



INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/602

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 February 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} février 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. Post Adjustment Classification Review for New York

1. The review of the post adjustment classification for New York was conducted in tandem with the Commission's active management of the UN/US net remuneration margin through the operation of the post adjustment system, pursuant to the General Assembly resolution A/RES/70/244. Consequently, the post adjustment multiplier for New York is increased from its current level of 72.1 to 75.5, in order to ensure that the 2025 calendar year margin level does not rise above 117.0. This means that the new pay index for New York (175.5) is about 2.4 per cent lower than the PAI derived exclusively from the evolution of the cost of living in New York as of 1 February 2025, which is 179.7.

V. Impact of the increase in the post adjustment for New York on the Post Adjustment Classification for all duty stations

2. In order to maintain purchasing power parity of net remuneration with New York, the base of the post adjustment system, post adjustment indices of all other duty stations have been proportionately scaled down by the same extent as that of New York, that is, by 2.4 per cent. A more detailed explanation of the impact of the increase in post adjustment for New York is provided in the interoffice memorandum ICSC/CIRC/GEN/04/2025 issued on 13 February 2025.

VI. 0.5% Rule and 12 Month Review for group I duty stations

3. The attached Consolidated Post Adjustment Circular reflects changes in post adjustment multipliers for group I duty stations due to the operation of the 0.5 per cent rule under conditions of currency depreciation/appreciation relative to the US dollar and the application of the twelve-month review, pursuant to the decision of the Commission (ICSC/96/R.19) which states that the post adjustment classifications review of all headquarters and other group I duty stations, set in February of each year as the statutory calendar-based review date for group I duty stations, without prejudice to the operation of the 5 per cent rule, or the synchronization principle.

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

4. 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.

5. The modified 0.5 per cent rule was applicable for **Hungary** and **Romania**. However, the application of the modified 0.5 per cent rule produced lower multipliers for both duty stations compared to the twelve-month review. Therefore, the post adjustment multipliers applicable for **Hungary** and **Romania**, based on the twelve-month review rule, with effect from 1 February 2025, are given in the attached Consolidated Post Adjustment Circular.

VIII. Cost-of-living surveys

6. 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 February 2025

Duty station	Type of survey	Date of survey
Cape Verde	Housing	September 2024
Costa Rica	Housing	September 2024
Haiti	Place-to-place	September 2024
Madagascar	Housing	October 2024
Qatar	Housing	October 2024
Solomon Islands	Place-to-place	September 2024
Tanzania, United Rep. of	Housing	October 2024
United Arab Emirates	Housing	October 2024

IX. Duty Stations with Personal Transitional Allowance (PTA)

7. 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. The PTA became applicable for **Cook Islands, Marshall Islands, Nauru, Republic of Palau, Solomon Islands** and **Tuvalu** due to low survey results implemented for **Solomon Islands** in February 2025. Table 2 provides a summary of all PTAs in effect as of 1 February 2025.

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 February 2025

Duty Station	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Angola	2.5	1 March 2023	1 April 2023	1 March 2025
Azerbaijan	3.8	1 June 2024	1 July 2024	1 April 2025
Bahrain	10.8	1 September 2024	1 October 2024	1 March 2025
Cook Islands	0.8	1 February 2025	1 March 2025	1 August 2025
Gabon	0.6	1 August 2024	1 September 2024	1 June 2025
Lebanon	28.0	1 April 2023	1 May 2023	1 June 2025
Marshall Islands	1.0	1 February 2025	1 March 2025	1 August 2025
Nauru	0.8	1 February 2025	1 March 2025	1 August 2025
Palau, Republic of	0.8	1 February 2025	1 March 2025	1 August 2025
Solomon Islands	3.9	1 February 2025	1 March 2025	1 August 2025
Sri Lanka	1.4	1 October 2024	1 November 2024	1 April 2025
Tuvalu	0.7	1 February 2025	1 March 2025	1 August 2025

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

9. The gap closure measure is completed for **Liberia**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 February 2025.

X. W40 Measure

10. The waiver of the **40 per cent** of rent limit on rental subsidy is **now applicable** for **Haiti**, effective 1 February 2025.

XI. One Month Rule (OMR)

11. 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**.

XII. Revised post adjustment multipliers for linked duty stations

12. The revised post adjustment multipliers for the following duty stations have been established, effective 1 February 2025 as listed in Table 3, based on the results of new cost-of-living surveys in reference duty stations, to which those duty stations are linked for purposes of post adjustment.

Table 3. Revised post adjustment multiplier for linked duty stations

Duty Station	Reference Duty Stations	Multiplier
Cook Islands	Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu	42.0
Marshall Islands	Fiji, Papua New Guinea, Samoa and Solomon Islands	40.6
Nauru	Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu	42.0
Palau, Republic of	Indonesia, Papua New Guinea, Philippines, Solomon Islands and Vanuatu	42.0
Tuvalu	Fiji, Kiribati, Samoa, Solomon Islands and Vanuatu	41.4

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 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	72.32	133.2	36.6		Nov-24		9	10		Jul-06
Albania /W40	93.41	128.1	34.2		Nov-24		17	18		Oct-24
Algeria /W40	135.329	137.7	41.4		Nov-24		19	20		Mar-24
Angola /W40	912	145.0	47.0		Nov-24		14	15		Nov-23
Anguilla /W40 14/	2.7	145.4	50.1		Nov-24		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	145.4	50.1		Nov-24		22	23		Aug-23
Argentina	1056.07	139.0	40.1		Dec-24		25	27		Apr-24
Armenia	394	130.4	34.1		Jul-24		23	24		Apr-24
Aruba 12/	1.79	155.8	59.4		Nov-24		29	31		Aug-22
Australia	1.599	127.9	27.9	Y	Feb-25	TMR	27	29		Oct-23
Austria	0.967	140.0	40.0	Y	Feb-25	TMR	19	20		Aug-22
Azerbaijan	1.698	129.0	33.9		Nov-24		16	17		Mar-23
Bahamas	1	162.0	66.4		Mar-24		26	28		Jul-24
Bahrain	0.377	127.0	34.2		Sep-24		22	23		Sep-22
Bangladesh /W40	121.2	137.5	41.2		Nov-24		17	18		Sep-21
Barbados /W40	2	155.9	62.1		Jul-24		23	24		Aug-23
Belarus	3.39	136.5	39.8		Nov-24		17	18		Oct-24
Belgium	0.967	135.4	35.4	Y	Feb-25	TMR	17	18		Feb-15
Belize	2	140.9	44.1		Nov-24		15	16		Apr-24
Benin	634.081	126.6	30.8		Nov-24		19	20		Aug-24
Bermuda 16/	1	175.3	80.1		Mar-24		38	40		Sep-23
Bhutan	86.89	134.0	39.6		Nov-24		10	11		Aug-24
Bolivia	6.857	119.7	22.3		Nov-24		17	18		Mar-22
Bonaire /W40 14/	1	145.4	50.1		Nov-24		22	23		Aug-23
Bosnia and Herzegovina /W40	1.891	122.6	26.4		Nov-24		12	13		Apr-24
Botswana	13.774	119.9	23.2		Nov-24		21	22		Aug-24
Brazil	5.764	124.3	28.3		Nov-24		21	22		Dec-23
British Virgin Islands /W40	1	143.0	46.1		Nov-24		22	23		Jun-19
Bulgaria	1.891	126.1	26.1	Y	Feb-25	TMR	20	21		Jun-23
Burkina Faso /W40	634.081	121.0	25.9		Nov-24		15	16		Dec-24
Burundi /W40	2897.692	134.4	36.3		Nov-24		16	17		Sep-24
Cambodia	4007	123.4	28.3		Mar-24		22	23		Jul-24
Cameroon /W40	634.081	131.0	37.7		Jul-24		15	16		Jul-15
Canada, Montreal	1.433	133.1	33.7	Y	Feb-25	ER	18	19		Aug-22
Canada, Ottawa	1.433	142.2	42.8	Y	Feb-25	L	20	21		Aug-22
Canada, Toronto	1.433	148.8	49.5	Y	Feb-25	L	20	21		May-17
Cape Verde	106.588	130.8	36.7		Nov-24		18	19	Y	Feb-25
Cayman Islands 17/	0.82	141.4	46.8		Nov-24		24	25		Dec-17
Central African Rep. /W40	634.081	140.2	46.0		Jul-24		17	18		Nov-17

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 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		
Chad	634.081	146.2	49.9		Nov-24		16	17		Dec-19
Chile	955	118.3	20.6		Nov-24		21	22		Jul-24
China, Beijing	7.309	147.4	52.2		Nov-24		25	27		Feb-22
China, Hong Kong (SAR)	7.791	196.7	99.2	Y	Feb-25	ER	19	20		Jun-12
China, Macao (SAR)	8.025	144.4	49.8		Nov-24		25	27		Oct-23
Colombia /W40	4159	135.7	35.7		Nov-24		19	20		Sep-23
Comoros	475.561	135.4	39.0		Nov-24		16	17		May-24
Congo /W40	634.081	136.2	40.9		Nov-24		8	8		Jul-23
Congo, Dem. Rep. /W40	2844.012	148.9	52.2		Nov-24		27	29		May-24
Cook Islands 4/	1.781	137.9	42.0	Y	Feb-25	GCM	21	22		Jun-24
Costa Rica	506.42	131.2	33.0		Nov-24		22	23		Mar-24
Cote d Ivoire /W40	634.081	144.4	50.0		Nov-24		19	20		Apr-24
Croatia, Republic of	0.967	130.1	30.1	Y	Feb-25	TMR	8	9		Aug-19
Cuba	24	148.5	56.5		Jul-24		21	22		Jul-24
Cyprus	0.967	122.9	22.9	Y	Feb-25	TMR	16	17		Jun-23
Czech Republic	24.23	135.2	36.0	Y	Feb-25	ER	19	20		Nov-23
Denmark	7.21	161.2	61.2	Y	Feb-25	TMR	25	27		Jun-19
Djibouti /W40	177	138.5	41.6		Nov-24		16	17		Jan-15
Dominica /W40 14/	2.7	145.4	50.1		Nov-24		22	23		Aug-23
Dominican Republic	61.658	122.0	27.9		Nov-24		20	21		Apr-24
Ecuador /W40	1	120.3	24.6		Jul-24		19	20		Sep-24
Egypt /W40	50.57	122.4	23.7		Dec-24		18	19		Dec-24
El Salvador	1	125.5	29.7		Nov-24		25	27		Mar-24
Equatorial Guinea	634.081	133.0	37.9		Nov-24		19	20		May-23
Eritrea /W40	15	134.6	40.3		Jul-23		10	11		Sep-24
Estonia	0.967	135.5	40.1		Nov-24		18	19		Feb-01
Eswatini	18.533	113.3	16.6		Nov-24		12	13		Apr-24
Ethiopia /W40	126.491	130.7	48.5		Jul-24		23	24		Nov-24
Fiji /W40	2.32	129.6	36.3		Nov-24		23	24		Jan-25
Finland	0.967	133.6	33.6	Y	Feb-25	ER	24	25		May-23
France, Lyon and Elsewhere	0.967	139.4	39.4	Y	Feb-25	L	19	20		Aug-22
France, Paris	0.967	142.7	42.7	Y	Feb-25	TMR	25	27		Aug-22
French Guiana	0.967	127.3	27.3	Y	Feb-25	TMR	0	0		Jan-00
Gabon	634.081	130.6	38.6		Nov-24		18	19		Jun-19
Gambia	70.96	131.9	34.7		Nov-24		17	18		May-24
Georgia, Republic of	2.81	121.6	25.1		Nov-24		19	20		Aug-24
Germany, Berlin	0.967	133.1	33.1	Y	Feb-25	L	22	23		Jul-23
Germany, Bonn	0.967	126.2	26.2	Y	Feb-25	TMR	21	22		Jul-23
Germany, Dresden	0.967	126.2	26.2	Y	Feb-25	A	20	21		Jul-23

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 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		
Germany, Frankfurt	0.967	134.6	34.6	Y	Feb-25	L	23	24		Jul-23
Germany, Hamburg	0.967	140.6	40.6	Y	Feb-25	L	25	27		Jul-23
Germany, Munich	0.967	146.0	46.0	Y	Feb-25	L	26	28		Jul-23
Ghana	15.4	133.0	37.2		Dec-24		25	27		Dec-24
Gibraltar 1/	0.807	166.7	66.7	Y	Feb-25	A	29	31		Aug-22
Greece	0.967	126.5	26.5	Y	Feb-25	TMR	18	19		Aug-23
Grenada /W40 14/	2.7	145.4	50.1		Nov-24		22	23		Aug-23
Guatemala /W40	7.709	128.6	32.5		Nov-24		17	18		Mar-24
Guinea	8599.31	149.4	52.7		Nov-24		20	21		Mar-24
Guinea Bissau	634.081	142.7	47.0		Jul-24		12	13		Nov-24
Guyana	209.4	145.1	48.7		Nov-24		19	20		Apr-23
Haiti /W40	130.269	147.5	51.0		Nov-24		19	20		Mar-23
Honduras	25.444	128.5	32.1		Jan-25		21	22		Mar-24
Hungary	389.59	138.1	38.1	Y	Feb-25	TMR	18	19		Jun-23
Iceland	141.59	129.6	29.6	Y	Feb-25	TMR	0	0		Jan-00
India /W40	86.89	132.2	35.9		Nov-24		14	15		Jun-24
Indonesia	16369	127.4	31.3		Dec-24		24	25		Dec-24
Iran /W40	665350	123.0	27.6		Nov-24		19	20		Jun-24
Iraq	1310	123.7	26.8		Nov-24		14	15		May-02
Ireland	0.967	141.3	41.9	Y	Feb-25	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.594	159.7	61.2		Nov-24		27	29		Apr-24
Italy, Brindisi	0.967	113.2	13.2	Y	Feb-25	L	10	11		Nov-99
Italy, Rome	0.967	118.5	18.5	Y	Feb-25	TMR	21	22		Aug-22
Jamaica	156.457	139.6	44.8		Nov-24		25	27		Apr-21
Japan, Hiroshima	154.39	131.7	31.7	Y	Feb-25	L	19	20		Nov-23
Japan, Tokyo	154.39	148.4	48.4	Y	Feb-25	TMR	21	22		Nov-23
Jerusalem /W40	3.594	151.1	52.6		Nov-24		26	28		Apr-24
Jordan /W40	0.708	127.3	30.2		Nov-24		19	20		Oct-24
Kazakhstan	504.24	124.7	30.3		Nov-24		16	17		Dec-24
Kenya /W40	128.81	137.7	40.6		Nov-24		24	25		Feb-24
Kiribati	1.599	137.8	42.0		Nov-24		14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	143.9	47.5		Nov-24		10	11		Sep-15
Korea, Republic of	1456.33	140.0	47.8		Nov-24		17	18		Nov-19
Kuwait /W40	0.309	146.1	49.7		Nov-24		14	15		Sep-24
Kyrgyzstan	87.2	125.5	28.8		Nov-24		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	21790	125.8	28.5		Nov-24		15	16		Oct-24
Latvia	0.967	134.3	34.3	Y	Feb-25	TMR	13	14		Apr-24
Lebanon /W40 28/	89500	142.7	45.6		Dec-24		20	21		Dec-24
Lesotho	18.533	125.4	28.7		Nov-24		13	14		Oct-24

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 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		
Liberia	196.421	142.0	48.6		Aug-24		21	22		Aug-23
Libya /W40 26/	4.927	128.4	31.0		Dec-24		18	19		Dec-24
Lithuania	0.967	128.2	32.0		Nov-24		17	18		Dec-03
Luxembourg	0.967	137.9	38.2	Y	Feb-25	ER	17	18		Dec-17
Madagascar /W40	4694.41	121.4	26.1		Nov-24		20	21	Y	Feb-25
Malawi	1751	132.6	34.2		Nov-24		17	18		Jan-24
Malaysia	4.468	143.5	47.0		Nov-24		15	16		Mar-23
Maldives	15	134.0	37.3		Nov-24		23	24		Jun-20
Mali /W40	634.081	139.4	43.7		Nov-24		13	14		Sep-20
Malta	0.967	125.6	25.6	Y	Feb-25	TMR	16	17		Aug-23
Marshall Islands 2/	1	155.6	40.6	Y	Feb-25	GCM	21	22		Jun-24
Mauritania /W40	39.92	129.3	32.5		Nov-24		14	15		Jun-24
Mauritius	46.119	125.4	28.3		Nov-24		20	21		Apr-24
Mexico	20.56	136.6	48.2		Jul-24		25	27		Mar-23
Micronesia, Fed States of /W40	1	155.6	58.0		Nov-24		11	12		Dec-23
Moldova	18.681	137.0	42.1		Nov-24		21	22		Oct-21
Monaco 3/	0.967	142.7	42.7	Y	Feb-25	A	25	27		Aug-22
Mongolia	3450.77	130.9	34.2		Oct-24		18	19		Oct-24
Montenegro	0.967	125.3	28.9		Nov-24		20	21		Mar-24
Morocco /W40	10.014	125.9	29.1		Nov-24		21	22		May-21
Mozambique /W40	63.25	126.0	29.7		Mar-24		24	25		May-24
Myanmar /W40	4185	132.3	35.1		Nov-24		11	12		May-24
Namibia	18.533	126.7	30.5		Nov-24		14	15		Nov-24
Nauru 4/	1.599	137.9	42.0	Y	Feb-25	GCM	21	22		Jun-24
Nepal /W40	139.002	121.4	25.3		Nov-24		12	13		Jan-14
Netherlands	0.967	134.3	35.5	Y	Feb-25	ER	23	24		Oct-23
New Caledonia	115.352	128.1	32.7		Nov-24		16	17		Sep-05
New Zealand 25/	1.781	128.3	34.9		Nov-24		24	25		Dec-20
Nicaragua	36.563	124.7	27.6		Nov-24		17	18		Jun-24
Niger	634.081	142.2	45.6		Dec-24		15	16		Dec-24
Nigeria /W40	1509.12	149.0	46.9		Nov-24		21	22		Dec-23
North Macedonia	59.118	121.5	25.1		Nov-24		18	19		Jun-24
Norway	11.281	133.3	33.3	Y	Feb-25	TMR	25	27		May-23
Oman	0.385	126.9	29.9		Nov-24		22	23		Jul-24
Pakistan /W40	278.899	131.7	34.9		Jan-25		18	19		Mar-24

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 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	137.9	42.0	Y	Feb-25	GCM	21	22		Jun-24
Panama	1	130.2	33.2		Nov-24		24	25		Aug-18
Papua New Guinea /W40	4.01	140.2	45.3		Nov-24		25	26		Jun-24
Paraguay	7867	120.5	23.5		Nov-24		17	18		Aug-20
Peru	3.71	129.9	32.1		Nov-24		21	22		Aug-17
Philippines /W40	58.175	135.4	38.0		Dec-24		23	24		Jan-24
Poland	4.034	131.1	31.1	Y	Feb-25	TMR	22	23		Jun-23
Portugal, Guimaraes	0.967	107.6	7.6	Y	Feb-25	L	13	14		Aug-23
Portugal, Lisbon	0.967	124.3	24.3	Y	Feb-25	TMR	20	21		Jan-05
Puerto Rico 13/	1	122.0	27.9		Nov-24		20	21		Apr-24
Qatar /W40	3.645	137.6	46.6		Nov-23		28	30		Oct-19
Romania	4.808	123.8	23.8	Y	Feb-25	TMR	19	20		Jun-23
Russian Federation	93.764	144.2	42.8		Nov-24		20	21		Oct-24
Rwanda	1395.1	127.0	30.5		Nov-24		17	18		Oct-22
Saint Helena 5/	0.807	145.2	49.7		Nov-24		13	14		Aug-22
St. Lucia	2.7	141.1	45.2		Jul-24		18	19		Mar-21
Samoa	2.77	127.9	33.0		Jul-24		16	17		Dec-23
Sao Tome and Principe	23.649	148.0	62.9		Jul-24		25	27		Nov-24
Saudi Arabia /W40	3.751	143.3	46.4		Nov-24		22	23		Feb-24
Senegal /W40	634.081	136.7	40.7		Dec-24		22	23		Dec-24
Serbia	113.094	129.4	33.7		Nov-24		18	19		Jul-23
Seychelles	14.39	132.5	41.9		Nov-24		19	20		Feb-24
Sierra Leone /W40	23.47	142.3	46.3		Nov-24		19	20		May-18
Singapore /W40	1.356	159.7	65.1		Nov-24		23	24		Jul-19
Slovak Republic	0.967	128.9	28.9	Y	Feb-25	TMR	16	17		Feb-12
Slovenia, Republic of 23/	0.967	134.1	34.1	Y	Feb-25	TMR	14	15		Jan-20
Solomon Islands /W40	8.333	143.6	47.9	Y	Feb-25	GCM	19	20		Mar-24
Somalia 6/	24300	134.2	44.6		Nov-24		23	24		Feb-24
South Africa /W40	18.533	119.7	23.4		Nov-24		19	20		Aug-23
South Sudan, Republic of /W40	4393.12	138.9	42.5		Nov-24		14	15		Sep-17
Spain	0.967	120.7	20.7	Y	Feb-25	TMR	22	23		Aug-22
Sri Lanka	296.6	126.9	34.2		Nov-24		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	145.4	50.1		Nov-24		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	145.4	50.1		Nov-24		22	23		Aug-23
Sudan /W40 29/	1990	138.9	42.5		Dec-24		14	15		Dec-24
Suriname	35.167	129.8	32.8		Nov-24		18	19		Jun-24
Sweden	10.925	129.1	29.2	Y	Feb-25	ER	27	29		May-23
Switzerland	0.915	166.9	68.1	Y	Feb-25	ER	22	23		Aug-22
Syrian Arab Republic 10/	13200	98.9	14.0		Jul-19		20	21		Jun-12

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 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	10.942	129.5	33.1		Nov-24		14	15		Feb-23
Tanzania, United Rep. of /W40	2566.79	132.7	32.7	Y	Feb-25	H	22	23		Oct-21
Thailand /W40	34.19	131.2	33.4		Nov-24		22	23		Jul-19
Timor-Leste /W40	1	134.4	37.6		Nov-24		15	16		Jul-11
Togo	634.081	135.6	40.8		Nov-24		15	16		Feb-23
Tonga	2.37	132.3	36.1		Nov-24		9	10		Jan-09
Trinidad and Tobago /W40	6.741	134.9	38.1		Nov-24		21	22		Feb-23
Tunisia	3.192	125.1	28.1		Nov-24		17	18		Mar-24
Türkiye, Ankara	36.1	127.7	31.8		Nov-24		14	15		May-23
Türkiye, Gebze /W40 19/	36.1	134.2	38.4		Nov-24		15	16		May-23
Türkiye, Istanbul /W40 15/	36.1	134.2	38.4		Nov-24		15	16		May-23
Turkmenistan /W40	3.5	171.6	76.4		Jul-23		8	9		Oct-21
Tuvalu 11/	1.599	136.4	41.4	Y	Feb-25	GCM	18	19		Jul-24
Uganda /W40	3677	126.3	29.5		Nov-24		24	25		May-14
Ukraine	41.8	123.2	25.7		Nov-24		16	17		Aug-19
United Arab Emirates /W40	3.673	151.1	58.4		Jan-24		25	27	Y	Feb-25
United Kingdom	0.807	166.7	66.7	Y	Feb-25	TMR	29	31		Aug-22
USA, El Paso 20/	1	149.2	49.2	Y	Feb-25	L	13	14		Aug-22
USA, Miami 7/	1	150.5	50.5	Y	Feb-25	L	25	27		Aug-22
USA, New York	1	175.5	75.5	Y	Feb-25	TMR	32	34		Feb-23
USA, San Diego 21/	1	171.8	71.8	Y	Feb-25	L	29	31		Aug-22
USA, San Francisco 8/	1	179.6	79.6	Y	Feb-25	L	29	31		Aug-22
USA, Seattle 18/	1	152.2	52.2	Y	Feb-25	L	25	27		Aug-22
USA, Washington D.C.	1	155.8	55.8	Y	Feb-25	TMR	27	29		Apr-11
Uruguay	43.3	134.8	40.6		Nov-24		27	29		May-22
Uzbekistan /W40	12940	127.9	30.3		Nov-24		15	16		Jul-23
Vanuatu	119.54	143.1	47.7		Nov-24		16	17		Jan-24
Venezuela /W40 10/	60.542	77.6	45.0		Mar-18		27	29		Aug-12
Vietnam /W40	25560	126.4	29.8		Nov-24		18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.594	151.1	52.6		Nov-24		26	28		Apr-24
Yemen, Republic of 27/	529.73	120.9	23.7		Nov-24		21	22		Jul-24
Zambia	28.075	122.5	26.2		Nov-24		22	23		Apr-23
Zimbabwe /W40 24/	26.407	121.9	25.4		Nov-24		17	18		Aug-24

XIII. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 February 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.

**XIV. 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