanka /W40	357.6	127.7	32.6		Nov-21		22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	149.4	51.0		Jul-22		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	149.4	51.0		Jul-22		23	24		Oct-17

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2022

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	568	155.4	72.4		Feb-21		22	23		Nov-19
Suriname	24.025	130.7	38.1		Jul-20		16	17		Oct-12
Sweden	10.006	142.2	36.2	Y	Aug-22	ER	26	28		Aug-19
Switzerland	0.938	177.6	77.6	Y	Aug-22	PP	22	23	Y	Aug-22
Syrian Arab Republic 10/	2800	102.9	27.6		Jul-19		20	21		Jun-12
Tajikistan	10.269	136.2	35.9		Jul-22		13	14		Feb-22
Tanzania, United Rep. of /W40	2321.84	141.9	43.9		Jul-21		22	23		Oct-21
Thailand /W40	35.09	141.4	45.9		Mar-21		22	23		Jul-19
Timor-Leste /W40	1	143.7	48.7		Mar-22		15	16		Jul-11
Togo	633.224	142.0	49.0		Jul-21		17	18		Jun-19
Tonga	2.277	136.3	37.2		Nov-21		9	10		Jan-09
Trinidad and Tobago	6.747	138.7	42.7		Jul-22		20	21		Aug-21
Tunisia	3.094	134.7	36.1		Nov-21		16	17		Nov-19
Türkiye, Ankara /W40	17.955	114.2	17.6		Oct-21		16	17		Oct-21
Türkiye, Gebze /W40 19/	17.955	120.0	23.7		Oct-21		17	18		Oct-21
Türkiye, Istanbul /W40 15/	17.955	120.0	23.7		Oct-21		17	18		Oct-21
Turkmenistan	3.5	196.4	95.7		Jul-22		8	9		Oct-21
Tuvalu 11/	1.403	146.1	49.4		Jul-22		0	0		Jan-00
Uganda /W40	3808.61	134.2	35.1		Mar-22		24	25		May-14
Ukraine	37	127.2	37.7		Nov-21		16	17		Aug-19
United Arab Emirates	3.673	169.7	69.3		Jul-22		32	34		Aug-11
United Kingdom	0.817	165.2	65.2	Y	Aug-22	PP	29	31	Y	Aug-22
USA, El Paso 20/	1	156.9	56.9	Y	Aug-22	L	13	14	Y	Aug-22
USA, Miami 7/	1	158.3	58.3	Y	Aug-22	L	25	27	Y	Aug-22
USA, New York	1	178.9	73.8		Feb-22		28	30		Apr-11
USA, San Diego 21/	1	175.1	75.1	Y	Aug-22	L	29	31	Y	Aug-22
USA, San Francisco 8/	1	183.1	83.1	Y	Aug-22	L	29	31	Y	Aug-22
USA, Seattle 18/	1	160.0	60.0	Y	Aug-22	L	25	27	Y	Aug-22
USA, Washington D.C.	1	163.9	63.9	Y	Aug-22	PP	27	29		Apr-11
Uruguay	39.953	149.1	48.9		Jul-22		27	29		May-22
Uzbekistan /W40	10865	130.2	30.6		Mar-22		17	18		Jun-21
Vanuatu	114.05	145.4	49.7		Jul-21		15	16		Aug-12
Venezuela /W40 10/	5.851	83.1	62.4		Mar-18		27	29		Aug-12
Vietnam /W40	23376	133.7	34.4		Mar-22		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.24	167.1	69.7		Nov-21		21	22		Sep-13
Yemen, Republic of 28/	541.26	131.4	31.1		Jul-22		20	21		Jul-22
Zambia	16.055	135.6	34.9		Jul-22		23	24		Feb-20
Zimbabwe /W40 25/	459.037	130.5	33.0		Mar-22		16	17		Dec-18

IX. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2022

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 0.8711 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 0.9656.
- 8/ New York PAI x 1.0234.
- 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 0.9763.
- 19/ Same post adjustment classification/rental threshold as for Istanbul Türkiye.
- 20/ Washington D.C. x 0.9574.
- 21/ New York x 0.9790.
- 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.

**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	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