



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/573

Approved by:
Larbi Djacta, Chairman

Date:
15 September 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 September 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 septembre 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 September 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 Portugal. The revised post adjustment multipliers for Guimaraes and Lisbon are included in the attached Consolidated Post Adjustment Circular.

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 September 2022

Duty station	Type of survey	Date of survey
Angola	Place-to-place	February 2022
Bahamas	Place-to-place	April 2022
Bahrain	Housing	April 2022
Bhutan	Housing	March 2022
Central African Republic	Place-to-place	March 2022
Chile	Place-to-place	April 2022
Djibouti	Place-to-place	March 2022
Egypt	Housing	March 2022
Guinea Bissau	Place-to-place	April 2022
Jamaica	Housing	March 2022
Jordan	Place-to-place	March 2022
Korea, Republic of	Housing	April 2022
Lao Peo. Dem. Rep.	Place-to-place	March 2022
Morocco	Housing	March 2022
Panama	Housing	March 2022
Singapore	Place-to-place	March 2022
South Africa	Housing	April 2022
Sri Lanka	Housing	April 2022
Thailand	Place-to-place	April 2022

VII. Gap Closure Measure

4. The Commission, at the request of the General Assembly, established the gap closure measure, to be applied in situations where the implementation of a place-to-place survey results in a significantly lower post adjustment index (PAI) than the existing pay index. Details of these procedures are contained in the Commission's report of the work of its thirty-fifth session ICSC/35/R.17, para. 61 (d) and in the post adjustment circulars ICSC/CIRC/PAC/208 and ICSC/CIRC/PAC/281 of 6 April 1992 and 4 May 1998, respectively.

5. The Commission, at its eighty-fifth session, established a revised gap closure measure to be implemented in the 2016 round of surveys. Details of these procedures are contained in ICSC/CIRC/GEN/04/2017-rev 1 of 31 July 2017.

6. In accordance with the above-mentioned gap closure measure:

- a. The updated PAI derived from the survey (updated to the month of implementation), is augmented by **3 per cent** to derive a revised Post Adjustment multiplier (PAM) for the duty station.
- b. The revised PAM is applicable to all Professional staff members in the duty station. Existing staff members, already at the duty station before the implementation date of the survey results, receive the revised PAM, plus a PTA.
- c. The personal transitional allowance (PTA) is the difference between the revised and prevailing PAMs.
- d. The PTA is paid in full for the first **6 months** after the implementation date; and adjusted downward by **3 per cent every 4 months**, until it is phased out.
- e. During an adjustment month, the new PTA is calculated by taking the difference between the prevailing pay index and the pay index applicable to existing staff (that is, the prevailing pay index plus the existing PTA), reduced by **3 per cent**.

7. The Gap Closure Measure was applied to cost-of-living survey results for the group II duty stations listed in Table 2, along with their corresponding PTAs. In accordance with the special measures outlined in ICSC/CIRC/GEN/05/2020, the PTA is applicable to both newly assigned and existing staff (staff already in the duty station before 1 September 2022), and will not be revised until the special measures are discontinued or the cost-of-living evolution naturally closes the PTA gap, whichever happens first.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 September 2022

Duty station	Existing PAM	Existing pay index (2) + 100	Updated Survey PAI	Updated Survey PAI plus 3% (4) x 1.03	Revised PAM	PTA (2) - (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Central African Rep.	64.6	164.6	150.9	155.5	55.5	9.1
Chile	38.6	138.6	123.2	126.8	26.8	11.8
Jordan	46.0	146.0	137.7	141.8	41.8	4.2
Singapore	77.3	177.3	162.3	167.2	67.2	10.1
Thailand	45.9	145.9	136.5	140.6	40.6	5.3

VIII. Duty Stations with Personal Transitional Allowance (PTA)

8. 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 September 2022.

9. 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 September 2022

Duty Station	Existing PTA	PTA starting date	All staff eligible from
Central African Rep.	9.1	1 September 2022	1 September 2022
Chile	11.8	1 September 2022	1 September 2022
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
Jordan	4.2	1 September 2022	1 September 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 April 2022
Qatar	10.8	1 October 2019	1 April 2022
Singapore	10.1	1 September 2022	1 September 2022
Thailand	5.3	1 September 2022	1 September 2022
Zimbabwe	21.8	1 February 2020	1 April 2022

IX. One Month Rule

10. 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.

X. W40 Measure

11. The waiver of the 40 per cent of rent limit on rental subsidies **is now applicable** for **Chile**, effective 1 September 2022.

12. The waiver of the 40 per cent of rent limit on rental subsidies **is no longer applicable** for **Morocco**, effective 1 September 2022.

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 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	88.13	139.0	41.7		Mar-22		9	10		Jul-06
Albania	116.54	119.1	23.9		Jul-21		16	17		Feb-09
Algeria /W40	140.35	140.6	40.0		Mar-22		20	21		Apr-21
Angola /W40	423.86	181.4	85.1		Jul-22		17	18	Y	Sep-22
Anguilla /W40 14/	2.7	149.6	51.0		Jul-22		23	24		Oct-17
Antigua and Barbuda /W40 14/	2.7	149.6	51.0		Jul-22		23	24		Oct-17
Argentina	142.57	138.2	41.7		Nov-21		25	26		Jan-22
Armenia	401.2	138.7	37.6		Jul-22		20	21		Nov-19
Aruba 12/	1.79	164.2	63.8		Aug-22		29	31		Aug-22
Australia	1.472	136.5	31.2	Y	Sep-22	ER	24	25		Oct-19
Austria	0.997	138.2	36.8	Y	Sep-22	ER	19	20		Aug-22
Azerbaijan	1.691	143.4	42.9		Jul-22		14	15		Feb-22
Bahamas	1	175.1	75.1	Y	Sep-22	PP	30	32	Y	Sep-22
Bahrain	0.377	155.6	55.6	Y	Sep-22	H	22	23	Y	Sep-22
Bangladesh /W40	95.693	142.2	46.0		Mar-22		17	18		Sep-21
Barbados /W40	2	160.4	59.3		Jul-22		20	21		Jul-22
Belarus	2.573	145.3	44.7		Nov-21		20	21		Sep-21
Belgium	0.997	137.2	26.6	Y	Sep-22	ER	17	18		Feb-15
Belize	2	145.6	45.6		Mar-22		14	15		Jan-22
Benin /W40	653.799	136.3	42.8		Mar-21		18	19		Jul-22
Bermuda 16/	1	189.4	86.5		Mar-22		35	37		Dec-17
Bhutan	79.14	133.6	34.1		Mar-22		13	14		Aug-20
Bolivia	6.857	129.1	29.8		Mar-22		17	18		Mar-22
Bonaire /W40 14/	1	149.6	51.0		Jul-22		23	24		Oct-17
Bosnia and Herzegovina /W40	1.949	122.4	25.7		Jul-21		13	14		Jun-19
Botswana	12.953	123.6	28.7		Jul-21		19	20		Jun-19
Brazil	5.152	128.9	29.8		Jul-21		19	20		Feb-21
British Virgin Islands /W40	1	151.2	51.1		Jul-22		22	23		Jun-19
Bulgaria	1.949	119.6	11.2	Y	Sep-22	ER	16	17		Feb-15
Burkina Faso /W40	653.799	136.8	36.5		Jul-21		14	15		Feb-21
Burundi /W40	2028.788	147.0	46.8		Jul-22		14	15		Jul-22
Cambodia	4097	137.9	38.5		Mar-22		23	24		Mar-21
Cameroon /W40	653.799	131.4	36.8		Nov-21		15	16		Jul-15
Canada, Montreal	1.309	154.0	52.1	Y	Sep-22	ER	18	19		Aug-22
Canada, Ottawa	1.309	164.6	62.5	Y	Sep-22	L	20	21		Aug-22
Canada, Toronto	1.309	172.2	70.1	Y	Sep-22	L	20	21		May-17
Cape Verde	109.902	123.8	28.6		Jul-21		16	17		Jul-11
Cayman Islands 17/	0.82	155.9	54.7		Jul-22		24	25		Dec-17
Central African Rep. /W40	653.799	150.9	55.5	Y	Sep-22	GCM	17	18		Nov-17

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 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		
Chad /W40	653.799	150.9	57.3		Jul-21		16	17		Dec-19
Chile /W40	912	123.2	26.8	Y	Sep-22	GCM	19	20		Aug-19
China, Beijing	6.921	168.6	76.6		Mar-22		25	27		Feb-22
China, Hong Kong (SAR)	7.849	213.5	112.4	Y	Sep-22	ER	19	20		Jun-12
China, Macao (SAR)	8.085	152.5	55.5		Jul-20		21	22		Jul-18
Colombia	4413	124.7	29.3		Mar-22		20	21		Oct-20
Comoros	490.35	135.8	39.5		Apr-22		14	15		Apr-19
Congo /W40	653.799	146.1	54.6		Apr-22		7	7		Sep-19
Congo, Dem. Rep. /W40	1996.346	157.9	58.7		Mar-22		25	27		Sep-19
Cook Islands 4/	1.655	150.7	53.0		Jul-22		22	23		Oct-19
Costa Rica	634.17	134.6	33.7		Mar-22		22	23		Oct-19
Cote d Ivoire	653.799	149.7	56.1		Jan-22		21	22		Jan-22
Croatia, Republic of	7.496	139.4	30.3	Y	Sep-22	ER	8	9		Aug-19
Cuba	24	156.9	57.8		Mar-22		25	27		Mar-21
Cyprus	0.997	121.8	12.2	Y	Sep-22	ER	18	19		Jun-19
Czech Republic	24.47	144.9	34.7	Y	Sep-22	ER	21	22		Sep-06
Denmark	7.412	159.0	48.1	Y	Sep-22	ER	25	27		Jun-19
Djibouti /W40	177	149.0	50.4		Jul-21		16	17		Jan-15
Dominica /W40 14/	2.7	149.6	51.0		Jul-22		23	24		Oct-17
Dominican Republic	53.217	138.1	37.1		Jul-22		23	24		Jan-22
Ecuador	1	135.3	35.8		Mar-22		22	23		Feb-21
Egypt /W40	19.306	133.4	36.0		Mar-22		20	21	Y	Sep-22
El Salvador	1	132.9	32.9		Jul-22		23	24		Dec-21
Equatorial Guinea /W40	653.799	140.8	46.2		Oct-21		18	19		Oct-21
Eritrea	15	151.8	53.6		Mar-22		11	12		Dec-17
Estonia	0.997	135.1	34.3		Jul-21		18	19		Feb-01
Eswatini	17.346	117.5	22.6		Mar-22		11	12		Sep-03
Ethiopia /W40	52.517	155.2	54.9		Mar-22		25	27		Feb-22
Fiji /W40	2.23	135.7	39.6		Mar-22		20	21		Sep-11
Finland	0.997	134.3	26.2	Y	Sep-22	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.997	142.6	40.4	Y	Sep-22	L	19	20		Aug-22
France, Paris	0.997	146.0	43.8	Y	Sep-22	ER	25	27		Aug-22
French Guiana	0.997	130.6	24.3	Y	Sep-22	ER	0	0		Jan-00
Gabon /W40	653.799	144.3	54.4		Mar-22		18	19		Jun-19
Gambia	54.49	140.5	40.6		Mar-22		17	18		Oct-21
Georgia, Republic of	2.854	124.1	24.0		Jul-22		18	19		Jul-22
Germany, Berlin	0.997	135.1	25.3	Y	Sep-22	L	24	25		May-19
Germany, Bonn	0.997	129.7	20.2	Y	Sep-22	ER	20	21		May-19
Germany, Dresden	0.997	129.7	20.2	Y	Sep-22	A	19	20		May-19

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 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		
Germany, Frankfurt	0.997	134.8	25.0	Y	Sep-22	L	21	22		Aug-20
Germany, Hamburg	0.997	136.7	26.7	Y	Sep-22	L	21	22		May-19
Germany, Munich	0.997	140.5	30.3	Y	Sep-22	L	20	21		May-19
Ghana	9.91	132.2	48.1		Jul-21		25	26		Oct-21
Gibraltar 1/	0.866	159.0	56.8	Y	Sep-22	A	29	31		Aug-22
Greece	0.997	124.4	14.2	Y	Sep-22	ER	17	18		May-19
Grenada /W40 14/	2.7	149.6	51.0		Jul-22		23	24		Oct-17
Guatemala /W40	7.777	136.9	37.1		Jul-22		16	17		Jan-09
Guinea /W40	8606.18	152.1	53.2		Jul-22		19	20		Dec-21
Guinea Bissau	653.799	148.1	48.1	Y	Sep-22	PP	13	14		Nov-15
Guyana /W40	208.1	151.2	51.1		Mar-22		17	18		Aug-21
Haiti	115.61	154.4	71.4		Nov-20		24	25		Aug-19
Honduras	24.436	139.4	39.6		Jul-22		24	25		Apr-21
Hungary	395.07	124.5	17.7	Y	Sep-22	ER	19	20		May-19
Iceland	139.55	131.4	25.2	Y	Sep-22	ER	0	0		Jan-00
India /W40	79.14	134.4	35.7		Sep-21		22	23		Dec-19
Indonesia	14850	135.2	36.5		Mar-22		23	24		Dec-21
Iran	267318	140.9	45.2		Jul-21		30	32		Jun-20
Iraq	1450	128.5	32.5		Nov-19		14	15		May-02
Ireland	0.997	146.0	36.7	Y	Sep-22	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.407	172.9	79.3		Nov-21		25	27		Nov-19
Italy, Brindisi	0.997	116.6	16.3	Y	Sep-22	L	10	11		Nov-99
Italy, Rome	0.997	122.2	21.8	Y	Sep-22	ER	21	22		Aug-22
Jamaica /W40	150.779	153.9	53.9	Y	Sep-22	H	25	27		Apr-21
Japan, Hiroshima	144.07	135.9	27.7	Y	Sep-22	L	13	14		Sep-19
Japan, Tokyo	144.07	155.8	46.5	Y	Sep-22	ER	22	23		Sep-19
Jerusalem /W40	3.407	163.6	69.7		Nov-21		25	27		Nov-19
Jordan /W40	0.708	137.7	41.8	Y	Sep-22	GCM	18	19	Y	Sep-22
Kazakhstan	472.28	124.9	27.8		Nov-21		18	19		Sep-17
Kenya /W40	120.24	136.4	42.1		Jul-21		25	26		May-22
Kiribati	1.472	140.3	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	1373.8	147.9	63.9		Jul-21		17	18		Nov-19
Kuwait /W40	0.308	146.5	46.3		Mar-22		21	22		Sep-21
Kyrgyzstan	82.5	134.1	34.2		Jul-22		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	15758	129.2	33.5		Jul-21		13	14		Oct-03
Latvia 23/	0.997	156.0	55.6		Jul-22		18	19		Nov-19
Lebanon /W40	1507.5	216.1	116.1	Y	Sep-22	OMR	22	23		Sep-11
Lesotho /W40	17.346	129.9	34.7		Mar-22		14	15		Jan-11

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 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	153.094	152.5	54.1		Nov-21		19	20		Jun-10
Libya /W40 27/	4.956	135.9	37.4		Mar-22		19	20		Jun-21
Lithuania	0.997	132.3	33.2		Mar-22		17	18		Dec-03
Luxembourg	0.997	143.3	34.2	Y	Sep-22	ER	17	18		Dec-17
Madagascar /W40	4110.88	135.3	36.7		Jul-21		23	24		Jul-21
Malawi	1036.249	136.2	43.0		Mar-22		19	20		May-21
Malaysia /W40	4.507	140.1	46.1		Jul-21		19	20		Dec-19
Maldives	15	144.0	50.5		Mar-22		23	24		Jun-20
Mali /W40	653.799	145.5	48.3		Jul-21		13	14		Sep-20
Malta	0.997	128.4	20.0	Y	Sep-22	ER	14	15		Oct-06
Marshall Islands 2/	1	153.1	54.4		Jul-22		21	22		Jul-19
Mauritania /W40	37.59	138.0	38.6		Apr-22		13	14		Apr-22
Mauritius	44.696	132.0	34.9		Mar-20		18	19		Sep-21
Mexico /W40	20.04	143.1	43.1		Jul-22		21	22		Jul-19
Micronesia, Fed States of 2/	1	153.1	54.4		Jul-22		23	24		Feb-07
Moldova	19.211	138.2	37.6		Mar-22		21	22		Oct-21
Monaco 3/	0.997	146.0	43.8	Y	Sep-22	A	25	27		Aug-22
Mongolia	3223.74	137.9	42.7		Mar-22		21	22		Aug-19
Montenegro	0.997	125.7	29.6		Jul-21		20	21		May-21
Morocco	10.751	127.1	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	17.346	126.1	31.5		Mar-22		14	15		Jul-22
Nepal /W40	126.628	129.4	30.2		Mar-22		12	13		Jan-14
Netherlands	0.997	139.8	39.0	Y	Sep-22	ER	24	25		Oct-19
New Caledonia	118.939	134.7	46.2		Jul-21		16	17		Sep-05
New Zealand 26/	1.655	138.2	45.1		Mar-22		24	25		Dec-20
Nicaragua	35.771	126.2	34.1		Jul-21		20	21		Oct-21
Niger /W40	653.799	125.9	35.1		Dec-21		10	11		Mar-09
Nigeria /W40	434.86	151.1	50.7		Mar-22		24	25		Sep-21
The Republic of North Macedonia /W40	61.112	130.4	30.5		Apr-22		20	21		Apr-22
Norway	10.02	141.3	33.5	Y	Sep-22	ER	20	21		Jul-19
Oman	0.385	137.8	37.6		Jul-22		21	22		Jul-22
Pakistan /W40	231.936	128.8	34.9		Mar-22		17	18		Jul-22
Palau, Republic of 4/	1	150.7	53.0		Jul-22		0	0		Jan-00
Panama /W40	1	141.7	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	6910	130.4	30.8		Jul-22		17	18		Aug-20
Peru /W40	3.871	133.6	34.7		Mar-22		21	22		Aug-17

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 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	56.775	141.1	48.2		Jul-21		22	23		Oct-18
Poland	4.696	116.6	8.5	Y	Sep-22	ER	20	21		May-19
Portugal, Guimaraes	0.997	105.3	5.3	Y	Sep-22	L	0	0		Jan-00
Portugal, Lisbon	0.997	128.2	28.2	Y	Sep-22	FPR	20	21		Jan-05
Puerto Rico 13/	1	138.1	37.1		Jul-22		0	0		Jan-00
Qatar	3.641	159.2	59.6		Mar-22		28	30		Oct-19
Romania	4.902	115.7	9.7	Y	Sep-22	ER	22	23		May-19
Russian Federation /W40	60.364	166.7	66.4		Jul-22		18	19		Oct-19
Rwanda	1026.549	135.9	36.2		Jul-22		18	19		Jun-21
Saint Helena 5/	0.866	138.5	46.7		Mar-21		13	14		Aug-22
St. Lucia	2.7	150.2	50.7		Mar-22		18	19		Mar-21
Samoa	2.711	144.1	47.4		Mar-22		17	18		Feb-21
Sao Tome and Principe /W40	24.786	139.2	42.5		Mar-22		15	16		Jun-19
Saudi Arabia /W40	3.758	149.2	50.4		Nov-21		21	22		Nov-17
Senegal /W40	653.799	134.3	39.6		Sep-21		18	19		Sep-21
Serbia	116.879	127.2	33.0		Jul-21		17	18		Apr-22
Seychelles	12.971	164.2	62.7		Jul-22		20	21		Jan-19
Sierra Leone /W40	14.21	150.2	52.4		May-22		19	20		May-18
Singapore	1.404	162.3	67.2	Y	Sep-22	GCM	23	24		Jul-19
Slovak Republic	0.997	125.6	16.5	Y	Sep-22	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.997	132.0	23.1	Y	Sep-22	ER	14	15		Jan-20
Solomon Islands /W40	8.019	161.2	59.1		Jul-22		18	19		Dec-07
Somalia 6/	24300	145.8	48.5		Mar-22		19	20		Feb-22
South Africa /W40	17.346	124.1	31.8		Jun-21		22	23		Jun-21
South Sudan, Republic of /W40	651.332	155.7	58.7		Mar-21		14	15		Sep-17
Spain	0.997	126.3	25.6	Y	Sep-22	ER	22	23		Aug-22
Sri Lanka /W40	358.79	131.9	32.6		Nov-21		22	23		Jul-21
St. Kitts and Nevis /W40 14/	2.7	149.6	51.0		Jul-22		23	24		Oct-17
St. Vincent and the Grenadines /W40 14/	2.7	149.6	51.0		Jul-22		23	24		Oct-17

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 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	574	154.5	72.4		Feb-21		22	23		Nov-19
Suriname	26.794	127.4	38.1		Jul-20		16	17		Oct-12
Sweden	10.602	137.9	29.5	Y	Sep-22	ER	26	28		Aug-19
Switzerland	0.96	173.8	73.9	Y	Sep-22	ER	22	23		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	2323	141.8	43.9		Jul-21		22	23		Oct-21
Thailand /W40	36.26	136.5	40.6	Y	Sep-22	GCM	22	23		Jul-19
Timor-Leste /W40	1	144.0	48.7		Mar-22		15	16		Jul-11
Togo	653.799	141.2	49.0		Jul-21		17	18		Jun-19
Tonga	2.3	135.9	37.2		Nov-21		9	10		Jan-09
Trinidad and Tobago	6.752	138.7	42.7		Jul-22		20	21		Aug-21
Tunisia	3.181	133.6	36.1		Nov-21		16	17		Nov-19
Türkiye, Ankara /W40	18.247	114.7	17.6		Oct-21		16	17		Oct-21
Türkiye, Gebze /W40 19/	18.247	120.5	23.7		Oct-21		17	18		Oct-21
Türkiye, Istanbul /W40 15/	18.247	120.5	23.7		Oct-21		17	18		Oct-21
Turkmenistan	3.5	197.0	95.7		Jul-22		8	9		Oct-21
Tuvalu 11/	1.472	145.1	49.4		Jul-22		0	0		Jan-00
Uganda /W40	3805.98	134.2	35.1		Mar-22		24	25		May-14
Ukraine	37	127.5	37.7		Nov-21		16	17		Aug-19
United Arab Emirates	3.673	169.9	69.3		Jul-22		32	34		Aug-11
United Kingdom	0.866	159.0	56.8	Y	Sep-22	ER	29	31		Aug-22
USA, El Paso 20/	1	157.2	56.9		Aug-22		13	14		Aug-22
USA, Miami 7/	1	158.6	58.3		Aug-22		25	27		Aug-22
USA, New York	1	178.8	73.8		Feb-22		28	30		Apr-11
USA, San Diego 21/	1	175.1	75.1		Aug-22		29	31		Aug-22
USA, San Francisco 8/	1	183.0	83.1		Aug-22		29	31		Aug-22
USA, Seattle 18/	1	160.3	60.0		Aug-22		25	27		Aug-22
USA, Washington D.C.	1	164.2	63.9		Aug-22		27	29		Apr-11
Uruguay	40.725	148.7	48.9		Jul-22		27	29		May-22
Uzbekistan /W40	10980	130.1	30.6		Mar-22		17	18		Jun-21
Vanuatu	115.68	144.5	49.7		Jul-21		15	16		Aug-12
Venezuela /W40 10/	8	83.0	62.4		Mar-18		27	29		Aug-12
Vietnam /W40	23551	133.3	34.4		Mar-22		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.407	163.6	69.7		Nov-21		21	22		Sep-13
Yemen, Republic of 28/	541.75	131.3	31.1		Jul-22		20	21		Jul-22
Zambia	15.535	136.7	34.9		Jul-22		23	24		Feb-20
Zimbabwe /W40 25/	567.511	128.6	33.0		Mar-22		16	17		Dec-18

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 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.

**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