



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/585

Approved by:
Larbi Djacta, Chairman

Date:
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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 2023**, 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 2023** 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. 0.5% Rule

1. The results of the application of the 0.5% rule for group I duty stations are included in the attached Consolidated Post Adjustment Circular.

V. Five per cent Rule

2. Due to increasing inflation, the five per cent rule became applicable for **Slovenia**. The revised post adjustment multiplier is 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 2023

Duty station	Type of survey	Date of survey
Bahamas	Housing	April 2023
Bahrain	Housing	April 2023
Benin	Place-to-place	March 2023
Burundi	Place-to-place	March 2023
Colombia	Place-to-place	May 2023
Djibouti	Place-to-place	May 2023
Eritrea	Place-to-place	March 2023
Guinea Bissau	Housing	April 2023
Jordan	Housing	May 2023
Korea, Republic of	Housing	April 2023
Namibia	Place-to-place	March 2023
Thailand	Housing	April 2023

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 on or before the implementation month 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 further refined by the Commission for surveys conducted under the 2021 round as follows:

- 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 on or before the implementation month of the survey results, receive the revised PAM, plus a PTA.
- c. The PTA is **first** calculated as the difference between the revised and prevailing PAMs.
- d. During the next **5 months** the PTA is set to ensure the same net take-home pay at the implementation date; and thereafter, the target net take-home pay is adjusted downward by **3 per cent every 4 months**, until the PTA is phased out.
- e. During an adjustment month, the decrease factor would be applied to the net take-home pay of existing staff, and the personal transitional allowance required to keep net take-home pay stable within revision periods calculated accordingly. The personal transitional allowance would be phased out when, at a revision point in time, the net take-home pay for existing staff is aligned with that for all staff at the duty station.

8. The Gap Closure Measure was applied to the group I (under the 2021 round) and II (under the 2016 round) duty stations listed below, following the implementation of the results of the cost-of-living survey. Table 2 shows the steps in the calculation of the resulting personal transitional allowance effective 1 September 2023.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 September 2023

Duty station	Existing PAM	Existing pay index	Updated Survey PAI	Updated Survey PAI plus 3%	Revised PAM	PTA
		(2) + 100		(4) x 1.03		(2) - (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Benin	45.6	145.6	137.3	141.4	41.4	4.2
Burundi	45.4	145.4	138.8	143.0	43.0	2.4

VIII. Duty Stations with Personal Transitional Allowance (PTA)

9. Under the existing system of operational rules, the PTA is adjusted periodically until it is phased out. Table 3 provides a summary of all PTAs in effect as of 1 September 2023.

10. It should be noted that the PTA is paid **in addition** to the regular post adjustment multiplier and thus should be taken into account in determining all other entitlements ordinarily affected by post adjustment, such as rental subsidy, settling-in grant, spousal allowance etc. PTA should be paid only to staff on post on or before its starting month. Except for the PTAs that began before March 2023, when the Covid-19 special measure was in place, any staff joining the duty station after the PTA starting month will not be eligible for the currently existing PTA unless the PTA is revised as a result of the implementation of another survey in which case staff on post after the PTA start date can become eligible. Please refer to ICSC/CIRC/GEN/08/2023, issued on 29 May 2023, for more detailed guidelines on the implementation of PTAs.

Table 3: Summary of personal transitional allowances (PTAs), as of 1 September 2023

Duty Station	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola*	28.1	1 March 2023	1 April 2023	1 September 2023
Belgium**	3.2	1 July 2023	1 August 2023	1 January 2024
Benin	4.2	1 September 2023	1 October 2023	1 March 2024
Burundi	2.4	1 September 2023	1 October 2023	1 March 2024
Central African Rep.	3.1	1 September 2022	1 March 2023	1 December 2023
Chile	5.8	1 September 2022	1 March 2023	1 December 2023
Comoros	4.1	1 April 2022	1 March 2023	1 December 2023
Congo, Brazzaville	4.0	1 April 2022	1 March 2023	1 December 2023
Gabon	2.8	1 March 2022	1 March 2023	1 December 2023

Haiti	1.6	1 March 2023	1 April 2023	1 January 2024
Iran	5.2	1 June 2023	1 July 2023	1 December 2023
Lebanon	81.7	1 April 2023	1 May 2023	1 October 2023
Niger	1.8	1 December 2021	1 March 2023	1 December 2023
Papua New Guinea	6.2	1 July 2023	1 August 2023	1 January 2024
Qatar	5.5	1 October 2019	1 March 2023	1 December 2023
Russian Federation	27.8	1 July 2023	1 August 2023	1 January 2024
Samoa	1.0	1 November 2022	1 March 2023	1 December 2023
Seychelles	3.4	1 December 2022	1 March 2023	1 December 2023
Singapore	2.4	1 September 2022	1 March 2023	1 December 2023
Sudan	9.3	1 March 2023	1 April 2023	1 January 2024
Thailand	0.3	1 September 2022	1 March 2023	1 December 2023
Turkmenistan	5.6	1 July 2023	1 August 2023	1 January 2024
Zimbabwe	16.7	1 February 2020	1 March 2023	1 December 2023

* Frozen, survey pending

**Duty station under the 2021 round (PTA revised on a monthly basis to maintain the NTP until the next revision date)

11. The gap closure measure is completed for **China, Beijing**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 September 2023.

IX. W40 Measure

12. The waiver of the **40 per cent** of rent limit on rental subsidies is **now applicable** for **Colombia**, effective 1 September 2023.

13. The waiver of the **40 per cent** of rent limit on rental subsidies is **no longer applicable** for **Benin**, effective 1 September 2023.

X. One Month Rule

14. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is applicable for **Argentina, 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. Based on the application of the one-month rule, the applicable post adjustment multiplier for **Suriname**, effective 1 September 2023 is listed in in the attached Consolidated Post Adjustment Circular. However, the application of the one-month rule did not change multipliers for **Argentina, Lebanon** and **Sudan** due to the offsetting impact of the significant devaluation of its currency relative to the US dollar.

XI. Revised post adjustment multiplier and rental subsidy thresholds for a linked city

15. Based on the most recent cost-of-living survey result for Bahamas, the revised multiplier and the applicable rental subsidy thresholds for **Bermuda**, which is linked to it, is listed in the attached Post Adjustment Circular.

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 2023

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	78.924	144.1	42.7		Jul-23		9	10		Jul-06
Albania	98.12	138.7	40.5		Jul-23		19	20		Nov-22
Algeria /W40	136.591	146.0	46.1		Jul-23		20	21		Apr-21
Angola /W40	825.13	135.0	52.9		Mar-23		15	16		Mar-23
Anguilla /W40 14/	2.7	158.5	59.3		Aug-23		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	158.5	59.3		Aug-23		22	23		Aug-23
Argentina	349.969	134.7	40.3		Jul-23		23	24		Jan-23
Armenia	383.45	140.8	40.5		Jul-23		20	21		Nov-19
Aruba 12/	1.79	169.5	69.1		Jul-23		29	31		Aug-22
Australia	1.557	137.3	28.7	Y	Sep-23	ER	24	25		Oct-19
Austria	0.931	152.4	47.2	Y	Sep-23	ER	19	20		Aug-22
Azerbaijan	1.694	152.2	51.4		Jul-23		16	17		Mar-23
Bahamas	1	178.2	78.2	Y	Sep-23	H	29	31	Y	Sep-23
Bahrain	0.377	154.6	56.8		Jul-23		22	23		Sep-22
Bangladesh /W40	109.5	146.3	46.5		Jul-23		17	18		Sep-21
Barbados	2	171.7	73.3		Aug-23		23	24		Aug-23
Belarus	3.278	142.9	44.2		Jul-23		18	19		Oct-22
Belgium	0.931	141.3	44.9	Y	Sep-23	ER	17	18		Feb-15
Belize	2	152.1	51.6		Jul-23		16	17		Nov-22
Benin	610.647	137.3	41.4	Y	Sep-23	GCM	18	19		Jul-22
Bermuda 16/	1	192.9	92.9	Y	Sep-23	L	38	40	Y	Sep-23
Bhutan	82.98	135.6	35.5		Jul-23		13	14		Aug-20
Bolivia	6.857	129.1	28.9		Jul-23		17	18		Mar-22
Bonaire /W40 14/	1	158.5	59.3		Aug-23		22	23		Aug-23
Bosnia and Herzegovina /W40	1.821	134.3	35.1		Jul-23		14	15		Feb-23
Botswana	13.587	124.9	25.7		Jul-23		19	20		Jun-19
Brazil /W40	4.921	137.4	38.4		Jul-23		19	20		Feb-21
British Virgin Islands /W40	1	154.3	53.9		Jul-23		22	23		Jun-19
Bulgaria	1.821	138.3	36.6	Y	Sep-23	ER	20	21		Jun-23
Burkina Faso /W40	610.647	131.6	33.8		Jul-23		14	15		Feb-21
Burundi /W40	2816.784	138.8	43.0	Y	Sep-23	GCM	14	15		Jul-22
Cambodia /W40	4138	137.4	37.2		Jul-23		23	24		Mar-21
Cameroon /W40	610.647	143.2	44.1		Jul-23		15	16		Jul-15
Canada, Montreal	1.355	152.7	48.1	Y	Sep-23	ER	18	19		Aug-22
Canada, Ottawa	1.355	163.2	58.2	Y	Sep-23	L	20	21		Aug-22
Canada, Toronto	1.355	170.8	65.6	Y	Sep-23	L	20	21		May-17
Cape Verde	102.648	146.9	48.0		Jul-23		23	24		Nov-22
Cayman Islands 17/	0.82	157.3	57.1		Jul-23		24	25		Dec-17
Central African Rep. /W40	610.647	155.2	56.0		Jul-23		17	18		Nov-17
Chad /W40	610.647	158.5	58.9		Jul-23		16	17		Dec-19

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 2023

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Chile /W40	886	131.3	34.0		Jul-23		19	20		Aug-19
China, Beijing /W40	7.277	160.7	66.3		Jul-23		25	27		Feb-22
China, Hong Kong (SAR)	7.824	214.3	110.2	Y	Sep-23	ER	19	20		Jun-12
China, Macao (SAR)	8.059	153.2	53.1		Jul-23		21	22		Jul-18
Colombia /W40	3943	147.8	47.8	Y	Sep-23	PP	19	20	Y	Sep-23
Comoros	457.985	144.5	45.0		Jul-23		14	15		Apr-19
Congo /W40	610.647	152.0	52.7		Jul-23		8	8		Jul-23
Congo, Dem. Rep. /W40	2421.491	160.8	60.6		Jul-23		26	28		Jul-23
Cook Islands 4/	1.689	152.3	54.5		Jul-23		21	22		Jul-23
Costa Rica	534.5	142.4	41.2		Jul-23		23	24		Jan-23
Cote d'Ivoire /W40	610.647	158.9	61.0		Jul-23		21	22		Jan-22
Croatia, Republic of	0.931	141.1	40.8	Y	Sep-23	ER	8	9		Aug-19
Cuba	24	169.7	68.9		Jul-23		23	24		Jun-23
Cyprus	0.931	138.1	35.5	Y	Sep-23	ER	16	17		Jun-23
Czech Republic	22.76	164.3	60.4	Y	Sep-23	ER	21	22		Sep-06
Denmark	6.945	179.1	79.7	Y	Sep-23	ER	25	27		Jun-19
Djibouti /W40	177	150.9	50.9	Y	Sep-23	PP	16	17		Jan-15
Dominica /W40 14/	2.7	158.5	59.3		Aug-23		22	23		Aug-23
Dominican Republic	56.447	138.0	38.4		Jul-23		22	23		Nov-22
Ecuador	1	132.4	32.8		Mar-22		20	21		Oct-22
Egypt /W40	30.843	128.7	27.8		Jul-23		20	21		Sep-22
El Salvador	1	134.5	34.2		Jul-23		23	24		Dec-21
Equatorial Guinea	610.647	147.7	48.7		Jul-23		19	20		May-23
Eritrea	15	149.0	53.6		Jul-23		11	12		Dec-17
Estonia	0.931	148.1	48.5		Jul-23		18	19		Feb-01
Eswatini	18.824	118.5	19.2		Jul-23		11	12		Sep-03
Ethiopia /W40	55.088	163.2	61.5		Jul-23		25	27		Feb-22
Fiji /W40	2.27	139.8	40.9		Jul-23		20	21		Sep-11
Finland	0.931	142.5	40.7	Y	Sep-23	ER	20	21		Feb-15
France, Lyon and Elsewhere	0.931	153.8	48.9	Y	Sep-23	L	19	20		Aug-22
France, Paris	0.931	157.5	52.5	Y	Sep-23	ER	25	27		Aug-22
French Guiana	0.931	138.6	32.7	Y	Sep-23	ER	0	0		Jan-00
Gabon /W40	610.647	151.3	52.8		Jul-23		18	19		Jun-19
Gambia /W40	60.43	145.9	44.9		Jul-23		19	20		Apr-23
Georgia, Republic of	2.625	131.2	31.2		Aug-23		21	22		Aug-23
Germany, Berlin	0.931	146.7	45.6	Y	Sep-23	L	22	23		Jul-23
Germany, Bonn	0.931	139.1	38.1	Y	Sep-23	ER	21	22		Jul-23
Germany, Dresden	0.931	139.1	38.1	Y	Sep-23	A	20	21		Jul-23
Germany, Frankfurt	0.931	148.4	47.3	Y	Sep-23	L	23	24		Jul-23
Germany, Hamburg	0.931	155.0	53.9	Y	Sep-23	L	25	27		Jul-23

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 2023

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Munich	0.931	160.9	59.8	Y	Sep-23	L	26	28		Jul-23
Ghana /W40	11.4	136.7	52.7		Jul-23		24	25		Nov-22
Gibraltar 1/	0.8	177.2	74.0	Y	Sep-23	A	29	31		Aug-22
Greece	0.931	137.7	38.2	Y	Sep-23	ER	18	19		Aug-23
Grenada /W40 14/	2.7	158.5	59.3		Aug-23		22	23		Aug-23
Guatemala /W40	7.87	139.4	39.3		Jul-23		16	17		Jan-09
Guinea /W40	8494	157.3	56.5		Jul-23		19	20		Dec-21
Guinea Bissau	610.647	156.0	56.6		Jul-23		13	14		Nov-15
Guyana /W40	208.5	156.7	56.1		Jul-23		19	20		Apr-23
Haiti	135.06	159.5	61.1		Jul-23		19	20		Mar-23
Honduras /W40	24.48	137.5	37.2		Jul-23		22	23		Dec-22
Hungary	357.75	150.1	45.2	Y	Sep-23	ER	18	19		Jun-23
Iceland	133.69	142.0	36.7	Y	Sep-23	ER	0	0		Jan-00
India /W40	82.98	139.2	37.6		Jul-23		16	17		Jul-23
Indonesia /W40	15365	138.8	39.4		Jul-23		23	24		Dec-21
Iran /W40	371964	133.0	35.0		Jun-23		17	18		Jun-23
Iraq	1310	133.9	32.9		Jul-23		14	15		May-02
Ireland	0.931	162.8	56.2	Y	Sep-23	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.824	165.6	71.9		Jul-23		25	27		Nov-19
Italy, Brindisi	0.931	126.0	26.3	Y	Sep-23	L	10	11		Nov-99
Italy, Rome	0.931	131.9	32.3	Y	Sep-23	ER	21	22		Aug-22
Jamaica /W40	153.427	155.3	55.1		Jul-23		25	27		Apr-21
Japan, Hiroshima	147.38	137.3	30.2	Y	Sep-23	L	13	14		Sep-19
Japan, Tokyo	147.38	157.4	49.3	Y	Sep-23	ER	22	23		Sep-19
Jerusalem /W40	3.824	156.7	59.6		Jul-23		25	27		Nov-19
Jordan /W40	0.708	137.6	38.7		Jul-23		18	19		Sep-22
Kazakhstan	465.44	137.2	38.6		Jul-23		21	22		Mar-23
Kenya /W40	146.46	130.9	31.9		Jul-23		25	26		May-22
Kiribati	1.557	139.1	41.3		Jul-23		11	12		Jan-20
Korea, Dem. Peo. Of	110	156.5	56.2		Jul-23		10	11		Sep-15
Korea, Republic of /W40	1329.69	158.0	66.6		Jul-23		17	18		Nov-19
Kuwait /W40	0.309	144.9	45.1		Jul-23		21	22		Sep-21
Kyrgyzstan	87.7	136.0	35.6		Jul-23		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	19900	132.2	31.0		Jul-23		13	14		Oct-03
Latvia 23/	0.931	135.8	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	85500	135.1	35.1		Jul-23		15	16		Apr-23
Lesotho	18.824	133.2	33.5		Jul-23		14	15		Jan-11
Liberia	185.232	162.1	61.8		Aug-23		21	22		Aug-23
Libya /W40 27/	4.85	135.6	35.4		Jul-23		19	20		Jun-21
Lithuania	0.931	140.4	41.3		Jul-23		17	18		Dec-03

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 2023

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Luxembourg	0.931	152.0	49.2	Y	Sep-23	ER	17	18		Dec-17
Madagascar	4466.9	131.9	31.4		Jul-23		20	21		Jan-23
Malawi	1126.77	142.5	44.4		Jul-23		18	19		Dec-22
Malaysia /W40	4.679	150.0	50.1		Jul-23		15	16		Mar-23
Maldives	15	145.8	47.1		Mar-22		23	24		Jun-20
Mali /W40	610.647	151.4	51.6		Jul-23		13	14		Sep-20
Malta	0.931	136.5	35.4	Y	Sep-23	ER	16	17		Aug-23
Marshall Islands 2/	1	150.2	53.2		Jul-23		21	22		Jul-19
Mauritania /W40	37.84	139.9	42.5		Jul-23		13	14		Apr-22
Mauritius	44.766	133.1	32.4		Jul-23		18	19		Sep-21
Mexico	17.14	159.1	59.9		Jul-23		25	27		Mar-23
Micronesia, Fed States of 2/	1	150.2	53.2		Jul-23		21	22		Jul-23
Moldova	17.896	150.1	49.2		Jul-23		21	22		Oct-21
Monaco 3/	0.931	157.5	52.5	Y	Sep-23	A	25	27		Aug-22
Mongolia	3460	141.4	40.8		Jul-23		19	20		Oct-22
Montenegro	0.931	135.3	36.5		Jul-23		21	22		Jan-23
Morocco	10.165	132.7	36.6		Jul-23		21	22		May-21
Mozambique /W40	63.25	139.0	38.8		Jul-23		25	27		Apr-23
Myanmar	2100	136.8	36.5		Jul-23		20	21		Feb-23
Namibia	18.824	133.6	33.6	Y	Sep-23	PP	13	14	Y	Sep-23
Nepal /W40	132.583	132.2	32.2		Jul-23		12	13		Jan-14
Netherlands	0.931	152.0	53.4	Y	Sep-23	ER	24	25		Oct-19
New Caledonia	111.089	142.1	43.8		Jul-23		16	17		Sep-05
New Zealand 26/	1.689	139.1	43.5		Mar-23		24	25		Dec-20
Nicaragua	36.19	127.7	30.8		Mar-23		20	21		Oct-21
Niger /W40	610.647	131.3	32.6		Jul-23		10	11		Mar-09
Nigeria /W40	769.1	146.5	60.1		Mar-23		25	27		Feb-23
The Republic of North Macedonia	57.2	130.9	33.7		Mar-23		20	21		Apr-22
Norway	10.682	148.5	45.5	Y	Sep-23	ER	25	27		May-23
Oman	0.385	136.6	39.3		Jul-23		21	22		Jul-22
Pakistan /W40	295.909	132.9	34.2		Jul-23		17	18		Jul-22
Palau, Republic of 4/	1	152.3	54.5		Jul-23		21	22		Jul-23
Panama /W40	1	141.3	41.2		Jul-23		24	25		Aug-18
Papua New Guinea	3.61	159.0	64.1		Jul-23		28	30		Jul-23
Paraguay /W40	7273	131.4	31.1		Jul-23		17	18		Aug-20
Peru /W40	3.708	140.5	41.2		Jul-23		21	22		Aug-17
Philippines /W40	56.704	145.1	46.1		Jul-23		22	23		Oct-18
Poland	4.294	135.1	32.8	Y	Sep-23	ER	22	23		Jun-23
Portugal, Guimaraes	0.931	116.6	17.8	Y	Sep-23	L	13	14		Aug-23
Portugal, Lisbon	0.931	134.8	36.2	Y	Sep-23	ER	20	21		Jan-05

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 September 2023

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Puerto Rico 13/	1	138.0	38.4		Jul-23		22	23		Nov-22
Qatar	3.647	160.4	59.9		Jul-23		28	30		Oct-19
Romania	4.623	133.6	31.4	Y	Sep-23	ER	19	20		Jun-23
Russian Federation /W40	96.232	128.8	34.9		Jul-23		16	17		Jul-23
Rwanda	1187.419	137.9	37.0		Jul-23		17	18		Oct-22
Saint Helena 5/	0.8	154.3	59.6		Jul-23		13	14		Aug-22
St. Lucia	2.7	155.3	54.3		Jul-23		18	19		Mar-21
Samoa	2.761	139.2	40.5		Jul-23		17	18		Feb-21
Sao Tome and Principe	21.834	164.2	62.2		Jul-23		22	23		Nov-22
Saudi Arabia /W40	3.751	150.6	50.4		Jul-23		21	22		Nov-17
Senegal /W40	610.647	140.4	40.9		Jul-23		18	19		Sep-21
Serbia	109.044	139.4	40.7		Jul-23		18	19		Jul-23
Seychelles /W40	12.873	152.0	50.7		Jul-23		18	19		Dec-22
Sierra Leone /W40	23	150.3	51.1		Jul-23		19	20		May-18
Singapore	1.361	167.4	69.6		Jul-23		23	24		Jul-19
Slovak Republic	0.931	140.1	37.8	Y	Sep-23	ER	16	17		Feb-12
Slovenia, Republic of 24/	0.931	145.6	45.6	Y	Sep-23	FPR	14	15		Jan-20
Solomon Islands /W40	8.163	162.6	61.9		Jul-23		18	19		Dec-07
Somalia 6/	24300	147.1	46.7		Jul-23		19	20		Feb-22
South Africa /W40	18.824	124.8	26.9		Jul-23		19	20		Aug-23
South Sudan, Republic of /W40	1006.135	156.8	56.5		Jul-23		14	15		Sep-17
Spain	0.931	133.7	30.3	Y	Sep-23	ER	22	23		Aug-22
Sri Lanka /W40	321.21	141.3	41.7		Aug-23		23	24		Aug-23
St. Kitts and Nevis /W40 14/ St. Vincent and the Grenadines /W40 14/	2.7	158.5	59.3		Aug-23		22	23		Aug-23
Sudan /W40	621	157.0	57.0		Aug-23		15	16		Mar-23
Suriname /W40	38.392	137.7	37.7	Y	Sep-23	OMR	16	17		Oct-12
Sweden	11.105	138.1	34.7	Y	Sep-23	ER	27	29		May-23
Switzerland	0.893	186.8	82.3	Y	Sep-23	ER	22	23		Aug-22
Syrian Arab Republic 10/	8500	100.1	24.8		Jul-19		20	21		Jun-12
Tajikistan	10.95	138.4	37.9		Jul-23		14	15		Feb-23
Tanzania, United Rep. of /W40	2500	141.3	41.8		Jul-23		22	23		Oct-21
Thailand /W40	35.69	139.0	40.0		Jul-23		22	23		Jul-19
Timor-Leste /W40	1	146.2	46.0		Jul-23		15	16		Jul-11
Togo	610.647	147.5	48.5		Jul-23		15	16		Feb-23
Tonga	2.323	142.6	41.7		Jul-23		9	10		Jan-09
Trinidad and Tobago /W40	6.75	145.3	45.1		Jul-23		21	22		Feb-23
Tunisia	3.122	132.3	32.3		Jul-23		15	16		Dec-22

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Effective 1 September 2023

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Türkiye, Ankara /W40	26.931	128.4	26.6		Jul-23		14	15		May-23
Türkiye, Gebze /W40 19/	26.931	134.9	33.1		Jul-23		15	16		May-23
Türkiye, Istanbul /W40 15/	26.931	134.9	33.1		Jul-23		15	16		May-23
Turkmenistan	3.5	187.8	93.2		Jul-23		8	9		Oct-21
Tuvalu 11/	1.557	147.3	48.1		Jul-23		0	0		Jan-00
Uganda /W40	3722.75	136.7	36.7		Jul-23		24	25		May-14
Ukraine	37	136.5	35.6		Jul-23		16	17		Aug-19
United Arab Emirates	3.673	177.0	75.8		Jul-23		32	34		Aug-11
United Kingdom	0.8	177.2	74.0	Y	Sep-23	ER	29	31		Aug-22
USA, El Paso 20/	1	162.3	56.6		Feb-23		13	14		Aug-22
USA, Miami 7/	1	163.7	57.9		Feb-23		25	27		Aug-22
USA, New York	1	187.6	80.5		Feb-23		32	34		Feb-23
USA, San Diego 21/	1	183.7	76.7		Feb-23		29	31		Aug-22
USA, San Francisco 8/	1	192.0	84.7		Feb-23		29	31		Aug-22
USA, Seattle 18/	1	165.5	59.7		Feb-23		25	27		Aug-22
USA, Washington D.C.	1	169.5	63.5		Feb-23		27	29		Apr-11
Uruguay	38.1	152.4	52.3		Jul-23		27	29		May-22
Uzbekistan /W40	12130	136.4	36.9		Jul-23		15	16		Jul-23
Vanuatu	118.37	155.8	55.8		Jul-23		15	16		Aug-12
Venezuela /W40 10/	33.34	84.4	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	24146	133.9	34.4		Jul-23		19	20		Mar-22
West Bank & the Gaza Strip,The /W40 9/	3.824	156.7	62.7		Jul-23		25	27		Aug-23
Yemen, Republic of 28/	517.44	130.2	32.7		Jul-23		20	21		Jul-22
Zambia	21.1	135.7	39.5		Jul-23		22	23		Apr-23
Zimbabwe /W40 25/	4648.386	129.5	30.5		Jul-23		16	17		Dec-18

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Effective 1 September 2023

Country or area	Exchange rate	Post Adjustment (New York, April 2000 = 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.

**XIII. 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