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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/600

Approved by:
Larbi Djacta, Chairman

Date:
13 December 2024

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CTBTO

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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 December 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 **1^{er} décembre 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 DONNÉES 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 International Civil Service Commission (ICSC) 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 December 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 December 2024

Duty station	Type of survey	Date of survey
Burkina Faso	Housing	September 2024
Egypt	Place-to-place	July 2024
Ghana	Housing	August 2024
Indonesia	Place-to-place	August 2024
Jamaica	Housing	August 2024
Kazakhstan	Housing	August 2024
Niger	Place-to-place	August 2024
Philippines	Housing	August 2024
Senegal	Place-to-place	July 2024
Seychelles	Housing	August 2024

VII. Duty Stations with Personal Transitional Allowance (PTA)

5. Under the modified operational rules as described in the document **ICSC/CIRC/GEN/04/2024** published on 5th July 2024, the PTA is calculated every month to ensure that the Net Take-Home Pay (NTP) for existing staff does not decrease but also does not exceed its initial maximum setting in the first month of the new application. The first six months after the implementation of survey results, the PTA will bridge the full gap between the new benchmark NTP and the prevailing NTP at that time. Following this period, the NTP for existing staff will be gradually reduced by 3% every four months, with the PTA adjusted monthly to reflect the difference between the NTP for existing staff and the newcomers. This monthly adjustment process will continue until the NTP for existing staff will coincide with the statutory one.

6. 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. Staff joining the duty station after the PTA starting month are not eligible to receive the PTA. Please refer to **ICSC/CIRC/GEN/08/2023**, issued on 29 May 2023, for more detailed guidelines on the implementation of PTAs.

Table 2: Summary of personal transitional allowances (PTAs), as of 1 December 2024

Duty Station	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	2.7	1 March 2023	1 April 2023	1 March 2025
Azerbaijan	4.2	1 June 2024	1 July 2024	1 April 2025
Bahrain	11.9	1 September 2024	1 October 2024	1 March 2025
Cuba	3.1	1 July 2024	1 August 2024	1 January 2025

Gabon	4.8	1 August 2024	1 September 2024	1 February 2025
Lebanon	36.0	1 April 2023	1 May 2023	1 February 2025
Liberia	3.3	1 August 2024	1 September 2024	1 February 2025
Sri Lanka	1.6	1 October 2024	1 November 2024	1 April 2025

**PTA is revised on a monthly basis to maintain the NTP until the next revision date*

VIII. W40 Measure

7. The waiver of the **40 per cent** of rent limit on rental subsidy is **no longer applicable** for **Niger**, effective 1 December 2024.

IX. One Month Rule (OMR)

8. Due to sustained substantial inflation for a period of time, the one-month rule (OMR) is applicable for **Argentina**. Under this rule, the post adjustment multiplier of **this duty station** is 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 this duty station, effective 1 December 2024, is listed in the attached Post Adjustment Circular. The OMR is discontinued for **Lebanon** and **Sudan** effective 1 December 2024.

X. Interim Post Adjustment Classifications for Lebanon and Sudan

9. Following the establishment of an interim post adjustment classifications for **Lebanon** and **Sudan**, the applicable multipliers and rental subsidy thresholds effective 1 December 2024, are shown in Table 3.

Table 3. Interim post adjustment multiplier and rental subsidy thresholds for Lebanon and Sudan

Duty station	Reference duty stations	Multiplier	Rental subsidy thresholds (per cent)	
			With Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Lebanon*	Jerusalem and Türkiye - Istanbul	59.4	20	21
Sudan	South Sudan, Republic of	56.0	14	15

**Indicates that duty station has an existing PTA. See Table 2*

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

10. The revised post adjustment multipliers for the following duty stations have been established, effective 1 December 2024 as listed in Table 4, based on the new cost-of-living surveys, to which these duty stations are linked for purposes of post adjustment.

Table 4. Revised post adjustment multipliers for linked duty stations

Duty station	Reference duty stations	Multiplier
Cook Islands	Indonesia , Papua New Guinea, Philippines , Solomon Islands and Vanuatu.	56.4
Libya	Algeria, Egypt and Tunisia	43.5
Nauru	Indonesia , Papua New Guinea, Philippines , Solomon Islands and Vanuatu	56.4

11. The revised applicable rental subsidy thresholds for the following duty station have been established, effective 1 December 2024 as listed in Table 5, based on a new cost-of-living survey in reference duty stations, to which this duty station is linked for purposes of post adjustment.

Table 5. Revised rental subsidy thresholds for linked duty stations

Duty station	Reference dusty stations	Rental subsidy thresholds (per cent)	
		<u>With</u> Spouse/Single Parent Allowance	<u>Without</u> Spouse/Single Parent Allowance
Libya	Algeria, Egypt and Tunisia	18	19

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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	69.419	149.5	49.6		Nov-24		9	10		Jul-06
Albania /W40	90.56	144.8	47.0		Nov-24		17	18		Oct-24
Algeria /W40	133.457	154.9	54.8		Nov-24		19	20		Mar-24
Angola /W40	924.216	160.5	61.0		Nov-24		14	15		Nov-23
Anguilla /W40 14/	2.7	162.7	64.4		Nov-24		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	162.7	64.4		Nov-24		22	23		Aug-23
Argentina	1016.59	153.4	53.4	Y	Dec-24	OMR	25	27		Apr-24
Armenia	390	146.4	46.8		Jul-24		23	24		Apr-24
Aruba 12/	1.79	174.8	74.5		Nov-24		29	31		Aug-22
Australia	1.572	145.0	41.3	Y	Dec-24	ER	27	29		Oct-23
Austria	0.953	157.4	54.0	Y	Dec-24	ER	19	20		Aug-22
Azerbaijan	1.699	144.3	46.6		Nov-24		16	17		Mar-23
Bahamas	1	181.4	82.2		Mar-24		26	28		Jul-24
Bahrain	0.377	142.0	46.9		Sep-24		22	23		Sep-22
Bangladesh /W40	119	154.7	54.6		Nov-24		17	18		Sep-21
Barbados /W40	2	174.2	77.5		Jul-24		23	24		Aug-23
Belarus	3.48	152.1	53.1		Nov-24		17	18		Oct-24
Belgium	0.953	152.6	47.9	Y	Dec-24	ER	17	18		Feb-15
Belize	2	157.9	57.8		Nov-24		15	16		Apr-24
Benin	624.84	142.7	43.2		Nov-24		19	20		Aug-24
Bermuda 16/	1	196.3	97.2		Mar-24		38	40		Sep-23
Bhutan	84.84	150.8	52.9		Nov-24		10	11		Aug-24
Bolivia	6.855	134.1	33.9		Nov-24		17	18		Mar-22
Bonaire /W40 14/	1	162.7	64.4		Nov-24		22	23		Aug-23
Bosnia and Herzegovina /W40	1.863	138.0	38.4		Nov-24		12	13		Apr-24
Botswana	13.532	135.1	34.9		Nov-24		21	22		Aug-24
Brazil	6.035	136.5	40.5		Nov-24		21	22		Dec-23
British Virgin Islands /W40	1	160.0	60.0		Nov-24		22	23		Jun-19
Bulgaria	1.863	142.0	37.8	Y	Dec-24	ER	20	21		Jun-23
Burkina Faso /W40	624.84	136.4	37.9		Nov-24		15	16	Y	Dec-24
Burundi /W40	2888.158	150.1	49.3		Nov-24		16	17		Sep-24
Cambodia	4023	138.4	40.5		Mar-24		22	23		Jul-24
Cameroon /W40	624.84	147.5	50.8		Jul-24		15	16		Jul-15
Canada, Montreal	1.413	150.5	48.2	Y	Dec-24	ER	18	19		Aug-22
Canada, Ottawa	1.413	160.8	58.3	Y	Dec-24	L	20	21		Aug-22
Canada, Toronto	1.413	168.3	65.7	Y	Dec-24	L	20	21		May-17
Cape Verde	105.034	149.3	49.7		Nov-24		19	20		Mar-24
Cayman Islands 17/	0.82	158.9	60.7		Nov-24		24	25		Dec-17
Central African Rep. /W40	624.84	157.6	59.9		Jul-24		17	18		Nov-17

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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		
Chad	624.84	164.0	64.1		Nov-24		16	17		Dec-19
Chile	976	131.0	32.1		Nov-24		21	22		Jul-24
China, Beijing	7.261	166.0	66.7		Nov-24		25	27		Feb-22
China, Hong Kong (SAR)	7.776	220.8	118.5	Y	Dec-24	ER	19	20		Jun-12
China, Macao (SAR)	8.009	162.0	64.0		Nov-24		25	27		Oct-23
Colombia /W40	4374	149.5	48.6		Nov-24		19	20		Sep-23
Comoros	468.63	152.1	52.2		Nov-24		16	17		May-24
Congo /W40	624.84	153.3	54.3		Nov-24		8	8		Jul-23
Congo, Dem. Rep. /W40	2845.152	166.9	66.7		Nov-24		27	29		May-24
Cook Islands 4/	1.729	155.8	56.4	Y	Dec-24	PP	21	22		Jun-24
Costa Rica	500.86	146.2	45.6		Nov-24		22	23		Mar-24
Cote d Ivoire /W40	624.84	162.9	64.3		Nov-24		19	20		Apr-24
Croatia, Republic of	0.953	146.5	40.9	Y	Dec-24	ER	8	9		Aug-19
Cuba	24	166.6	71.4		Jul-24		21	22		Jul-24
Cyprus	0.953	139.8	35.0	Y	Dec-24	ER	16	17		Jun-23
Czech Republic	23.91	152.9	50.7	Y	Dec-24	ER	19	20		Nov-23
Denmark	7.104	182.7	76.5	Y	Dec-24	ER	25	27		Jun-19
Djibouti /W40	177	155.2	55.0		Nov-24		16	17		Jan-15
Dominica /W40 14/	2.7	162.7	64.4		Nov-24		22	23		Aug-23
Dominican Republic	60.34	137.4	40.1		Nov-24		20	21		Apr-24
Ecuador /W40	1	134.9	36.4		Jul-24		19	20		Sep-24
Egypt /W40	50.6	135.4	35.4	Y	Dec-24	PP	18	19	Y	Dec-24
El Salvador	1	142.0	42.0		Nov-24		25	27		Mar-24
Equatorial Guinea	624.84	149.6	51.0		Nov-24		19	20		May-23
Eritrea /W40	15	151.0	53.6		Jul-23		10	11		Sep-24
Estonia	0.953	152.8	53.4		Nov-24		18	19		Feb-01
Eswatini	17.757	128.7	27.7		Nov-24		12	13		Apr-24
Ethiopia /W40	125.002	146.4	62.6		Jul-24		23	24		Nov-24
Fiji /W40	2.25	148.7	49.2		Nov-24		24	25		Mar-24
Finland	0.953	151.1	48.1	Y	Dec-24	ER	24	25		May-23
France, Lyon and Elsewhere	0.953	157.8	53.5	Y	Dec-24	L	19	20		Aug-22
France, Paris	0.953	161.5	57.2	Y	Dec-24	ER	25	27		Aug-22
French Guiana	0.953	144.3	40.0	Y	Dec-24	ER	0	0		Jan-00
Gabon	624.84	147.3	51.8		Nov-24		18	19		Jun-19
Gambia	71.19	147.5	47.5		Nov-24		17	18		May-24
Georgia, Republic of	2.827	136.1	37.0		Nov-24		19	20		Aug-24
Germany, Berlin	0.953	150.5	46.1	Y	Dec-24	L	22	23		Jul-23
Germany, Bonn	0.953	142.7	38.5	Y	Dec-24	ER	21	22		Jul-23
Germany, Dresden	0.953	142.7	38.5	Y	Dec-24	A	20	21		Jul-23

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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, Frankfurt	0.953	152.2	47.7	Y	Dec-24	L	23	24		Jul-23
Germany, Hamburg	0.953	159.0	54.3	Y	Dec-24	L	25	27		Jul-23
Germany, Munich	0.953	165.1	60.3	Y	Dec-24	L	26	28		Jul-23
Ghana	14.65	150.2	50.2	Y	Dec-24	H	25	27	Y	Dec-24
Gibraltar 1/	0.784	190.4	84.9	Y	Dec-24	A	29	31		Aug-22
Greece	0.953	143.4	38.0	Y	Dec-24	ER	18	19		Aug-23
Grenada /W40 14/	2.7	162.7	64.4		Nov-24		22	23		Aug-23
Guatemala /W40	7.7	145.2	45.1		Nov-24		17	18		Mar-24
Guinea	8552.17	167.3	67.2		Nov-24		20	21		Mar-24
Guinea Bissau	624.84	160.5	61.0		Jul-24		12	13		Nov-24
Guyana	207.9	162.8	62.8		Nov-24		19	20		Apr-23
Haiti	130.65	165.3	65.3		Nov-24		19	20		Mar-23
Honduras	25.031	144.3	44.4		Nov-24		21	22		Mar-24
Hungary	390.83	154.4	46.1	Y	Dec-24	ER	18	19		Jun-23
Iceland	138.88	148.2	42.4	Y	Dec-24	ER	0	0		Jan-00
India /W40	84.84	148.6	48.8		Nov-24		14	15		Jun-24
Indonesia	15914	143.8	43.8	Y	Dec-24	PP	24	25	Y	Dec-24
Iran /W40	539536	139.1	39.7		Nov-24		19	20		Jun-24
Iraq	1310	138.8	38.9		Nov-24		14	15		May-02
Ireland	0.953	160.1	57.3	Y	Dec-24	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.581	179.2	76.5		Nov-24		27	29		Apr-24
Italy, Brindisi	0.953	127.8	25.3	Y	Dec-24	L	10	11		Nov-99
Italy, Rome	0.953	133.8	31.2	Y	Dec-24	ER	21	22		Aug-22
Jamaica	155.447	156.9	58.6		Nov-24		25	27		Apr-21
Japan, Hiroshima	152.3	148.2	43.9	Y	Dec-24	L	19	20		Nov-23
Japan, Tokyo	152.3	166.9	62.1	Y	Dec-24	ER	21	22		Nov-23
Jerusalem /W40	3.581	169.6	67.1		Nov-24		26	28		Apr-24
Jordan /W40	0.708	142.7	42.6		Nov-24		19	20		Oct-24
Kazakhstan	521.13	138.9	42.7		Nov-24		18	19	Y	Dec-24
Kenya /W40	129	154.0	54.0		Nov-24		24	25		Feb-24
Kiribati	1.572	155.0	55.5		Nov-24		14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	161.5	61.5		Nov-24		10	11		Sep-15
Korea, Republic of	1429.18	158.2	61.8		Nov-24		17	18		Nov-19
Kuwait /W40	0.308	163.8	63.9		Nov-24		14	15		Sep-24
Kyrgyzstan	86.6	140.9	41.0		Nov-24		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	22020	140.8	40.7		Nov-24		15	16		Oct-24
Latvia	0.953	151.2	46.4	Y	Dec-24	ER	13	14		Apr-24
Lebanon /W40 28/	89500	160.2	59.4	Y	Dec-24	L	20	21	Y	Dec-24
Lesotho	17.757	141.5	40.9		Nov-24		13	14		Oct-24

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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		
Liberia	178.204	159.2	62.7		Aug-24		21	22		Aug-23
Libya /W40 26/	4.877	143.6	43.5	Y	Dec-24	PP	18	19	Y	Dec-24
Lithuania	0.953	143.9	44.5		Nov-24		17	18		Dec-03
Luxembourg	0.953	156.8	53.2	Y	Dec-24	ER	17	18		Dec-17
Madagascar /W40	4676.33	137.9	38.1		Nov-24		21	22		Mar-24
Malawi	1751	147.6	46.9		Nov-24		17	18		Jan-24
Malaysia	4.43	161.3	61.0		Nov-24		15	16		Mar-23
Maldives	15	150.3	50.3		Nov-24		23	24		Jun-20
Mali /W40	624.84	157.2	57.4		Nov-24		13	14		Sep-20
Malta	0.953	142.1	36.9	Y	Dec-24	ER	16	17		Aug-23
Marshall Islands 2/	1	173.6	55.0		Nov-24		21	22		Jun-24
Mauritania /W40	39.63	145.3	45.1		Nov-24		14	15		Jun-24
Mauritius	45.954	140.8	40.5		Nov-24		20	21		Apr-24
Mexico	20.23	153.8	62.3		Jul-24		25	27		Mar-23
Micronesia, Fed States of /W40	1	173.6	73.0		Nov-24		11	12		Dec-23
Moldova	18.201	154.7	55.6		Nov-24		21	22		Oct-21
Monaco 3/	0.953	161.5	57.2	Y	Dec-24	A	25	27		Aug-22
Mongolia	3417.21	146.9	47.0		Oct-24		18	19		Oct-24
Montenegro	0.953	140.9	41.2		Nov-24		20	21		Mar-24
Morocco /W40	9.983	141.2	41.4		Nov-24		21	22		May-21
Mozambique /W40	63.25	141.2	42.0		Mar-24		24	25		May-24
Myanmar /W40	4180	147.9	47.9		Nov-24		11	12		May-24
Namibia	17.757	143.6	42.9		Nov-24		14	15		Nov-24
Nauru 4/	1.572	155.8	56.4	Y	Dec-24	PP	21	22		Jun-24
Nepal /W40	135.726	137.0	37.2		Nov-24		12	13		Jan-14
Netherlands	0.953	152.9	50.3	Y	Dec-24	ER	23	24		Oct-23
New Caledonia	113.671	144.6	45.3		Nov-24		16	17		Sep-05
New Zealand 25/	1.729	145.4	47.7		Nov-24		24	25		Dec-20
Nicaragua	36.523	139.8	39.7		Nov-24		17	18		Jun-24
Niger	624.84	159.4	59.4	Y	Dec-24	PP	15	16	Y	Dec-24
Nigeria /W40	1534.98	164.1	60.9		Nov-24		21	22		Dec-23
North Macedonia	58.387	136.7	37.0		Nov-24		18	19		Jun-24
Norway	11.146	150.1	44.5	Y	Dec-24	ER	25	27		May-23
Oman	0.385	142.3	42.2		Nov-24		22	23		Jul-24
Pakistan /W40	277.9	147.0	47.0		Nov-24		18	19		Mar-24

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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		
Palau, Republic of 4/	1	155.8	56.4	Y	Dec-24		21	22		Jun-24
Panama	1	145.9	45.9		Nov-24		24	25		Aug-18
Papua New Guinea /W40	3.979	157.6	59.1		Nov-24		25	26		Jun-24
Paraguay	7821	135.2	35.2		Nov-24		17	18		Aug-20
Peru	3.718	145.6	44.6		Nov-24		21	22		Aug-17
Philippines /W40	58.28	151.1	51.1	Y	Dec-24	H	23	24		Jan-24
Poland	4.065	146.2	42.0	Y	Dec-24	ER	22	23		Jun-23
Portugal, Guimaraes	0.953	121.8	17.8	Y	Dec-24	L	13	14		Aug-23
Portugal, Lisbon	0.953	140.7	36.2	Y	Dec-24	ER	20	21		Jan-05
Puerto Rico 13/	1	137.4	40.1		Nov-24		20	21		Apr-24
Qatar /W40	3.645	158.8	60.5		Nov-23		28	30		Oct-19
Romania	4.73	139.4	34.2	Y	Dec-24	ER	19	20		Jun-23
Russian Federation	106.756	151.5	56.4		Nov-24		20	21		Oct-24
Rwanda	1371.496	142.7	42.9		Nov-24		17	18		Oct-22
Saint Helena 5/	0.784	165.9	63.9		Nov-24		13	14		Aug-22
St. Lucia	2.7	158.0	59.0		Jul-24		18	19		Mar-21
Samoa	2.761	143.6	45.6		Jul-24		16	17		Dec-23
Sao Tome and Principe	23.352	166.1	78.4		Jul-24		25	27		Nov-24
Saudi Arabia /W40	3.758	160.3	60.3		Nov-24		22	23		Feb-24
Senegal /W40	624.84	154.1	54.1	Y	Dec-24	PP	22	23	Y	Dec-24
Serbia	111.361	145.8	46.4		Nov-24		18	19		Jul-23
Seychelles	13.945	150.6	55.4		Nov-24		19	20		Feb-24
Sierra Leone /W40	23.4	160.2	60.2		Nov-24		19	20		May-18
Singapore /W40	1.343	180.3	80.8		Nov-24		23	24		Jul-19
Slovak Republic	0.953	145.5	39.6	Y	Dec-24	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.953	150.4	45.9	Y	Dec-24	ER	14	15		Jan-20
Solomon Islands /W40	8.299	165.9	66.2		Nov-24		19	20		Mar-24
Somalia 6/	24300	150.2	58.3		Nov-24		23	24		Feb-24
South Africa /W40	17.757	135.9	35.1		Nov-24		19	20		Aug-23
South Sudan, Republic of /W40	3811.2399	155.9	56.0		Nov-24		14	15		Sep-17
Spain	0.953	136.2	31.9	Y	Dec-24	ER	22	23		Aug-22
Sri Lanka	289.57	143.1	46.9		Nov-24		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	162.7	64.4		Nov-24		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	162.7	64.4		Nov-24		22	23		Aug-23
Sudan /W40 29/	1987	155.9	56.0	Y	Dec-24	L	14	15	Y	Dec-24
Suriname	35.096	145.4	45.4		Nov-24		18	19		Jun-24
Sweden	10.963	143.7	41.0	Y	Dec-24	ER	27	29		May-23
Switzerland	0.884	192.4	89.9	Y	Dec-24	ER	22	23		Aug-22
Syrian Arab Republic 10/	13600	110.2	24.8		Jul-19		20	21		Jun-12

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Effective 1 December 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		
Tajikistan /W40	10.893	145.2	45.7		Nov-24		14	15		Feb-23
Tanzania, United Rep. of /W40	2418.5	147.9	44.7		Nov-24		22	23		Oct-21
Thailand /W40	33.82	147.8	46.1		Nov-24		22	23		Jul-19
Timor-Leste /W40	1	150.8	50.7		Nov-24		15	16		Jul-11
Togo	624.84	153.1	54.2		Nov-24		15	16		Feb-23
Tonga	2.352	148.7	49.0		Nov-24		9	10		Jan-09
Trinidad and Tobago /W40	6.754	151.2	51.2		Nov-24		21	22		Feb-23
Tunisia	3.154	140.4	40.3		Nov-24		17	18		Mar-24
Türkiye, Ankara	34.863	143.5	44.3		Nov-24		14	15		May-23
Türkiye, Gebze /W40 19/	34.863	150.8	51.6		Nov-24		15	16		May-23
Türkiye, Istanbul /W40 15/	34.863	150.8	51.6		Nov-24		15	16		May-23
Turkmenistan /W40	3.5	192.4	93.2		Jul-23		8	9		Oct-21
Tuvalu 11/	1.572	154.8	55.6		Nov-24		18	19		Jul-24
Uganda /W40	3654.14	141.8	41.8		Nov-24		24	25		May-14
Ukraine	41.65	137.8	37.6		Nov-24		16	17		Aug-19
United Arab Emirates /W40	3.673	172.2	73.4		Jan-24		28	30		Jan-24
United Kingdom	0.784	190.4	84.9	Y	Dec-24	ER	29	31		Aug-22
USA, El Paso 20/	1	167.4	63.0		Feb-24		13	14		Aug-22
USA, Miami 7/	1	168.8	64.4		Feb-24		25	27		Aug-22
USA, New York	1	196.2	88.4		Feb-24		32	34		Feb-23
USA, San Diego 21/	1	192.1	84.4		Feb-24		29	31		Aug-22
USA, San Francisco 8/	1	200.8	92.8		Feb-24		29	31		Aug-22
USA, Seattle 18/	1	170.7	66.2		Feb-24		25	27		Aug-22
USA, Washington D.C.	1	174.8	70.2		Feb-24		27	29		Apr-11
Uruguay	44.25	150.3	54.0		Nov-24		27	29		May-22
Uzbekistan /W40	12820	143.0	42.7		Nov-24		15	16		Jul-23
Vanuatu	117.99	160.8	61.7		Nov-24		16	17		Jan-24
Venezuela /W40 10/	48.326	87.1	58.8		Mar-18		27	29		Aug-12
Vietnam /W40	25359	142.1	42.1		Nov-24		18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.581	169.6	67.1		Nov-24		26	28		Apr-24
Yemen, Republic of 27/	528.74	135.6	35.5		Nov-24		21	22		Jul-24
Zambia	27.6	137.9	38.2		Nov-24		22	23		Apr-23
Zimbabwe /W40 24/	25.647	137.4	37.3		Nov-24		17	18		Aug-24

XII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 December 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
CFMR	=	Capped 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.
- 28/ Average PAM of Jerusalem and Türkiye, Istanbul until results of a new P/P survey are implemented.
- 29/ Same post adjustment classification/rental threshold as for South Sudan.

**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 du Congo	Democratic Republic of the Congo (the)
Les Îles Cook	Cook Islands	République démocratique populaire lao	Lao People's Democratic Republic (the)
Lesotho	Lesotho	République dominicaine	Dominican Republic (the)
Lettonie*	Latvia*	République populaire démocratique de Corée	Democratic People's Republic of Korea (the)
Liban	Lebanon	République slovaque	Slovak Republic*
Libéria	Liberia	République tchèque*	Czech Republic*
Libye	Libya	République-Unie de Tanzanie	United Republic of Tanzania (the)
Lituanie	Lithuania	Roumanie*	Romania*
Luxembourg*	Luxembourg*	Royaume-Uni de Grande-Bretagne et d'Irlande du Nord*	United Kingdom of Great Britain and Northern Ireland (the)*
Macédoine du Nord, la République de	North Macedonia, the Republic of	Rwanda	Rwanda
Madagascar	Madagascar	Sainte-Hélène	Saint Helena
Malaisie	Malaysia	Sainte-Lucie	Saint Lucia
Malawi	Malawi	Saint-Kitts-et-Nevis	Saint Kitts and Nevis
Maldives	Maldives	Saint-Vincent-et-les-Grenadines	Saint Vincent and the Grenadines
Mali	Mali	Samoa	Samoa
Malte*	Malta*	Sao Tomé-et-Principe	Sao Tome and Principe
Maroc	Morocco	Sénégal	Senegal
Maurice	Mauritius	Serbie	Serbia
Mauritanie	Mauritania	Seychelles	Seychelles
Mexique	Mexico	Sierra Leone	Sierra Leone
Micronésie (États fédérés de)	Micronesia (Federated States of)	Singapour	Singapore
Monaco*	Monaco*	Slovénie*	Slovenia*
Mongolie	Mongolia	Somalie	Somalia
Monténégro	Montenegro	Soudan	Sudan (the)
Mozambique	Mozambique	Soudan du Sud	South Sudan
Myanmar	Myanmar	Sri Lanka	Sri Lanka
Nauru	Nauru	Suède*	Sweden*
Namibie	Namibia	Suisse*	Switzerland*
Népal	Nepal	Suriname	Suriname
Nicaragua	Nicaragua	Tadjikistan	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)		

* Lieu d'affectation du
groupe 1

* Group 1 duty station