



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/601

Approved by:
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UN Tourism



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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 January 2025**, 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} janvier 2025** 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. Consolidation of post adjustment into base salary

1. The General Assembly, by resolution **A/RES/79/252**, approved a revised base/floor salary scale for staff in the Professional and higher categories effective 1 January 2025. The revised scale has been implemented in conjunction with a consolidation of 9.5 per cent of post adjustment into net base salary on a no gain/no loss basis. This means that the net base salary is increased by 9.5 per cent and post adjustment indices and multipliers at all duty stations are reduced by the same rate, effective the same date. Multipliers before and after consolidation of 9.5 per cent of post adjustment into net base salary are provided in Annex I. The methodology for implementing the consolidation is outlined in Annex II.

V. 0.5% Rule

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

VI. The application of the modified 0.5% Rule for group I duty stations

3. 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.

4. 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 2025, are included in the attached Consolidated Post Adjustment Circular.

VII. Cost-of-living surveys

5. 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 2025

Duty station	Type of survey	Date of survey
El Salvador	Place-to-place	September 2024
Fiji	Housing	September 2024
Guatemala	Housing	September 2024
Honduras	Housing	September 2024
Pakistan	Housing	September 2024
Sierra Leone	Place-to-place	September 2024

VIII. Duty Stations with Personal Transitional Allowance (PTA)

6. 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.

7. Due to the consolidation of the base/floor salary scale for staff in the Professional and higher categories in January 2025, as outlined above, and to prevent undue increases in remuneration levels, the existing Personal Transitional Allowances (PTAs) were adjusted effective 1 January 2025, as detailed in Table 2, in accordance with **ICSC/CIRC/GEN/05/2020 Par. 7(d)**.

8. 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 January 2025

Duty Station	Existing PTA*	New PTA*	Difference	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	2.7	2.5	-0.2	1 March 2023	1 April 2023	1 March 2025
Azerbaijan	4.2	3.8	-0.4	1 June 2024	1 July 2024	1 April 2025
Bahrain	11.9	10.8	-1.1	1 September 2024	1 October 2024	1 March 2025

Gabon	4.8	4.4	-0.4	1 August 2024	1 September 2024	1 February 2025
Lebanon	36.0	32.9	-3.1	1 April 2023	1 May 2023	1 February 2025
Liberia	3.3	3.0	-0.3	1 August 2024	1 September 2024	1 February 2025
Sri Lanka	1.6	1.4	-0.2	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*

IX. One Month Rule (OMR)

9. 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. However, the application of the rule did not trigger a change in the post adjustment multiplier for **Argentina**.

X. Revised rental subsidy thresholds for Kazakhstan

10. The secretariat identified an error in announcing the revised rental subsidy thresholds for **Kazakhstan** in December 2024. Based on the most recent cost-of-living survey in Kazakhstan, the revised applicable rental subsidy thresholds effective 1 December 2024 as listed in Table 3 below.

Table 3. Rrevised rental subsidy thresholds for Kazakhstan

DUTY STATION	RENTAL SUBSIDY THRESHOLDS (PER CENT)	
	<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Kazakhstan	16	17

11. The adjustment of the thresholds from 18/19 (incorrectly announced in December 2024) to 16/17 means that some staff should have received a higher rental subsidy amount than was processed in December 2024, while others may have become eligible. Accordingly, the rental subsidy for December 2024 should be reprocessed.

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2025

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Afghanistan	70.448	136.4	36.6		Nov-24		9	10		Jul-06
Albania /W40	92.59	131.2	34.2		Nov-24		17	18		Oct-24
Algeria /W40	135.898	140.7	41.4		Nov-24		19	20		Mar-24
Angola /W40	912	147.6	47.0		Nov-24		14	15		Nov-23
Anguilla /W40 14/	2.7	148.7	50.1		Nov-24		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	148.7	50.1		Nov-24		22	23		Aug-23
Argentina	1039.12	139.7	40.1		Dec-24		25	27		Apr-24
Armenia	393.86	133.5	34.1		Jul-24		23	24		Apr-24
Aruba 12/	1.79	159.6	59.4		Nov-24		29	31		Aug-22
Australia	1.624	130.0	25.5	Y	Jan-25	ER	27	29		Oct-23
Austria	0.98	140.8	37.2	Y	Jan-25	ER	19	20		Aug-22
Azerbaijan	1.699	131.9	33.9		Nov-24		16	17		Mar-23
Bahamas	1	165.8	66.4		Mar-24		26	28		Jul-24
Bahrain	0.377	129.8	34.2		Sep-24		22	23		Sep-22
Bangladesh /W40	121	140.7	41.2		Nov-24		17	18		Sep-21
Barbados /W40	2	159.3	62.1		Jul-24		23	24		Aug-23
Belarus	3.492	138.9	39.8		Nov-24		17	18		Oct-24
Belgium	0.98	136.4	31.8	Y	Jan-25	ER	17	18		Feb-15
Belize	2	144.2	44.1		Nov-24		15	16		Apr-24
Benin	642.654	128.9	30.8		Nov-24		19	20		Aug-24
Bermuda 16/	1	179.3	80.1		Mar-24		38	40		Sep-23
Bhutan	86.58	137.2	39.6		Nov-24		10	11		Aug-24
Bolivia	6.859	122.5	22.3		Nov-24		17	18		Mar-22
Bonaire /W40 14/	1	148.7	50.1		Nov-24		22	23		Aug-23
Bosnia and Herzegovina /W40	1.916	125.0	26.4		Nov-24		12	13		Apr-24
Botswana	14.065	122.0	23.2		Nov-24		21	22		Aug-24
Brazil	6.11	124.6	28.3		Nov-24		21	22		Dec-23
British Virgin Islands /W40	1	146.2	46.1		Nov-24		22	23		Jun-19
Bulgaria	1.916	128.3	22.8	Y	Jan-25	ER	20	21		Jun-23
Burkina Faso /W40	642.654	123.3	25.9		Nov-24		15	16		Dec-24
Burundi /W40	2892.603	137.3	36.3		Nov-24		16	17		Sep-24
Cambodia	4032	126.4	28.3		Mar-24		22	23		Jul-24
Cameroon /W40	642.654	133.3	37.7		Jul-24		15	16		Jul-15
Canada, Montreal	1.44	135.5	33.1	Y	Jan-25	ER	18	19		Aug-22
Canada, Ottawa	1.44	144.8	42.2	Y	Jan-25	L	20	21		Aug-22
Canada, Toronto	1.44	151.5	48.8	Y	Jan-25	L	20	21		May-17
Cape Verde	108.029	135.3	36.7		Nov-24		19	20		Mar-24
Cayman Islands 17/	0.82	145.0	46.8		Nov-24		24	25		Dec-17
Central African Rep. /W40	642.654	143.3	46.0		Jul-24		17	18		Nov-17

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Chad	642.654	148.9	49.9		Nov-24		16	17		Dec-19
Chile	1014	117.4	20.6		Nov-24		21	22		Jul-24
China, Beijing	7.332	150.6	52.2		Nov-24		25	27		Feb-22
China, Hong Kong (SAR)	7.786	201.3	99.3	Y	Jan-25	ER	19	20		Jun-12
China, Macao (SAR)	8.019	147.9	49.8		Nov-24		25	27		Oct-23
Colombia /W40	4343	136.9	35.7		Nov-24		19	20		Sep-23
Comoros	481.991	137.9	39.0		Nov-24		16	17		May-24
Congo /W40	642.654	138.9	40.9		Nov-24		8	8		Jul-23
Congo, Dem. Rep. /W40	2840.592	152.4	52.2		Nov-24		27	29		May-24
Cook Islands 4/	1.8	141.7	42.8		Dec-24		21	22		Jun-24
Costa Rica	503.54	133.3	33.0		Nov-24		22	23		Mar-24
Cote d Ivoire /W40	642.654	146.9	50.0		Nov-24		19	20		Apr-24
Croatia, Republic of	0.98	132.5	25.6	Y	Jan-25	ER	8	9		Aug-19
Cuba	24	152.1	56.5		Jul-24		21	22		Jul-24
Cyprus	0.98	125.3	20.4	Y	Jan-25	ER	16	17		Jun-23
Czech Republic	24.69	137.2	33.8	Y	Jan-25	ER	19	20		Nov-23
Denmark	7.309	163.9	57.1	Y	Jan-25	ER	25	27		Jun-19
Djibouti /W40	177	141.7	41.6		Nov-24		16	17		Jan-15
Dominica /W40 14/	2.7	148.7	50.1		Nov-24		22	23		Aug-23
Dominican Republic	61.044	125.1	27.9		Nov-24		20	21		Apr-24
Ecuador /W40	1	123.1	24.6		Jul-24		19	20		Sep-24
Egypt /W40	50.46	124.5	23.7		Dec-24		18	19		Dec-24
El Salvador	1	128.4	29.7		Nov-24		25	27		Mar-24
Equatorial Guinea	642.654	135.6	37.9		Nov-24		19	20		May-23
Eritrea /W40	15	137.8	40.3		Jul-23		10	11		Sep-24
Estonia	0.98	137.3	40.1		Nov-24		18	19		Feb-01
Eswatini	19.072	115.1	16.6		Nov-24		12	13		Apr-24
Ethiopia /W40	126.23	133.7	48.5		Jul-24		23	24		Nov-24
Fiji /W40	2.33	132.5	36.3		Nov-24		23	24	Y	Jan-25
Finland	0.98	135.5	32.0	Y	Jan-25	ER	24	25		May-23
France, Lyon and Elsewhere	0.98	140.7	36.8	Y	Jan-25	L	19	20		Aug-22
France, Paris	0.98	144.0	40.1	Y	Jan-25	ER	25	27		Aug-22
French Guiana	0.98	129.6	24.8	Y	Jan-25	ER	0	0		Jan-00
Gabon	642.654	133.0	38.6		Nov-24		18	19		Jun-19
Gambia	71.26	134.8	34.7		Nov-24		17	18		May-24
Georgia, Republic of	2.84	124.2	25.1		Nov-24		19	20		Aug-24
Germany, Berlin	0.98	134.6	30.2	Y	Jan-25	L	22	23		Jul-23
Germany, Bonn	0.98	127.6	23.5	Y	Jan-25	ER	21	22		Jul-23
Germany, Dresden	0.98	127.6	23.5	Y	Jan-25	A	20	21		Jul-23

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Germany, Frankfurt	0.98	136.1	31.7	Y	Jan-25	L	23	24		Jul-23
Germany, Hamburg	0.98	142.2	37.6	Y	Jan-25	L	25	27		Jul-23
Germany, Munich	0.98	147.7	42.9	Y	Jan-25	L	26	28		Jul-23
Ghana	14.75	137.8	37.2		Dec-24		25	27		Dec-24
Gibraltar 1/	0.823	166.9	61.7	Y	Jan-25	A	29	31		Aug-22
Greece	0.98	128.5	23.1	Y	Jan-25	ER	18	19		Aug-23
Grenada /W40 14/	2.7	148.7	50.1		Nov-24		22	23		Aug-23
Guatemala /W40	7.711	131.6	32.5		Nov-24		17	18		Mar-24
Guinea	8586	152.8	52.7		Nov-24		20	21		Mar-24
Guinea Bissau	642.654	145.5	47.0		Jul-24		12	13		Nov-24
Guyana	207.9	148.7	48.7		Nov-24		19	20		Apr-23
Haiti	130.27	151.0	51.0		Nov-24		19	20		Mar-23
Honduras	25.158	132.1	32.1	Y	Jan-25	H	21	22		Mar-24
Hungary	404.92	139.8	30.2	Y	Jan-25	ER	18	19		Jun-23
Iceland	141.67	132.9	27.8	Y	Jan-25	ER	0	0		Jan-00
India /W40	86.58	135.5	35.9		Nov-24		14	15		Jun-24
Indonesia	16278	130.6	31.3		Dec-24		24	25		Dec-24
Iran /W40	661234	125.8	27.6		Nov-24		19	20		Jun-24
Iraq	1310	126.7	26.8		Nov-24		14	15		May-02
Ireland	0.98	143.1	40.2	Y	Jan-25	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.67	162.2	61.2		Nov-24		27	29		Apr-24
Italy, Brindisi	0.98	114.4	11.7	Y	Jan-25	L	10	11		Nov-99
Italy, Rome	0.98	119.8	17.0	Y	Jan-25	ER	21	22		Aug-22
Jamaica	155.647	143.2	44.8		Nov-24		25	27		Apr-21
Japan, Hiroshima	157.41	132.5	27.6	Y	Jan-25	L	19	20		Nov-23
Japan, Tokyo	157.41	149.3	43.8	Y	Jan-25	ER	21	22		Nov-23
Jerusalem, Jerusalem /W40	3.67	153.6	52.6		Nov-24		26	28		Apr-24
Jordan /W40	0.708	130.3	30.2		Nov-24		19	20		Oct-24
Kazakhstan	530.39	126.3	30.3		Nov-24		16	17	Y	Dec-24
Kenya /W40	129.16	140.9	40.6		Nov-24		24	25		Feb-24
Kiribati	1.624	140.6	42.0		Nov-24		14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	147.3	47.5		Nov-24		10	11		Sep-15
Korea, Republic of	1467.21	142.8	47.8		Nov-24		17	18		Nov-19
Kuwait /W40	0.309	149.5	49.7		Nov-24		14	15		Sep-24
Kyrgyzstan	86.75	128.6	28.8		Nov-24		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	21854	128.7	28.5		Nov-24		15	16		Oct-24
Latvia	0.98	136.8	30.5	Y	Jan-25	ER	13	14		Apr-24
Lebanon /W40 28/	89500	145.7	45.6		Dec-24		20	21		Dec-24
Lesotho	19.072	127.6	28.7		Nov-24		13	14		Oct-24

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Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Liberia	186.23	145.3	48.6		Aug-24		21	22		Aug-23
Libya /W40 26/	4.944	130.9	31.0		Dec-24		18	19		Dec-24
Lithuania	0.98	130.5	32.0		Nov-24		17	18		Dec-03
Luxembourg	0.98	140.1	36.5	Y	Jan-25	ER	17	18		Dec-17
Madagascar /W40	4691.6	125.8	26.1		Nov-24		21	22		Mar-24
Malawi	1751	135.2	34.2		Nov-24		17	18		Jan-24
Malaysia	4.508	146.3	47.0		Nov-24		15	16		Mar-23
Maldives	15	137.2	37.3		Nov-24		23	24		Jun-20
Mali /W40	642.654	142.6	43.7		Nov-24		13	14		Sep-20
Malta	0.98	127.8	22.0	Y	Jan-25	ER	16	17		Aug-23
Marshall Islands 2/	1	158.9	41.6		Nov-24		21	22		Jun-24
Mauritania /W40	39.76	132.5	32.5		Nov-24		14	15		Jun-24
Mauritius	46.178	128.3	28.3		Nov-24		20	21		Apr-24
Mexico	20.81	139.0	48.2		Jul-24		25	27		Mar-23
Micronesia, Fed States of /W40	1	158.9	58.0		Nov-24		11	12		Dec-23
Moldova	18.61	140.3	42.1		Nov-24		21	22		Oct-21
Monaco 3/	0.98	144.0	40.1	Y	Jan-25	A	25	27		Aug-22
Mongolia	3418	134.2	34.2		Oct-24		18	19		Oct-24
Montenegro	0.98	127.9	28.9		Nov-24		20	21		Mar-24
Morocco /W40	10.087	128.5	29.1		Nov-24		21	22		May-21
Mozambique /W40	63.25	129.0	29.7		Mar-24		24	25		May-24
Myanmar /W40	4185	135.2	35.1		Nov-24		11	12		May-24
Namibia	19.072	128.8	30.5		Nov-24		14	15		Nov-24
Nauru 4/	1.624	141.7	42.8		Dec-24		21	22		Jun-24
Nepal /W40	138.51	124.4	25.3		Nov-24		12	13		Jan-14
Netherlands	0.98	136.1	33.9	Y	Jan-25	ER	23	24		Oct-23
New Caledonia	116.912	130.3	32.7		Nov-24		16	17		Sep-05
New Zealand 25/	1.8	130.4	34.9		Nov-24		24	25		Dec-20
Nicaragua	36.579	127.6	27.6		Nov-24		17	18		Jun-24
Niger	642.654	144.7	45.6		Dec-24		15	16		Dec-24
Nigeria /W40	1547.24	150.4	46.9		Nov-24		21	22		Dec-23
North Macedonia	60.086	123.9	25.1		Nov-24		18	19		Jun-24
Norway	11.472	135.2	28.7	Y	Jan-25	ER	25	27		May-23
Oman	0.385	129.9	29.9		Nov-24		22	23		Jul-24
Pakistan /W40	278.625	134.9	34.9	Y	Jan-25	H	18	19		Mar-24

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2025

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Palau, Republic of 4/	1	141.7	42.8		Dec-24		21	22		Jun-24
Panama	1	133.2	33.2		Nov-24		24	25		Aug-18
Papua New Guinea /W40	3.992	143.7	45.3		Nov-24		25	26		Jun-24
Paraguay	7882	123.3	23.5		Nov-24		17	18		Aug-20
Peru	3.777	132.2	32.1		Nov-24		21	22		Aug-17
Philippines /W40	58.69	137.6	38.0		Dec-24		23	24		Jan-24
Poland	4.184	131.8	26.5	Y	Jan-25	ER	22	23		Jun-23
Portugal, Guimaraes	0.98	108.8	5.0	Y	Jan-25	L	13	14		Aug-23
Portugal, Lisbon	0.98	125.7	21.4	Y	Jan-25	ER	20	21		Jan-05
Puerto Rico 13/	1	125.1	27.9		Nov-24		20	21		Apr-24
Qatar /W40	3.645	145.0	46.6		Nov-23		28	30		Oct-19
Romania	4.87	126.2	20.0	Y	Jan-25	ER	19	20		Jun-23
Russian Federation	102.342	141.4	42.8		Nov-24		20	21		Oct-24
Rwanda	1377.705	130.3	30.5		Nov-24		17	18		Oct-22
Saint Helena 5/	0.823	145.4	49.7		Nov-24		13	14		Aug-22
St. Lucia	2.7	144.4	45.2		Jul-24		18	19		Mar-21
Samoa	2.79	130.5	33.0		Jul-24		16	17		Dec-23
Sao Tome and Principe	23.79	150.8	62.9		Jul-24		25	27		Nov-24
Saudi Arabia /W40	3.754	146.4	46.4		Nov-24		22	23		Feb-24
Senegal /W40	642.654	139.3	40.7		Dec-24		22	23		Dec-24
Serbia	114.723	131.7	33.7		Nov-24		18	19		Jul-23
Seychelles	14.267	136.1	41.9		Nov-24		19	20		Feb-24
Sierra Leone /W40	23.45	145.5	46.3		Nov-24		19	20		May-18
Singapore /W40	1.373	162.2	65.1		Nov-24		23	24		Jul-19
Slovak Republic	0.98	131.4	24.5	Y	Jan-25	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.98	136.2	30.0	Y	Jan-25	ER	14	15		Jan-20
Solomon Islands /W40	8.375	151.0	51.8		Nov-24		19	20		Mar-24
Somalia 6/	24300	137.3	44.6		Nov-24		23	24		Feb-24
South Africa /W40	19.072	121.5	23.4		Nov-24		19	20		Aug-23
South Sudan, Republic of /W40	4088.574	142.2	42.5		Nov-24		14	15		Sep-17
Spain	0.98	122.3	17.6	Y	Jan-25	ER	22	23		Aug-22
Sri Lanka	294.42	130.1	34.2		Nov-24		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	148.7	50.1		Nov-24		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	148.7	50.1		Nov-24		22	23		Aug-23
Sudan /W40 29/	1987	142.2	42.5		Dec-24		14	15		Dec-24
Suriname	35.134	132.8	32.8		Nov-24		18	19		Jun-24
Sweden	11.28	129.9	25.6	Y	Jan-25	ER	27	29		May-23
Switzerland	0.918	170.5	67.6	Y	Jan-25	ER	22	23		Aug-22
Syrian Arab Republic 10/	13000	101.2	14.0		Jul-19		20	21		Jun-12

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2025

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 100)					Thresholds			
		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Tajikistan /W40	10.943	132.5	33.1		Nov-24		14	15		Feb-23
Tanzania, United Rep. of /W40	2462	134.4	32.1		Nov-24		22	23		Oct-21
Thailand /W40	34.76	133.4	33.4		Nov-24		22	23		Jul-19
Timor-Leste /W40	1	137.6	37.6		Nov-24		15	16		Jul-11
Togo	642.654	138.1	40.8		Nov-24		15	16		Feb-23
Tonga	2.399	135.0	36.1		Nov-24		9	10		Jan-09
Trinidad and Tobago /W40	6.764	138.0	38.1		Nov-24		21	22		Feb-23
Tunisia	3.227	127.4	28.1		Nov-24		17	18		Mar-24
Türkiye, Ankara	35.484	131.1	31.8		Nov-24		14	15		May-23
Türkiye, Gebze /W40 19/	35.484	137.8	38.4		Nov-24		15	16		May-23
Türkiye, Istanbul /W40 15/	35.484	137.8	38.4		Nov-24		15	16		May-23
Turkmenistan /W40	3.5	175.7	76.4		Jul-23		8	9		Oct-21
Tuvalu 11/	1.624	140.1	42.1		Nov-24		18	19		Jul-24
Uganda /W40	3695.5	129.3	29.5		Nov-24		24	25		May-14
Ukraine	42.5	125.2	25.7		Nov-24		16	17		Aug-19
United Arab Emirates /W40	3.673	157.3	58.4		Jan-24		28	30		Jan-24
United Kingdom	0.823	166.9	61.7	Y	Jan-25	ER	29	31		Aug-22
USA, El Paso 20/	1	152.8	48.8		Feb-24		13	14		Aug-22
USA, Miami 7/	1	154.1	50.1		Feb-24		25	27		Aug-22
USA, New York	1	179.5	72.1		Feb-24		32	34		Feb-23
USA, San Diego 21/	1	175.7	68.5		Feb-24		29	31		Aug-22
USA, San Francisco 8/	1	183.7	76.1		Feb-24		29	31		Aug-22
USA, Seattle 18/	1	155.9	51.7		Feb-24		25	27		Aug-22
USA, Washington D.C.	1	159.6	55.4		Feb-24		27	29		Apr-11
Uruguay	43.95	137.5	40.6		Nov-24		27	29		May-22
Uzbekistan /W40	12918	130.7	30.3		Nov-24		15	16		Jul-23
Vanuatu	120.76	145.8	47.7		Nov-24		16	17		Jan-24
Venezuela /W40 10/	53.282	79.4	45.0		Mar-18		27	29		Aug-12
Vietnam /W40	25393	129.7	29.8		Nov-24		18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.67	153.6	52.6		Nov-24		26	28		Apr-24
Yemen, Republic of 27/	529.73	123.7	23.7		Nov-24		21	22		Jul-24
Zambia	27.65	125.8	26.2		Nov-24		22	23		Apr-23
Zimbabwe /W40 24/	25.883	124.2	25.4		Nov-24		17	18		Aug-24

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 January 2025

Country or area	Exchange rate	Post Adjustment (New York, July 2002 = 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.

**XII. LIST OF COUNTRIES AND AREAS IN FRENCH AND ENGLISH
LISTE DES PAYS ET LOCALITÉS EN FRANÇAIS ET EN ANGLAIS**

Afghanistan	Afghanistan	El Salvador	El Salvador
Afrique du Sud	South Africa	Émirats arabes unis	United Arab Emirates (the)
Albanie	Albania	Équateur	Ecuador
Algérie	Algeria	Érythrée	Eritrea
Allemagne*	Germany*	Espagne*	Spain*
Angola	Angola	Estonie	Estonia
Anguilla	Anguilla	Etats-Unis d'Amérique*	United States of America (the)*
Antigua-et-Barbuda	Antigua and Barbuda	Éthiopie	Ethiopia
Arabie saoudite	Saudi Arabia	Fédération de Russie	Russian Federation (the)
Argentine	Argentina	Fidji	Fiji
Arménie	Armenia	Finlande*	Finland*
Aruba	Aruba	Français-Guyane*	French-Guiana*
Australie*	Australia*	France*	France*
Autriche*	Austria*	Gabon	Gabon
Azerbaïdjan	Azerbaijan	Gambie	Gambia (the)
Bahamas	Bahamas (the)	Gaza	Gaza
Bahreïn	Bahrain	Géorgie	Georgia
Bangladesh	Bangladesh	Ghana	Ghana
Barbade	Barbados	Gibraltar*	Gibraltar*
Bélarus	Belarus	Grèce*	Greece*
Belgique*	Belgium*	Grenade	Grenada
Belize	Belize	Guatemala	Guatemala
Bénin	Benin	Guinée	Guinea
Bhoutan	Bhutan	Guinée équatoriale	Equatorial Guinea
Bolivie (État plurinational de)	Bolivia (Plurinational State of)	Guinée-Bissau	Guinea-Bissau
Bonaire	Bonaire	Guyana	Guyana
Bosnie-Herzégovine	Bosnia and Herzegovina	Haïti	Haiti
Botswana	Botswana	Honduras	Honduras
Brésil	Brazil	Hong Kong, RAS de*	Hong Kong SAR*
Bulgarie*	Bulgaria*	Hongrie*	Hungary*
Burkina Faso	Burkina Faso	Îles Salomon	Solomon Islands
Burundi	Burundi	Îles Vierges britanniques	British Virgin Islands
Cabo Verde	Cabo Verde	Inde	India
Cambodge	Cambodia	Indonésie	Indonesia
Cameroun	Cameroon	Iran (République islamique d')	Iran (Islamic Republic of)
Canada*	Canada*	Iraq	Iraq
Chili	Chile	Irlande*	Ireland*
Chine	China	Islande*	Iceland*
Chypre*	Cyprus*	Israël	Israel
Colombie	Colombia	Italie*	Italy*
Comores	Comoros (the)	Jamaïque	Jamaica
Congo	Congo (the)	Japon*	Japan*
Costa Rica	Costa Rica	Jérusalem	Jerusalem
Côte d'Ivoire	Côte d'Ivoire	Jordanie	Jordan
Croatie*	Croatia*	Kazakhstan	Kazakhstan
Cuba	Cuba	Kenya	Kenya
Danemark*	Denmark*	Kirghizistan	Kyrgyzstan
Djibouti	Djibouti	Kiribati	Kiribati
Dominique	Dominica	Koweït	Kuwait
Égypte	Egypt		

L'Eswatini	Eswatini	République démocratique 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

ANNEX I

10.

POST ADJUSTMENT MULTIPLIERS, BEFORE AND AFTER CONSOLIDATION – January 2025

DUTY STATION	PRE-CONSOLIDATION 1 January 2025	POST-CONSOLIDATION 1 January 2025
Afghanistan	49.6	36.6
Albania	47.0	34.2
Algeria	54.8	41.4
Angola	61.0	47.0
Anguilla	64.4	50.1
Antigua and Barbuda	64.4	50.1
Argentina	53.4	40.1
Armenia	46.8	34.1
Aruba	74.5	59.4
Australia	37.4	25.5
Austria	50.3	37.2
Azerbaijan	46.6	33.9
Bahamas	82.2	66.4
Bahrain	46.9	34.2
Bangladesh	54.6	41.2
Barbados	77.5	62.1
Belarus	53.1	39.8
Belgium	44.4	31.8
Belize	57.8	44.1
Benin	43.2	30.8
Bermuda	97.2	80.1
Bhutan	52.9	39.6
Bolivia	33.9	22.3
Bonaire	64.4	50.1
Bosnia and Herzegovina	38.4	26.4
Botswana	34.9	23.2
Brazil	40.5	28.3
British Virgin Islands	60.0	46.1
Bulgaria	34.5	22.8
Burkina Faso	37.9	25.9
Burundi	49.3	36.3
Cambodia	40.5	28.3
Cameroon	50.8	37.7
Canada, Montreal	45.7	33.1
Canada, Ottawa	55.7	42.2
Canada, Toronto	62.9	48.8
Cape Verde	49.7	36.7
Cayman Islands	60.7	46.8
Central African Rep.	59.9	46.0
Chad	64.1	49.9
Chile	32.1	20.6
China, Beijing	66.7	52.2

DUTY STATION	PRE-CONSOLIDATION 1 January 2025	POST-CONSOLIDATION 1 January 2025
China, Hong Kong (SAR)	118.2	99.3
China, Macao (SAR)	64.0	49.8
Colombia	48.6	35.7
Comoros	52.2	39.0
Congo	54.3	40.9
Congo, Dem. Rep.	66.7	52.2
Cook Islands	56.4	42.8
Costa Rica	45.6	33.0
Cote d Ivoire	64.3	50.0
Croatia, Republic of	37.5	25.6
Cuba	71.4	56.5
Cyprus	31.8	20.4
Czech Republic	46.5	33.8
Denmark	72.0	57.1
Djibouti	55.0	41.6
Dominica	64.4	50.1
Dominican Republic	40.1	27.9
Ecuador	36.4	24.6
Egypt	35.4	23.7
El Salvador	42.0	29.7
Equatorial Guinea	51.0	37.9
Eritrea	53.6	40.3
Estonia	53.4	40.1
Eswatini	27.7	16.6
Ethiopia	62.6	48.5
Fiji	49.2	36.3
Finland	44.6	32.0
France, Lyon and Elsewhere	49.8	36.8
France, Paris	53.4	40.1
French Guiana	36.7	24.8
Gabon	51.8	38.6
Gambia	47.5	34.7
Georgia, Republic of	37.0	25.1
Germany, Berlin	42.6	30.2
Germany, Bonn	35.2	23.5
Germany, Dresden	35.2	23.5
Germany, Frankfurt	44.2	31.7
Germany, Hamburg	50.6	37.6
Germany, Munich	56.4	42.9
Ghana	50.2	37.2
Gibraltar	77.0	61.7
Greece	34.8	23.1
Grenada	64.4	50.1
Guatemala	45.1	32.5
Guinea	67.2	52.7
Guinea Bissau	61.0	47.0
Guyana	62.8	48.7
Haiti	65.3	51.0

DUTY STATION	PRE-CONSOLIDATION 1 January 2025	POST-CONSOLIDATION 1 January 2025
Honduras	44.6	32.1
Hungary	42.5	30.2
Iceland	40.0	27.8
India	48.8	35.9
Indonesia	43.8	31.3
Iran	39.7	27.6
Iraq	38.9	26.8
Ireland	53.5	40.2
Israel, Tel Aviv	76.5	61.2
Italy, Brindisi	22.3	11.7
Italy, Rome	28.1	17.0
Jamaica	58.6	44.8
Japan, Hiroshima	39.7	27.6
Japan, Tokyo	57.4	43.8
Jerusalem	67.1	52.6
Jordan	42.6	30.2
Kazakhstan	42.7	30.3
Kenya	54.0	40.6
Kiribati	55.5	42.0
Korea, Dem. Peo. Of	61.5	47.5
Korea, Republic of	61.8	47.8
Kuwait	63.9	49.7
Kyrgyzstan	41.0	28.8
Lao Peo. Dem. Rep.	40.7	28.5
Latvia	42.9	30.5
Lebanon	59.4	45.6
Lesotho	40.9	28.7
Liberia	62.7	48.6
Libya	43.5	31.0
Lithuania	44.5	32.0
Luxembourg	49.5	36.5
Madagascar	38.1	26.1
Malawi	46.9	34.2
Malaysia	61.0	47.0
Maldives	50.3	37.3
Mali	57.4	43.7
Malta	33.6	22.0
Marshall Islands	55.0	41.6
Mauritania	45.1	32.5
Mauritius	40.5	28.3
Mexico	62.3	48.2
Micronesia, Fed States of	73.0	58.0
Moldova	55.6	42.1
Monaco	53.4	40.1
Mongolia	47.0	34.2
Montenegro	41.2	28.9
Morocco	41.4	29.1
Mozambique	42.0	29.7

DUTY STATION	PRE-CONSOLIDATION 1 January 2025	POST-CONSOLIDATION 1 January 2025
Myanmar	47.9	35.1
Namibia	42.9	30.5
Nauru	56.4	42.8
Nepal	37.2	25.3
Netherlands	46.7	33.9
New Caledonia	45.3	32.7
New Zealand	47.7	34.9
Nicaragua	39.7	27.6
Niger	59.4	45.6
Nigeria	60.9	46.9
The Republic of North Macedonia	37.0	25.1
Norway	40.9	28.7
Oman	42.2	29.9
Pakistan	47.7	34.9
Palau, Republic of	56.4	42.8
Panama	45.9	33.2
Papua New Guinea	59.1	45.3
Paraguay	35.2	23.5
Peru	44.6	32.1
Philippines	51.1	38.0
Poland	38.5	26.5
Portugal, Guimaraes	15.0	5.0
Portugal, Lisbon	32.9	21.4
Puerto Rico	40.1	27.9
Qatar	60.5	46.6
Romania	31.4	20.0
Russian Federation	56.4	42.8
Rwanda	42.9	30.5
Saint Helena	63.9	49.7
St. Lucia	59.0	45.2
Samoa	45.6	33.0
Sao Tome and Principe	78.4	62.9
Saudi Arabia	60.3	46.4
Senegal	54.1	40.7
Serbia	46.4	33.7
Seychelles	55.4	41.9
Sierra Leone	60.2	46.3
Singapore	80.8	65.1
Slovak Republic	36.3	24.5
Slovenia, Republic of	42.4	30.0
Solomon Islands	66.2	51.8
Somalia	58.3	44.6
South Africa	35.1	23.4
South Sudan, Republic of	56.0	42.5
Spain	28.8	17.6
Sri Lanka	46.9	34.2
St. Kitts and Nevis	64.4	50.1
St. Vincent and the Grenadines	64.4	50.1

DUTY STATION	PRE-CONSOLIDATION 1 January 2025	POST-CONSOLIDATION 1 January 2025
Sudan	56.0	42.5
Suriname	45.4	32.8
Sweden	37.6	25.6
Switzerland	83.6	67.6
Syrian Arab Republic	24.8	14.0
Tajikistan	45.7	33.1
Tanzania, United Rep. of	44.7	32.1
Thailand	46.1	33.4
Timor-Leste	50.7	37.6
Togo	54.2	40.8
Tonga	49.0	36.1
Trinidad and Tobago	51.2	38.1
Tunisia	40.3	28.1
Turkey, Ankara	44.3	31.8
Turkey, Gebze	51.6	38.4
Turkey, Istanbul	51.6	38.4
Turkmenistan	93.2	76.4
Tuvalu	55.6	42.1
Uganda	41.8	29.5
Ukraine	37.6	25.7
United Arab Emirates	73.4	58.4
United Kingdom	77.0	61.7
USA, El Paso	63.0	48.8
USA, Miami	64.4	50.1
USA, New York	88.4	72.1
USA, San Diego	84.4	68.5
USA, San Francisco	92.8	76.1
USA, Seattle	66.2	51.7
USA, Washington D.C.	70.2	55.4
Uruguay	54.0	40.6
Uzbekistan	42.7	30.3
Vanuatu	61.7	47.7
Venezuela	58.8	45.0
Vietnam	42.1	29.8
West Bank & the Gaza Strip, The	67.1	52.6
Yemen, Republic of	35.5	23.7
Zambia	38.2	26.2
Zimbabwe	37.3	25.4

ANNEX II

ADJUSTMENT OF THE BASE/FLOOR SALARY SCALE FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES (EFFECTIVE 1 JANUARY 2025)

1. Pursuant to General Assembly resolution **A/RES/79/252**, the base/floor salary scale for staff in the Professional and higher categories is increased by 9.50 per cent, with effect from *1 January 2025*. The purpose of this memorandum is to explain the procedure used to implement this decision and its impact on post adjustment classifications of all duty stations. It would be appreciated if the information provided in this memorandum could be brought to the attention of all staff in the Professional and higher categories in your organization.
2. In accordance with established practice, the revised base/floor salary scale is implemented on a “no loss, no gain” basis. Consequently, in tandem with the increase in the base/floor salary scale on *1 January 2025*, the applicable post adjustment multipliers for all duty stations, and Personal Transitional Allowance (PTA) where applicable, are commensurately reduced. Thus, while the base salary portion of net remuneration goes up by 9.50 per cent, the pay index (i.e. post adjustment multiplier + 100) is reduced by the same percentage. The total net remuneration amount (the sum of the net base salary, post adjustment, and, where applicable, the spouse/single parent allowance) therefore remains unchanged, except for minor differences due to rounding.
3. For all duty stations, the post adjustment multipliers for January 2025 are determined using the normal procedures, and then multipliers reduced using the procedure outlined in the attached annex. This annex also gives some examples of the impact of the introduction of the revised base/floor salary scale on the level of the net remuneration.
4. It should be noted that the base/floor salary scale is also used to calculate some of the separation payments. Thus, staff leaving the service on or after *1 January 2025* and who are entitled to these payments will experience some gains as a result of the adjustment of the base/floor salary scale.
5. It should also be noted that the adjustment of the base/floor salary scale is not linked to that of the pensionable remuneration scale for the Professional and higher categories of staff.

A. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT INDICES

- | | |
|---|-------|
| (i) Post adjustment index prior to the introduction of the revised base/floor salary scale (pre-consolidation): | 188.4 |
| (ii) Post adjustment index following the introduction of the revised salary (188.4 /1.0950) (post-consolidation): | 172.1 |

B. DETERMINATION OF POST-CONSOLIDATION POST ADJUSTMENT MULTIPLIERS

● **WHEN THE EXISTING MULTIPLIER IS GREATER THAN 9.50**

- | | |
|---|-------|
| (i) Post adjustment multiplier prior to the introduction of the revised base/floor salary scale: | 32.4 |
| (ii) Therefore, the corresponding pay index (multiplier + 100): | 132.4 |
| (iii) Revised pay index (132.4/1.0950): | 120.9 |
| (iv) Hence, the post adjustment multiplier following the introduction of the revised salary scale (120.9 -100): | 20.9 |

● **WHEN THE EXISTING MULTIPLIER IS LESS THAN 9.50¹**

- | | |
|--|-------|
| (i) Post adjustment multiplier prior to the introduction of the revised base/floor salary scale: | 9.0 |
| (ii) Hence, corresponding pay index (multiplier + 100): | 109.0 |
| (iii) Revised pay index (109.0/1.0950): | 99.5 |
| (v) Normally the resulting post adjustment multiplier following the introduction of the revised salary scale would have been (99.5 - 100) or - 0.5. However, since no negative post adjustment multipliers can be applied, a multiplier of zero will be implemented: | 0.0 |

¹ There is currently no duty station with a multiplier less than 9.50 prior to the implementation to the new base/floor salary scale, so this example is for illustrative purposes only.

**C. COMPARISON OF REMUNERATION AMOUNT FOR P-4, STEP VI
with SPOUSE OR SINGLE PARENT ALLOWANCE**

DUTY STATION	BASED ON THE 1 JANUARY 2023 SALARY SCALE					BASED ON THE 1 JANUARY 2025 SALARY SCALE					YEARLY DIFFERENCE
	MULTIPLIER	NET BASE SALARY	POST ADJUSTMENT	SPOUSE/ SINGLE PARENT ALLOWANCE	TOTAL YEARLY	MULTIPLIER	NET BASE SALARY	POST ADJUSTMENT	SPOUSE/ SINGLE PARENT ALLOWANCE	TOTAL YEARLY	
	(a)	(b)	(c)=(b)*(a)/100	(d)=((b)+(c))*0.06	(e)=(b)+(c)+(d)	(f)	(g)	(h)=(g)*(f)/100	(i)=((g)+(h))*0.06	(j)=(g)+(h)+(i)	
A.	88.4	\$85,737	\$75,792	\$9,692	\$171,220	72.1	\$93,882	\$67,689	\$9,694	\$171,265	\$45
B.	32.4	\$85,737	\$27,779	\$6,811	\$120,327	20.9	\$93,882	\$19,621	\$6,810	\$120,314	-\$13