



# INTERNATIONAL CIVIL SERVICE COMMISSION

## Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/604

Approved by:  
Larbi Djacta, Chairman

Date:  
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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 April 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<sup>er</sup> avril 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. 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 April 2025, 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 April 2025**

<b>Duty station</b>	<b>Type of survey</b>	<b>Date of survey</b>
Belize	Place-to-place	October 2024
Bosnia and Herzegovina	Housing	November 2024
Congo	Housing	November 2024
Dominican Republic	Place-to-place	October 2024
Eswatini	Place-to-place	October 2024
Jerusalem	Housing	November 2024
Kyrgyzstan	Housing	November 2024
Mexico	Place-to-place	January 2025
Uganda	Place-to-place	November 2024
Zambia	Housing	November 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. The PTA became applicable for **Mexico** in April 2025. Table 2 provides a summary of all PTAs in effect as of 1 April 2025.

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.

**Table 2: Summary of personal transitional allowances (PTAs), as of 1 April 2025**

Duty Station	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Azerbaijan	0.1	1 June 2024	1 July 2024	1 August 2025
Bahrain	7.0	1 September 2024	1 October 2024	1 July 2025
Cook Islands	1.2	1 February 2025	1 March 2025	1 August 2025
Guinea	6.3	1 March 2025	1 April 2025	1 September 2025
Lebanon	28.4	1 April 2023	1 May 2023	1 June 2025
Libya	1.2	1 March 2025	1 April 2025	1 September 2025
Marshall Islands	1.3	1 February 2025	1 March 2025	1 August 2025
Mexico	2.1	1 April 2025	1 May 2025	1 October 2025
Nauru	1.2	1 February 2025	1 March 2025	1 August 2025
Palau, Republic of	1.2	1 February 2025	1 March 2025	1 August 2025
Solomon Islands	3.9	1 February 2025	1 March 2025	1 August 2025
Tunisia	4.8	1 March 2025	1 April 2025	1 September 2025
Tuvalu	1.3	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

7. The gap closure measure is completed for **Sri Lanka**. Therefore, the personal transitional allowance (PTA) is no longer applicable for this duty station effective 1 April 2025.

**VIII. Revised post adjustment for linked duty station**

8. The revised post adjustment multiplier and applicable rental subsidy thresholds for the following duty station have been established, effective 1 April 2025 as listed in Table 3, based on a new cost-of-living survey in reference duty station, to which this duty station is linked for purposes of post adjustment.

**Table 3. Revised post adjustment multiplier and rental subsidy thresholds for linked duty station – April 2025**

Duty Station	Reference Duty station	Multiplier	Rental Subsidy Thresholds (Per cent)	
			<u>With Spouse/Single Parent Allowance</u>	<u>Without Spouse/Single Parent Allowance</u>
Puerto Rico	<b>Dominican Republic</b>	28.9	17	18

**IX. Retroactive Pay for Libya**

9. The secretariat identified a rounding oversight announcing the Post Adjustment Multiplier (PAM) of Libya in January and February 2025 and Personal Transitional Allowance (PTA) in March 2025. Therefore, the PAM and PTA for Libya were recalculated leading a difference of accumulated 0.3 multiplier points as listed in Table 4.

**Table 4: Recalculated PAM and PTA for Libya**

Staff on post as of	Published Multiplier	New Multiplier	Published PTA	New PTA	Difference	Additional Multiplier points
1 January 2025	31.0	31.1	NA	NA	0.1	0.1
1 February 2025	31.0	31.1	NA	NA	0.1	0.1
1 March 2025	29.9	NA	1.1	1.2	0.1	0.1

10. To ease the burden on payroll systems, retroactive pay may be processed as a one-time payment by adding 0.1 multiplier points for each month between January and March 2025, during which staff members were eligible to receive the post adjustment for Libya.

**X. Changes to the schedule of the survey program**

11. Stakeholders are hereby notified of a change to the survey schedule published in January 2025. The administration of cost-of-living surveys represents a principal responsibility of the Cost-of-Living Division (COLD) within the ICSC secretariat. The plans devised for 2025 were formulated with the assumption that the ongoing recruitment processes would be completed. However, a recently instituted recruitment freeze has rendered these plans unmanageable, given the existing understaffing. Therefore, it has become necessary to reduce the volume of the survey program, commencing with surveys scheduled for June 2025, to continue ensuring the level of quality expected of us in supporting survey activities. A revised survey schedule will be published shortly. The ICSC secretariat will restore the management of a standard volume of surveys once sufficient staffing resources become available.

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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	72.326	134.3	36.6		Nov-24		9	10		Jul-06
Albania /W40	87.54	132.5	34.1		Mar-25		17	18		Oct-24
Algeria /W40	131.463	143.4	42.7		Mar-25		19	20		Mar-24
Angola /W40	912	146.5	46.9		Mar-25		14	15		Nov-23
Anguilla /W40 14/	2.7	145.7	50.1		Nov-24		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	145.7	50.1		Nov-24		22	23		Aug-23
Argentina	1075.66	135.9	40.1		Dec-24		25	27		Apr-24
Armenia	389.83	131.1	34.1		Jul-24		23	24		Apr-24
Aruba 12/	1.79	157.4	59.4		Nov-24		29	31		Aug-22
Australia	1.591	129.1	28.5		Mar-25		27	29		Oct-23
Austria	0.88	151.5	52.1	Y	Apr-25	ER	19	20		Aug-22
Azerbaijan	1.698	130.7	34.0		Mar-25		16	17		Mar-23
Bahamas	1	162.5	66.4		Mar-24		26	28		Jul-24
Bahrain	0.377	126.9	34.2		Sep-24		22	23		Sep-22
Bangladesh /W40	121	138.2	40.7		Mar-25		17	18		Sep-21
Barbados /W40	2	156.7	62.1		Jul-24		23	24		Aug-23
Belarus	3.145	139.6	40.8		Mar-25		17	18		Oct-24
Belgium	0.88	147.3	47.1	Y	Apr-25	ER	17	18		Feb-15
Belize	2	144.7	44.7	Y	Apr-25	PP	13	14	Y	Apr-25
Benin	577.325	132.0	32.1		Mar-25		19	20		Aug-24
Bermuda 16/	1	175.8	80.1		Mar-24		38	40		Sep-23
Bhutan	86.04	135.4	38.8		Mar-25		10	11		Aug-24
Bolivia	6.853	121.5	22.3		Nov-24		17	18		Mar-22
Bonaire /W40 14/	1	145.7	50.1		Nov-24		22	23		Aug-23
Bosnia and Herzegovina /W40	1.721	129.9	29.9	Y	Apr-25	H	14	15	Y	Apr-25
Botswana	13.812	120.8	23.0		Mar-25		21	22		Aug-24
Brazil	5.88	124.6	28.0		Mar-25		21	22		Dec-23
British Virgin Islands /W40	1	143.5	46.1		Nov-24		22	23		Jun-19
Bulgaria	1.721	132.5	36.8	Y	Apr-25	ER	20	21		Jun-23
Burkina Faso /W40	577.325	124.9	27.5		Mar-25		15	16		Dec-24
Burundi /W40	2906.808	140.4	40.1		Mar-25		16	17		Sep-24
Cambodia	3996	124.2	28.3		Mar-24		22	23		Jul-24
Cameroon /W40	577.325	137.2	39.2		Mar-25		15	16		Jul-15
Canada, Montreal	1.385	136.9	37.7	Y	Apr-25	ER	18	19		Aug-22
Canada, Ottawa	1.385	146.3	47.1	Y	Apr-25	L	20	21		Aug-22
Canada, Toronto	1.385	153.1	54.0	Y	Apr-25	L	20	21		May-17
Cape Verde	97.047	135.0	38.5		Mar-25		18	19		Feb-25
Cayman Islands 17/	0.82	142.7	46.5		Mar-25		24	25		Dec-17
Central African Rep. /W40	577.325	143.3	46.6		Mar-25		17	18		Nov-17

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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	577.325	148.6	50.9		Mar-25		16	17		Dec-19
Chile	979	118.1	23.8		Mar-25		21	22		Jul-24
China, Beijing	7.292	148.5	51.8		Mar-25		25	27		Feb-22
China, Hong Kong (SAR)	7.756	198.1	100.0	Y	Apr-25	ER	19	20		Jun-12
China, Macao (SAR)	7.989	146.2	49.9		Mar-25		25	27		Oct-23
Colombia /W40	4332	135.3	39.4		Mar-25		19	20		Sep-23
Comoros	432.994	139.9	40.1		Mar-25		16	17		May-24
Congo /W40	577.325	142.7	42.7	Y	Apr-25	H	8	8		Jul-23
Congo, Dem. Rep. /W40	2881.804	149.9	52.2		Nov-24		27	29		May-24
Cook Islands 4/	1.712	138.7	41.6		Mar-25		21	22		Jun-24
Costa Rica	509.03	131.8	33.4		Mar-25		22	23		Mar-24
Cote d Ivoire /W40	577.325	151.6	51.8		Mar-25		19	20		Apr-24
Croatia, Republic of	0.88	135.0	41.2	Y	Apr-25	ER	8	9		Aug-19
Cuba	24	149.3	56.5		Jul-24		21	22		Jul-24
Cyprus	0.88	129.0	33.3	Y	Apr-25	ER	16	17		Jun-23
Czech Republic	22.13	143.2	47.3	Y	Apr-25	ER	19	20		Nov-23
Denmark	6.571	172.4	75.2	Y	Apr-25	ER	25	27		Jun-19
Djibouti /W40	177	139.4	41.6		Nov-24		16	17		Jan-15
Dominica /W40 14/	2.7	145.7	50.1		Nov-24		22	23		Aug-23
Dominican Republic /W40	61.124	128.9	28.9	Y	Apr-25	PP	17	18	Y	Apr-25
Ecuador /W40	1	120.9	24.6		Jul-24		19	20		Sep-24
Egypt /W40	51.288	122.4	23.7		Dec-24		18	19		Dec-24
El Salvador	1	126.2	29.7		Nov-24		25	27		Mar-24
Equatorial Guinea	577.325	137.4	38.9		Mar-25		19	20		May-23
Eritrea /W40	15	135.4	40.3		Jul-23		10	11		Sep-24
Estonia	0.88	142.7	42.1		Mar-25		18	19		Feb-01
Eswatini	19.183	113.3	16.0		Mar-25		12	13		Apr-24
Ethiopia /W40	129.436	131.4	47.6		Mar-25		23	24		Nov-24
Fiji /W40	2.31	130.6	37.2		Mar-25		23	24		Jan-25
Finland	0.88	142.1	45.1	Y	Apr-25	ER	24	25		May-23
France, Lyon and Elsewhere	0.88	149.3	51.5	Y	Apr-25	L	19	20		Aug-22
France, Paris	0.88	152.9	55.1	Y	Apr-25	ER	25	27		Aug-22
French Guiana	0.88	133.6	38.2	Y	Apr-25	ER	0	0		Jan-00
Gabon	577.325	136.3	40.1		Mar-25		18	19		Jun-19
Gambia	71.11	133.0	34.5		Mar-25		17	18		May-24
Georgia, Republic of	2.758	123.1	24.6		Mar-25		19	20		Aug-24
Germany, Berlin	0.88	142.8	44.5	Y	Apr-25	L	22	23		Jul-23
Germany, Bonn	0.88	135.4	37.0	Y	Apr-25	ER	21	22		Jul-23
Germany, Dresden	0.88	135.4	37.0	Y	Apr-25	A	20	21		Jul-23
Germany, Frankfurt	0.88	144.4	46.1	Y	Apr-25	L	23	24		Jul-23

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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, Hamburg	0.88	150.8	52.6	Y	Apr-25	L	25	27		Jul-23
Germany, Munich	0.88	156.6	58.5	Y	Apr-25	L	26	28		Jul-23
Ghana	15.45	134.2	35.2		Mar-25		25	27		Dec-24
Gibraltar 1/	0.764	175.3	75.1	Y	Apr-25	A	29	31		Aug-22
Greece	0.88	133.0	37.3	Y	Apr-25	ER	18	19		Aug-23
Grenada /W40 14/	2.7	145.7	50.1		Nov-24		22	23		Aug-23
Guatemala /W40	7.709	129.3	32.5		Nov-24		17	18		Mar-24
Guinea	8600.87	142.5	46.4		Mar-25		20	21		Mar-24
Guinea Bissau	577.325	147.1	47.9		Mar-25		12	13		Nov-24
Guyana	209.4	145.9	48.4		Mar-25		19	20		Apr-23
Haiti /W40	130.47	148.5	51.0		Nov-24		19	20		Mar-23
Honduras	25.557	129.5	31.8		Mar-25		21	22		Mar-24
Hungary	360.63	142.3	45.6	Y	Apr-25	ER	18	19		Jun-23
Iceland	127.79	138.4	41.7	Y	Apr-25	ER	0	0		Jan-00
India /W40	86.04	133.1	34.1		Mar-25		14	15		Jun-24
Indonesia	16791	127.4	30.2		Mar-25		24	25		Dec-24
Iran /W40	683526	123.7	25.6		Mar-25		19	20		Jun-24
Iraq	1310	124.8	26.8		Nov-24		14	15		May-02
Ireland	0.88	151.2	54.2	Y	Apr-25	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.704	153.7	62.8		Mar-25		27	29		Apr-24
Italy, Brindisi	0.88	119.7	22.7	Y	Apr-25	L	10	11		Nov-99
Italy, Rome	0.88	125.3	28.5	Y	Apr-25	ER	21	22		Aug-22
Jamaica	157.031	140.8	44.5		Mar-25		25	27		Apr-21
Japan, Hiroshima	143.13	139.9	40.9	Y	Apr-25	L	19	20		Nov-23
Japan, Tokyo	143.13	157.6	58.7	Y	Apr-25	ER	21	22		Nov-23
Jerusalem /W40	3.704	145.4	54.1		Mar-25		26	28		Apr-24
Jordan /W40	0.708	128.0	30.2		Nov-24		19	20		Oct-24
Kazakhstan	517.83	125.1	32.0		Mar-25		16	17		Dec-24
Kenya /W40	129.2	138.6	40.4		Mar-25		24	25		Feb-24
Kiribati	1.591	139.0	41.0		Mar-25		14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	145.1	47.5		Nov-24		10	11		Sep-15
Korea, Republic of	1423.84	142.5	45.4		Mar-25		17	18		Nov-19
Kuwait /W40	0.306	147.8	49.5		Mar-25		14	15		Sep-24
Kyrgyzstan /W40	86.5	125.6	28.6		Mar-25		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	21638	126.1	29.1		Mar-25		15	16		Oct-24
Latvia	0.88	139.6	45.9	Y	Apr-25	ER	13	14		Apr-24
Lebanon /W40 28/	89500	140.5	45.2		Mar-25		20	21		Dec-24
Lesotho	19.183	125.4	28.3		Mar-25		13	14		Oct-24
Liberia	198.914	142.9	48.6		Aug-24		21	22		Aug-23
Libya /W40 26/	5.557	129.0	29.9		Mar-25		18	19		Dec-24

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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		
Lithuania	0.88	133.1	33.1		Mar-25		17	18		Dec-03
Luxembourg	0.88	147.0	50.1	Y	Apr-25	ER	17	18		Dec-17
Madagascar /W40	4622.26	123.7	26.2		Mar-25		20	21		Feb-25
Malawi	1751	133.6	34.2		Nov-24		17	18		Jan-24
Malaysia	4.42	144.9	47.3		Mar-25		15	16		Mar-23
Maldives	15	137.0	37.3		Nov-24		23	24		Jun-20
Mali /W40	577.325	143.1	44.5		Mar-25		13	14		Sep-20
Malta	0.88	131.4	36.3	Y	Apr-25	ER	16	17		Aug-23
Marshall Islands 2/	1	157.2	40.3		Mar-25		21	22		Jun-24
Mauritania /W40	39.71	130.1	32.5		Nov-24		14	15		Jun-24
Mauritius	43.758	130.3	28.9		Mar-25		20	21		Apr-24
Mexico	20.34	141.8	46.1	Y	Apr-25	GCM	23	24	Y	Apr-25
Micronesia, Fed States of /W40	1	157.2	58.0		Nov-24		11	12		Dec-23
Moldova	17.618	142.2	42.4		Mar-25		21	22		Oct-21
Monaco 3/	0.88	152.9	55.1	Y	Apr-25	A	25	27		Aug-22
Mongolia	3523	132.2	33.6		Mar-25		18	19		Oct-24
Montenegro	0.88	132.5	31.1		Mar-25		21	22		Mar-25
Morocco /W40	9.291	130.1	30.3		Mar-25		21	22		May-21
Mozambique /W40	63.25	127.4	29.7		Mar-24		24	25		May-24
Myanmar /W40	4185	133.6	34.9		Mar-25		11	12		May-24
Namibia	19.183	127.2	30.0		Mar-25		14	15		Nov-24
Nauru 4/	1.591	138.7	41.6		Mar-25		21	22		Jun-24
Nepal /W40	137.656	122.6	24.2		Mar-25		12	13		Jan-14
Netherlands	0.88	144.9	47.2	Y	Apr-25	ER	23	24		Oct-23
New Caledonia	105.027	135.1	34.4		Mar-25		16	17		Sep-05
New Zealand 25/	1.712	129.5	35.3		Mar-25		24	25		Dec-20
Nicaragua	36.549	125.5	27.6		Nov-24		17	18		Jun-24
Niger	577.325	145.3	47.4		Mar-25		15	16		Dec-24
Nigeria /W40	1613.42	150.0	50.0		Mar-25		21	22		Dec-23
North Macedonia	54.084	125.3	25.8		Mar-25		18	19		Jun-24
Norway	10.646	139.3	40.2	Y	Apr-25	ER	25	27		May-23
Oman	0.385	128.1	29.9		Nov-24		22	23		Jul-24
Pakistan /W40	280.213	132.4	34.8		Mar-25		18	19		Mar-24

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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	138.7	41.6		Mar-25		21	22		Jun-24
Panama	1	130.8	33.2		Nov-24		24	25		Aug-18
Papua New Guinea /W40	4.063	140.5	44.4		Mar-25		25	26		Jun-24
Paraguay	7995	121.2	23.1		Mar-25		17	18		Aug-20
Peru	3.732	130.5	33.6		Mar-25		21	22		Aug-17
Philippines /W40	56.97	137.3	38.9		Mar-25		23	24		Jan-24
Poland	3.776	136.6	38.9	Y	Apr-25	ER	22	23		Jun-23
Portugal, Guimaraes	0.88	114.5	16.7	Y	Apr-25	L	13	14		Aug-23
Portugal, Lisbon	0.88	132.3	34.9	Y	Apr-25	ER	20	21		Jan-05
Puerto Rico /W40 13/	1	128.9	28.9	Y	Apr-25	PP	17	18	Y	Apr-25
Qatar /W40	3.645	138.3	46.6		Nov-23		28	30		Oct-19
Romania	4.379	128.7	32.1	Y	Apr-25	ER	19	20		Jun-23
Russian Federation	83.125	154.7	51.1		Mar-25		20	21		Oct-24
Rwanda	1409.391	128.1	29.7		Mar-25		17	18		Oct-22
Saint Helena 5/	0.764	152.7	54.9		Mar-25		13	14		Aug-22
St. Lucia	2.7	141.3	45.2		Jul-24		18	19		Mar-21
Samoa	2.849	127.8	31.6		Mar-25		16	17		Dec-23
Sao Tome and Principe	22.079	154.5	63.3		Mar-25		25	27		Nov-24
Saudi Arabia /W40	3.754	144.5	46.5		Mar-25		22	23		Feb-24
Senegal /W40	577.325	143.0	42.9		Mar-25		22	23		Dec-24
Serbia	103.032	135.4	34.7		Mar-25		18	19		Jul-23
Seychelles	14.351	133.7	40.1		Mar-25		19	20		Feb-24
Sierra Leone /W40	23.53	143.3	46.3		Nov-24		19	20		May-18
Singapore /W40	1.318	163.5	65.5		Mar-25		23	24		Jul-19
Slovak Republic	0.88	136.6	39.9	Y	Apr-25	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.88	138.7	45.6	Y	Apr-25	ER	14	15		Jan-20
Solomon Islands /W40	8.217	145.1	47.9		Feb-25		19	20		Mar-24
Somalia 6/	24300	135.0	44.0		Mar-25		23	24		Feb-24
South Africa /W40	19.183	119.4	22.8		Mar-25		19	20		Aug-23
South Sudan, Republic of /W40	4471.077	139.9	42.5		Nov-24		10	11		Mar-25
Spain	0.88	129.4	30.9	Y	Apr-25	ER	22	23		Aug-22
Sri Lanka	297.8	127.5	33.8		Mar-25		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	145.7	50.1		Nov-24		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	145.7	50.1		Nov-24		22	23		Aug-23
Sudan /W40 29/	2020	139.9	42.5		Dec-24		10	11		Mar-25
Suriname	36.822	130.2	32.7		Mar-25		18	19		Jun-24
Sweden	9.791	138.3	42.1	Y	Apr-25	ER	27	29		May-23
Switzerland	0.814	184.6	86.8	Y	Apr-25	ER	22	23		Aug-22
Syrian Arab Republic 10/	12000	101.0	14.0		Jul-19		20	21		Jun-12

**XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR**

Effective 1 April 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	10.886	130.6	32.4		Mar-25		14	15		Feb-23
Tanzania, United Rep. of /W40	2668.47	132.2	32.4		Mar-25		22	23		Oct-21
Thailand /W40	33.49	133.0	34.8		Mar-25		22	23		Jul-19
Timor-Leste /W40	1	134.9	37.6		Nov-24		15	16		Jul-11
Togo	577.325	142.6	42.4		Mar-25		15	16		Feb-23
Tonga	2.372	133.8	35.5		Mar-25		9	10		Jan-09
Trinidad and Tobago /W40	6.757	134.7	38.1		Nov-24		21	22		Feb-23
Tunisia	2.987	121.1	23.3		Mar-25		17	18		Mar-24
Türkiye, Ankara	38.049	129.0	29.5		Mar-25		14	15		May-23
Türkiye, Gebze /W40 19/	38.049	135.6	36.2		Mar-25		15	16		May-23
Türkiye, Istanbul /W40 15/	38.049	135.6	36.2		Mar-25		15	16		May-23
Turkmenistan /W40	3.5	172.5	76.4		Jul-23		8	9		Oct-21
Tuvalu 11/	1.591	137.1	40.8		Mar-25		18	19		Jul-24
Uganda /W40	3671.86	131.2	31.2	Y	Apr-25	PP	20	21	Y	Apr-25
Ukraine	41.5	126.9	26.2		Mar-25		16	17		Aug-19
United Arab Emirates /W40	3.673	151.9	58.4		Jan-24		25	27		Feb-25
United Kingdom	0.764	175.3	75.1	Y	Apr-25	ER	29	31		Aug-22
USA, El Paso 20/	1	150.7	49.2		Feb-25		13	14		Aug-22
USA, Miami 7/	1	152.0	50.5		Feb-25		25	27		Aug-22
USA, New York	1	177.8	75.5		Feb-25		32	34		Feb-23
USA, San Diego 21/	1	174.0	71.8		Feb-25		29	31		Aug-22
USA, San Francisco 8/	1	181.9	79.6		Feb-25		29	31		Aug-22
USA, Seattle 18/	1	153.7	52.2		Feb-25		25	27		Aug-22
USA, Washington D.C.	1	157.4	55.8		Feb-25		27	29		Apr-11
Uruguay	42.793	136.2	40.7		Mar-25		27	29		May-22
Uzbekistan /W40	12937	129.2	30.2		Mar-25		15	16		Jul-23
Vanuatu	121.72	143.3	46.4		Mar-25		16	17		Jan-24
Venezuela /W40 10/	73.357	78.1	45.0		Mar-18		27	29		Aug-12
Vietnam /W40	25707	127.5	29.6		Mar-25		18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.704	145.4	54.1		Mar-25		26	28		Apr-24
Yemen, Republic of 27/	529.73	122.0	23.7		Nov-24		21	22		Jul-24
Zambia	28.2	126.2	26.2	Y	Apr-25	H	22	23		Apr-23
Zimbabwe /W40 24/	26.79	122.6	25.2		Mar-25		17	18		Aug-24

## XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 April 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