



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/589

Approved by:
Larbi Djacta, Chairman

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CONTENTS

- I. Introduction
- II. Description of data appearing in PAC circulars
- III. Nature des données figurant dans les circulaires PAC
- IV. 0.5% Rule
- V. The application of the modified 0.5% rule
- VI. Cost-of-living surveys
- VII. Gap Closure Measure
- VIII. Duty Stations with Personal Transitional Allowance (PTA)
- IX. W40 Measure
- X. One Month Rule
- XI. Revised post adjustment multiplier for linked duty station
- XII. Consolidated post adjustment circular
- XIII. List of countries and areas in French and English

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 January 2024**, 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 janvier 2024** 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. The Application of the modified 0.5% Rule for group I duty stations

2. At its 96th session, the Commission approved the application of the modified 0.5 per cent rule for group I duty stations that meet two conditions: a) the currency of the duty station is neither any of the currencies of headquarters duty stations (that is, the US dollar, Swiss Franc, Euro, or British Pound), nor pegged, in a fixed or otherwise strict manner, to them; and (b) the share of in-area expenditures incurred in non-local currencies by reference to the benchmark net take-home pay (NTP) based on the results of the latest cost-of-living survey is at least 15 per cent. For such duty stations, the monthly multiplier between reviews is obtained by keeping two separate shares of benchmark NTPs, expressed in US dollar and in local currency, stable, with a maximum fluctuation of plus or minus 0.5 per cent, with the share of the NTP expressed in local currency adjusted for changes in the exchange rates only, whereas the share of NTP expressed in US dollars is insulated from local currency fluctuations. The share of the NTP expressed in US dollars is obtained as the share of in-area expenditures, incurred in non-local currencies, of the benchmark NTP at the time of survey implementation.

3. In accordance with the provision of the application of the modified 0.5 per cent rule for group I duty stations, as outlined above, the post adjustment multipliers applicable for **Hungary** and **Romania**, with effect from 1 January 2024, are included in the attached Consolidated Post Adjustment Circular.

VI. Cost-of-living surveys

4. 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 January 2024

Duty station	Type of survey	Date of survey
Ghana	Place-to-place	July 2023
Malawi	Housing	July 2023
Philippines	Housing	July 2023
United Arab Emirates	Place-to-place	July 2023
Vanuatu	Place-to-place	July 2023

VII. Gap Closure Measure

5. 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.

6. 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.

7. 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**.

8. 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.

9. The Gap Closure Measure was applied to the group II (under the 2016 round of surveys) duty station listed below, following the implementation of the results of a cost-of-living survey.

Table 2 shows the steps in the calculation of the resulting personal transitional allowance effective 1 January 2024.

Table 2: Duty stations under gap closure measure based on cost-of-living surveys effective 1 January 2024

Duty station	Existing PAM	Existing pay index	Updated Survey PAI	Updated Survey PAI augmented by 3%	Revised PAM	PTA
		(2) + 100		(4) x 1.03		(2) - (6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
United Arab Emirates	75.8	175.8	168.3	173.4	73.4	2.4

VIII. Duty Stations with Personal Transitional Allowance (PTA)

10. 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 provides a summary of all PTAs in effect as of 1 January 2024.

11. 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 January 2024

Duty Station	Existing PTA	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	22.7	1 March 2023	1 April 2023	1 March 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
Chile	1.7	1 September 2022	1 March 2023	1 April 2024
Czech Republic*	3.2	1 November 2023	1 December 2023	1 May 2024
Iran	1.0	1 June 2023	1 July 2023	1 April 2024

Lebanon	75.2	1 April 2023	1 May 2023	1 February 2024
Papua New Guinea	1.2	1 July 2023	1 August 2023	1 May 2024
Qatar	0.5	1 October 2019	1 March 2023	1 April 2024
Russian Federation	23.0	1 July 2023	1 August 2023	1 May 2024
Sudan	4.3	1 March 2023	1 April 2023	1 May 2024
United Arab Emirates	2.4	1 January 2024	1 February 2024	1 July 2024
Zimbabwe	12.3	1 February 2020	1 March 2023	1 April 2024

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

12. The gap closure measure is completed for **Haiti** and **Turkmenistan**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 January 2024.

IX. W40 Measure

13. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Malawi** and **United Arab Emirates**, effective 1 January 2024.

14. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Ghana**, effective 1 January 2024.

X. One Month Rule

15. Due to sustained substantial inflation over the past six- and twelve-month periods, the one-month rule is applicable for **Argentina, Lebanon, Sierra Leone, Sudan, Suriname** and **Türkiye**. Under this rule, the post adjustment multipliers of these duty stations are reviewed monthly during the period of substantial inflation. Based on the application of the one-month rule, the applicable post adjustment multipliers for **Lebanon, Sierra Leone** and **Suriname**, effective 1 January 2024, are listed in the attached Post Adjustment Circular. However, the application of the rule did not trigger a change in the post adjustment multipliers for **Argentina, Sudan** and **Türkiye**.

XI. Revised post adjustment multipliers and rental subsidy thresholds for linked duty stations

16. The revised post adjustment multiplier for **Cook Islands, Palau Republic** and **Tuvalu** have been established, effective 1 January 2024, as listed in the attached Consolidated Post Adjustment Circular, based on a new cost-of-living survey in **Philippines** and **Vanuatu**, to which these duty stations are linked for purposes of post adjustment.

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2024

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	69.647	145.0	44.3		Nov-23		9	10		Jul-06
Albania /W40	93.1	142.7	41.2		Nov-23		19	20		Nov-22
Algeria /W40	134.076	147.5	46.9		Nov-23		20	21		Apr-21
Angola /W40	828.724	150.6	52.9		Mar-23		14	15		Nov-23
Anguilla /W40 14/	2.7	159.7	59.6		Nov-23		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	159.7	59.6		Nov-23		22	23		Aug-23
Argentina	815.4	124.1	42.8		Nov-23		23	24		Jan-23
Armenia	402	138.5	39.3		Nov-23		20	21		Nov-19
Aruba 12/	1.79	168.7	69.1		Jul-23		29	31		Aug-22
Australia	1.498	144.8	45.7	Y	Jan-24	ER	27	29		Oct-23
Austria	0.913	157.0	49.7	Y	Jan-24	ER	19	20		Aug-22
Azerbaijan	1.698	151.6	51.4		Jul-23		16	17		Mar-23
Bahamas	1	179.4	78.8		Nov-23		29	31		Sep-23
Bahrain	0.377	155.2	56.8		Jul-23		22	23		Sep-22
Bangladesh /W40	109.5	148.3	47.7		Nov-23		17	18		Sep-21
Barbados	2	173.5	73.3		Aug-23		23	24		Aug-23
Belarus	3.196	147.1	46.8		Nov-23		16	17		Nov-23
Belgium	0.913	150.8	50.6	Y	Jan-24	ER	17	18		Feb-15
Belize	2	153.5	53.0		Nov-23		16	17		Nov-22
Benin	598.883	137.5	41.1		Nov-23		18	19		Jul-22
Bermuda 16/	1	194.1	93.5		Nov-23		38	40		Sep-23
Bhutan	83.03	148.7	48.2		Nov-23		11	12		Oct-23
Bolivia	6.857	129.7	29.6		Nov-23		17	18		Mar-22
Bonaire /W40 14/	1	159.7	59.6		Nov-23		22	23		Aug-23
Bosnia and Herzegovina /W40	1.786	135.5	34.1		Nov-23		14	15		Feb-23
Botswana	13.477	125.6	24.9		Nov-23		19	20		Jun-19
Brazil /W40	4.871	142.0	40.8		Dec-23		21	22		Dec-23
British Virgin Islands /W40	1	154.6	54.2		Nov-23		22	23		Jun-19
Bulgaria	1.786	139.6	39.0	Y	Jan-24	ER	20	21		Jun-23
Burkina Faso /W40	598.883	133.1	32.0		Nov-23		14	15		Feb-21
Burundi /W40	2834.789	139.9	42.9		Nov-23		14	15		Jul-22
Cambodia /W40	4093	137.7	37.4		Nov-23		23	24		Mar-21
Cameroon /W40	598.883	146.4	45.3		Dec-23		15	16		Jul-15
Canada, Montreal	1.339	152.5	49.7	Y	Jan-24	ER	18	19		Aug-22
Canada, Ottawa	1.339	163.0	59.9	Y	Jan-24	L	20	21		Aug-22
Canada, Toronto	1.339	170.6	67.4	Y	Jan-24	L	20	21		May-17
Cape Verde	100.671	148.3	47.0		Nov-23		23	24		Nov-22
Cayman Islands 17/	0.82	156.3	58.4		Nov-23		24	25		Dec-17

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2024

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		
Central African Rep. /W40	598.883	156.4	56.0		Jul-23		17	18		Nov-17
Chad /W40	598.883	160.9	59.3		Nov-23		16	17		Dec-19
Chile /W40	910	130.6	29.6		Nov-23		19	20		Aug-19
China, Beijing /W40	7.166	162.4	64.7		Nov-23		25	27		Feb-22
China, Hong Kong (SAR)	7.817	215.2	110.4	Y	Jan-24	ER	19	20		Jun-12
China, Macao (SAR)	8.052	161.1	60.9		Nov-23		25	27		Oct-23
Colombia /W40	3926	146.8	46.7		Nov-23		19	20		Sep-23
Comoros	449.163	144.4	43.5		Nov-23		14	15		Apr-19
Congo /W40	598.883	153.0	51.8		Nov-23		8	8		Jul-23
Congo, Dem. Rep. /W40	2626.923	159.2	60.4		Nov-23		26	28		Jul-23
Cook Islands 4/	1.607	153.1	53.7	Y	Jan-24	L	21	22		Jul-23
Costa Rica	519.39	143.4	42.4		Nov-23		23	24		Jan-23
Cote d Ivoire /W40	598.883	162.0	59.8		Nov-23		21	22		Jan-22
Croatia, Republic of	0.913	143.0	43.2	Y	Jan-24	ER	8	9		Aug-19
Cuba	24	171.0	70.2		Nov-23		23	24		Jun-23
Cyprus	0.913	139.0	37.8	Y	Jan-24	ER	16	17		Jun-23
Czech Republic	22.51	153.1	58.9	Y	Jan-24	ER	19	20		Nov-23
Denmark	6.808	180.6	83.0	Y	Jan-24	ER	25	27		Jun-19
Djibouti /W40	177	151.2	50.9		Sep-23		16	17		Jan-15
Dominica /W40 14/	2.7	159.7	59.6		Nov-23		22	23		Aug-23
Dominican Republic	58.446	137.6	38.5		Nov-23		22	23		Nov-22
Ecuador	1	132.7	32.8		Mar-22		20	21		Oct-22
Egypt /W40	30.85	136.4	35.5		Nov-23		21	22		Nov-23
El Salvador	1	134.8	34.6		Nov-23		23	24		Dec-21
Equatorial Guinea	598.883	149.1	47.6		Nov-23		19	20		May-23
Eritrea	15	149.2	53.6		Jul-23		11	12		Dec-17
Estonia	0.913	150.5	47.9		Nov-23		18	19		Feb-01
Eswatini	18.65	119.7	19.0		Nov-23		11	12		Sep-03
Ethiopia /W40	56.008	158.5	61.5		Jul-23		24	25		Nov-23
Fiji /W40	2.2	142.7	40.7		Nov-23		20	21		Sep-11
Finland	0.913	150.9	50.1	Y	Jan-24	ER	24	25		May-23
France, Lyon and Elsewhere	0.913	156.7	51.5	Y	Jan-24	L	19	20		Aug-22
France, Paris	0.913	160.4	55.1	Y	Jan-24	ER	25	27		Aug-22
French Guiana	0.913	142.2	35.0	Y	Jan-24	ER	0	0		Jan-00
Gabon /W40	598.883	153.6	51.2		Nov-23		18	19		Jun-19
Gambia /W40	65.2	144.2	45.5		Nov-23		19	20		Apr-23
Georgia, Republic of	2.688	131.1	30.9		Nov-23		21	22		Aug-23
Germany, Berlin	0.913	149.9	48.2	Y	Jan-24	L	22	23		Jul-23

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2024

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, Bonn	0.913	142.1	40.5	Y	Jan-24	ER	21	22		Jul-23
Germany, Dresden	0.913	142.1	40.5	Y	Jan-24	A	20	21		Jul-23
Germany, Frankfurt	0.913	151.6	49.9	Y	Jan-24	L	23	24		Jul-23
Germany, Hamburg	0.913	158.4	56.5	Y	Jan-24	L	25	27		Jul-23
Germany, Munich	0.913	164.5	62.6	Y	Jan-24	L	26	28		Jul-23
Ghana	11.92	146.2	49.7		Nov-23		24	25		Nov-22
Gibraltar 1/	0.786	180.3	76.5	Y	Jan-24	A	29	31		Aug-22
Greece	0.913	140.8	40.6	Y	Jan-24	ER	18	19		Aug-23
Grenada /W40 14/	2.7	159.7	59.6		Nov-23		22	23		Aug-23
Guatemala /W40	7.815	140.6	40.3		Nov-23		16	17		Jan-09
Guinea /W40	8510.42	157.7	57.2		Nov-23		19	20		Dec-21
Guinea Bissau	598.883	157.1	56.4		Nov-23		13	14		Nov-15
Guyana /W40	208.5	158.0	57.4		Nov-23		19	20		Apr-23
Haiti	131.66	160.1	61.2		Nov-23		19	20		Mar-23
Honduras /W40	24.525	137.9	37.7		Nov-23		22	23		Dec-22
Hungary	346.18	152.0	49.7	Y	Jan-24	ER	18	19		Jun-23
Iceland	136.77	142.7	34.0	Y	Jan-24	ER	0	0		Jan-00
India /W40	83.03	139.1	38.9		Nov-23		16	17		Jul-23
Indonesia /W40	15545	138.7	38.1		Nov-23		23	24		Dec-21
Iran /W40	391716	133.1	35.0		Jun-23		17	18		Jun-23
Iraq	1310	134.7	34.1		Nov-23		14	15		May-02
Ireland	0.913	160.6	58.9	Y	Jan-24	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.736	166.8	68.8		Nov-23		25	27		Nov-19
Italy, Brindisi	0.913	127.8	28.5	Y	Jan-24	L	10	11		Nov-99
Italy, Rome	0.913	133.8	34.6	Y	Jan-24	ER	21	22		Aug-22
Jamaica	153.768	154.3	56.3		Nov-23		25	27		Apr-21
Japan, Hiroshima	145.97	146.6	46.6	Y	Jan-24	L	19	20		Nov-23
Japan, Tokyo	145.97	165.1	65.1	Y	Jan-24	ER	21	22		Nov-23
Jerusalem /W40	3.736	157.8	56.7		Nov-23		25	27		Nov-19
Jordan /W40	0.708	137.8	38.7		Jul-23		18	19		Sep-22
Kazakhstan	451.86	138.8	37.7		Nov-23		21	22		Mar-23
Kenya /W40	159.25	128.6	29.9		Nov-23		25	26		May-22
Kiribati	1.498	140.9	38.7		Nov-23		11	12		Jan-20
Korea, Dem. Peo. Of	110	156.8	56.4		Nov-23		10	11		Sep-15
Korea, Republic of /W40	1312.73	159.7	67.0		Nov-23		17	18		Nov-19
Kuwait /W40	0.307	144.5	45.1		Jul-23		21	22		Sep-21
Kyrgyzstan	88.7	136.2	36.0		Nov-23		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	20678	132.9	31.5		Nov-23		13	14		Oct-03

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2024

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		
Latvia *	0.913	140.4	54.1		Nov-22		18	19		Nov-19
Lebanon /W40	85500	135.8	35.8	Y	Jan-24	OMR	15	16		Apr-23
Lesotho	18.65	131.9	33.6		Nov-23		14	15		Jan-11
Liberia	188.018	162.3	62.0		Nov-23		21	22		Aug-23
Libya /W40 26/	4.801	139.3	38.1		Nov-23		19	20		Jun-21
Lithuania	0.913	142.2	40.7		Nov-23		17	18		Dec-03
Luxembourg	0.913	156.8	51.8	Y	Jan-24	ER	17	18		Dec-17
Madagascar	4594.27	131.7	32.0		Nov-23		20	21		Jan-23
Malawi * /W40	1700	133.6	44.4		Jul-23		17	18	Y	Jan-24
Malaysia /W40	4.643	150.8	49.8		Nov-23		15	16		Mar-23
Maldives	15	146.2	47.1		Mar-22		23	24		Jun-20
Mali /W40	598.883	152.2	51.5		Dec-23		13	14		Sep-20
Malta	0.913	139.1	37.7	Y	Jan-24	ER	16	17		Aug-23
Marshall Islands 2/	1	161.5	51.3		Dec-23		21	22		Jul-19
Mauritania /W40	39.37	139.3	39.2		Nov-23		13	14		Apr-22
Mauritius	44.245	134.2	33.8		Nov-23		18	19		Sep-21
Mexico	16.98	160.4	57.6		Nov-23		25	27		Mar-23
Micronesia, Fed States of	1	161.5	61.2		Dec-23		11	12		Dec-23
Moldova	17.615	150.8	50.0		Nov-23		21	22		Oct-21
Monaco 3/	0.913	160.4	55.1	Y	Jan-24	A	25	27		Aug-22
Mongolia /W40	3402.5	141.4	40.9		Nov-23		19	20		Oct-22
Montenegro	0.913	137.8	36.5		Jul-23		21	22		Jan-23
Morocco /W40	9.949	136.1	34.8		Dec-23		21	22		May-21
Mozambique /W40	63.921	138.8	39.0		Nov-23		25	27		Apr-23
Myanmar	3420	133.9	36.9		Nov-23		20	21		Feb-23
Namibia	18.65	134.6	34.2		Nov-23		13	14		Sep-23
Nepal /W40	132.839	133.3	32.8		Nov-23		12	13		Jan-14
Netherlands	0.913	150.9	56.1	Y	Jan-24	ER	23	24		Oct-23
New Caledonia	108.949	143.7	41.6		Nov-23		16	17		Sep-05
New Zealand 25/	1.607	145.2	42.7		Nov-23		24	25		Dec-20
Nicaragua	36.312	127.8	30.8		Mar-23		20	21		Oct-21
Niger /W40	598.883	134.4	32.8		Nov-23		10	11		Mar-09
Nigeria /W40	951.13	152.3	60.1		Mar-23		21	22		Dec-23
The Republic of North Macedonia	55.918	132.3	32.5		Nov-23		20	21		Apr-22
Norway	10.335	151.6	49.8	Y	Jan-24	ER	25	27		May-23
Oman	0.385	137.0	39.3		Jul-23		21	22		Jul-22
Pakistan /W40	280.75	136.1	35.4		Nov-23		17	18		Jul-22
Palau, Republic of 4/	1	153.1	53.7	Y	Jan-24	L	21	22		Jul-23

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2024

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		
Panama	1	142.1	41.9		Oct-23		24	25		Aug-18
Papua New Guinea	3.727	157.9	61.7		Nov-23		28	30		Jul-23
Paraguay /W40	7272	131.7	31.0		Nov-23		17	18		Aug-20
Peru /W40	3.693	140.5	39.4		Nov-23		21	22		Aug-17
Philippines /W40	55.976	148.2	48.2	Y	Jan-24	H	23	24	Y	Jan-24
Poland	3.969	141.5	42.2	Y	Jan-24	ER	22	23		Jun-23
Portugal, Guimaraes	0.913	120.5	19.8	Y	Jan-24	L	13	14		Aug-23
Portugal, Lisbon	0.913	139.2	38.5	Y	Jan-24	ER	20	21		Jan-05
Puerto Rico 13/	1	137.6	38.5		Nov-23		22	23		Nov-22
Qatar	3.645	160.8	60.5		Nov-23		28	30		Oct-19
Romania	4.538	134.8	33.3	Y	Jan-24	ER	19	20		Jun-23
Russian Federation /W40	88.467	133.6	34.4		Nov-23		16	17		Jul-23
Rwanda /W40	1255.104	137.6	37.7		Nov-23		17	18		Oct-22
Saint Helena 5/	0.786	157.1	58.7		Nov-23		13	14		Aug-22
St. Lucia	2.7	155.1	55.3		Nov-23		18	19		Mar-21
Samoa	2.69	141.2	40.7		Dec-23		16	17		Dec-23
Sao Tome and Principe	22.425	171.4	70.2		Dec-23		26	28		Dec-23
Saudi Arabia /W40	3.75	150.9	50.7		Nov-23		21	22		Nov-17
Senegal /W40	598.883	141.8	41.2		Nov-23		18	19		Sep-21
Serbia	107.01	141.2	39.7		Nov-23		18	19		Jul-23
Seychelles /W40	13.438	149.1	51.6		Nov-23		18	19		Dec-22
Sierra Leone /W40	23	153.4	53.4	Y	Jan-24	OMR	19	20		May-18
Singapore /W40	1.332	172.9	69.6		Jul-23		23	24		Jul-19
Slovak Republic	0.913	142.1	43.2	Y	Jan-24	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.913	147.5	48.1	Y	Jan-24	ER	14	15		Jan-20
Solomon Islands /W40	8.177	162.6	62.1		Nov-23		18	19		Dec-07
Somalia 6/	24300	143.5	45.5		Nov-23		19	20		Feb-22
South Africa /W40	18.65	126.0	27.2		Nov-23		19	20		Aug-23
South Sudan, Republic of /W40	1082.532	157.0	56.7		Nov-23		14	15		Sep-17
Spain	0.913	135.4	32.6	Y	Jan-24	ER	22	23		Aug-22
Sri Lanka /W40	321.2	141.9	40.9		Nov-23		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	159.7	59.6		Nov-23		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	159.7	59.6		Nov-23		22	23		Aug-23

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2024

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		
Sudan /W40	910	153.8	55.0		Nov-23		15	16		Mar-23
Suriname /W40	36.833	138.6	38.6	Y	Jan-24	OMR	16	17		Oct-12
Sweden	10.264	145.9	44.3	Y	Jan-24	ER	27	29		May-23
Switzerland	0.853	193.7	90.0	Y	Jan-24	ER	22	23		Aug-22
Syrian Arab Republic 10/	12500	99.6	24.8		Jul-19		20	21		Jun-12
Tajikistan	10.91	139.1	38.5		Nov-23		14	15		Feb-23
Tanzania, United Rep. of /W40	2514.98	141.3	41.3		Nov-23		22	23		Oct-21
Thailand /W40	35.09	140.1	39.4		Nov-23		22	23		Jul-19
Timor-Leste /W40	1	146.9	46.7		Nov-23		15	16		Jul-11
Togo	598.883	147.4	46.1		Nov-23		15	16		Feb-23
Tonga	2.332	144.4	43.1		Nov-23		9	10		Jan-09
Trinidad and Tobago /W40	6.747	145.9	45.8		Nov-23		21	22		Feb-23
Tunisia	3.094	133.9	32.0		Nov-23		15	16		Dec-22
Türkiye, Ankara /W40	29.994	132.5	32.8		Dec-23		14	15		May-23
Türkiye, Gebze /W40 19/	29.994	139.2	39.6		Dec-23		15	16		May-23
Türkiye, Istanbul /W40 15/	29.994	139.2	39.6		Dec-23		15	16		May-23
Turkmenistan	3.5	188.0	93.2		Jul-23		8	9		Oct-21
Tuvalu 11/	1.498	149.1	48.1	Y	Jan-24	L	16	17		Dec-23
Uganda /W40	3797	136.8	36.7		Jul-23		24	25		May-14
Ukraine	38	134.2	35.6		Jul-23		16	17		Aug-19
United Arab Emirates /W40	3.673	168.3	73.4	Y	Jan-24	GCM	28	30	Y	Jan-24
United Kingdom	0.786	180.3	76.5	Y	Jan-24	ER	29	31		Aug-22
USA, El Paso 20/	1	161.5	56.6		Feb-23		13	14		Aug-22
USA, Miami 7/	1	162.9	57.9		Feb-23		25	27		Aug-22
USA, New York	1	187.2	80.5		Feb-23		32	34		Feb-23
USA, San Diego 21/	1	183.3	76.7		Feb-23		29	31		Aug-22
USA, San Francisco 8/	1	191.6	84.7		Feb-23		29	31		Aug-22
USA, Seattle 18/	1	164.7	59.7		Feb-23		25	27		Aug-22
USA, Washington D.C.	1	168.7	63.5		Feb-23		27	29		Apr-11
Uruguay	39.3	151.8	51.3		Nov-23		27	29		May-22
Uzbekistan /W40	12394.65	136.1	36.1		Nov-23		15	16		Jul-23
Vanuatu	114.64	158.4	58.4	Y	Jan-24	PP	16	17	Y	Jan-24
Venezuela /W40 10/	35.917	84.7	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	24438	135.3	35.2		Nov-23		19	20		Mar-22
West Bank & the Gaza Strip, The /W40 9/	3.736	157.8	56.7		Nov-23		25	27		Aug-23
Yemen, Republic of 27/	514.5	130.5	32.7		Jul-23		20	21		Jul-22
Zambia	26.1	131.1	34.3		Nov-23		22	23		Apr-23
Zimbabwe /W40 24/	6908.986	130.1	30.4		Nov-23		16	17		Dec-18

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2024

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

* Ten point rule triggered, frozen pending implementation of survey.

- 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 Croatia and Hungary until results of a new P/P survey are implemented.
- 24/ Average PAM of Botswana, Mozambique and South Africa until results of a new P/P survey are implemented.
- 25/ Australia PAI x 1.0029 until results of a new P/P survey are implemented.
- 26/ Average PAM of Algeria, Egypt and Tunisia until results of a new P/P survey are implemented.
- 27/ 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