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INTERNATIONAL CIVIL SERVICE COMMISSION

Consolidated Post Adjustment Circular

ICSC/CIRC/PAC/608

Approved by:
Larbi Djacta, Chairman

Date:
15 August 2025

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UN Tourism



CTBTO

CONTENTS

- I. Introduction
- II. Description of data appearing in PAC circulars
- III. Nature des données figurant dans les circulaires PAC
- IV. 0.5% Rule
- V. The application of the modified 0.5% Rule
- VI. Cost-of-living surveys
- VII. Duty stations with Personal Transitional Allowance (PTA)
- VIII. W40 Measure
- IX. One Month Rule
- X. Advance Notification Regarding Changes to the Rules Governing Personal Transitional Allowance (PTA)
- XI. Consolidated post adjustment circular
- XII. List of countries and areas in French and English

I.

INTRODUCTION

A consolidated schedule of post adjustment classifications and threshold figures used for calculating rental subsidies (or deductions) is attached.

Names of countries and areas, which appear in English alphabetical order, are indexed in French in the list attached to the schedule.

In cases where only one post adjustment classification is shown for a country, normally for the capital city, that classification will be applicable for all duty stations within the country.

This schedule is effective **1 August 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} août 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 August 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 June 2025

Duty station	Type o survey	Date of survey
Barbados	Housing	March 2025
Botswana	Housing	February 2025
Cuba	Place-to-place	February 2025
Georgia, Republic of	Housing	March 2025
India	Place-to-place	February 2025
Mauritania	Place-to-place	February 2025
North Macedonia	Place-to-place	February 2025
Panama	Housing	March 2025
Papua New Guinea	Housing	February 2025
Serbia	Place-to-place	February 2025
Timor-Leste	Place-to-place	February 2025
Turkmenistan	Place-to-place	March 2025
Uruguay	Housing	March 2025
Zimbabwe	Place-to-place	March 2025

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 **Cuba** and **Serbia** in August 2025. Table 2 provides a summary of all PTAs in effect as of 1 August 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.

7. The gap closure measure is completed for **Azerbaijan, Cook Islands, Marshall Islands, Nauru, Palau, Republic of, Solomon Islands** and **Tuvalu**. Therefore, the personal transitional allowance (PTA) is no longer applicable for these duty stations effective 1 August 2025.

Table 2: Summary of Personal Transitional Allowances (PTAs), as of 1 August 2025

DUTY STATION	Existing PTA*	PTA starting date	Applicable to staff on post before	Date of next revision
Bahrain	3.3	1 September 2024	1 October 2024	1 November 2025
Chad	5.6	1 June 2025	1 July 2025	1 December 2025
Comoros	0.2	1 May 2025	1 June 2025	1 November 2025
Cuba	3.9	1 August 2025	1 September 2025	1 February 2026
Guinea	6.4	1 March 2025	1 April 2025	1 September 2025
Lebanon	20.9	1 April 2023	1 May 2023	1 October 2025
Serbia	5.9	1 August 2025	1 September 2025	1 February 2026
Tunisia	2.3	1 March 2025	1 April 2025	1 September 2025
Vietnam	6.2	1 July 2025	1 August 2025	1 January 2026

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

VIII. W40 Measure

8. The waiver of the **40 per cent** of rent limit on rental subsidy is no longer applicable for **Papua New Guinea** and **Zimbabwe**, effective 1 August 2025.

IX. One Month Rule (OMR)

9. The one-month rule (OMR) remains is discontinued for **Argentina**, effective 1 August 2025.

X. Advance Notification Regarding Changes to the Rules Governing Personal Transitional Allowance (PTA)

10. This is to inform stakeholders of the United Nations Common System Organizations that the Commission, at its 100th session, decided to amend the parameters governing all future Personal Transitional Allowances (PTAs), beginning with any Gap Closure Measure (GCM) to be implemented in November 2025. The Commission has also decided that existing PTAs, as of the present date, will be subject to a maximum duration of 36 months provided that a minimum advance notice of 12 months is issued. In addition to this advance notification, a circular providing full details of the amendments will be issued by the ICSC secretariat on Friday, 15 August 2025.

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 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	67.597	136.5	36.6		Nov-24		9	10		Jul-06
Albania /W40	80.98	137.0	36.5		Jul-25		17	18		Oct-24
Algeria /W40	129.3	145.5	44.8		Jul-25		19	20		Mar-24
Angola /W40	911.955	152.8	51.9		Jul-25		14	15		Nov-23
Anguilla /W40 14/	2.7	143.5	50.1		Nov-24		22	23		Aug-23
Antigua and Barbuda /W40 14/	2.7	143.5	50.1		Nov-24		22	23		Aug-23
Argentina	1322	134.9	37.1		Jul-25		25	27		Apr-24
Armenia	382.13	133.6	34.7		Jul-25		23	24		Apr-24
Aruba 12/	1.79	159.0	59.4		Nov-24		29	31		Aug-22
Australia	1.527	133.6	33.1	Y	Aug-25	ER	27	29		Oct-23
Austria	0.855	156.1	56.1	Y	Aug-25	ER	19	20		Aug-22
Azerbaijan	1.698	133.2	34.0		Mar-25		16	17		Mar-23
Bahamas	1	164.2	66.4		Mar-24		26	28		Jul-24
Bahrain	0.377	128.0	34.2		Sep-24		22	23		Sep-22
Bangladesh /W40	121.3	140.8	40.7		Mar-25		17	18		Sep-21
Barbados /W40	2	150.9	62.1		Jul-24		23	24		Aug-23
Belarus	2.99	143.9	43.2		Jul-25		17	18		Oct-24
Belgium	0.855	150.4	50.9	Y	Aug-25	ER	17	18		Feb-15
Belize	2	146.1	45.5		Jul-25		13	14		Apr-25
Benin	560.551	135.7	35.8		Jul-25		19	20		Aug-24
Bermuda 16/	1	177.6	80.1		Mar-24		38	40		Sep-23
Bhutan	87.49	137.6	39.2		Jul-25		10	11		Aug-24
Bolivia	6.86	129.2	28.5		Jul-25		22	23		Jul-25
Bonaire /W40 14/	1	143.5	50.1		Nov-24		22	23		Aug-23
Bosnia and Herzegovina /W40	1.671	132.9	32.2		Jul-25		14	15		Apr-25
Botswana	13.263	123.1	24.8		Jul-25		17	18	Y	Aug-25
Brazil	5.397	130.5	30.1		Jul-25		21	22		Dec-23
British Virgin Islands /W40	1	146.0	46.1		Nov-24		22	23		Jun-19
Bulgaria	1.671	135.8	40.4	Y	Aug-25	ER	20	21		Jun-23
Burkina Faso /W40	560.551	127.2	30.7		Jul-25		15	16		Dec-24
Burundi /W40	2925.715	144.7	44.0		Jul-25		16	17		Sep-24
Cambodia	4000	125.5	28.3		Mar-24		22	23		Jul-24
Cameroon /W40	560.551	141.2	43.4		Jul-25		15	16		Jul-15

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Effective 1 August 2025

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Canada, Montreal	1.376	139.4	38.5	Y	Aug-25	ER	18	19		Aug-22
Canada, Ottawa	1.376	149.0	48.0	Y	Aug-25	L	20	21		Aug-22
Canada, Toronto	1.376	155.9	54.9	Y	Aug-25	L	20	21		May-17
Cape Verde	94.227	138.3	41.2		Jul-25		18	19		Feb-25
Cayman Islands 17/	0.82	143.1	45.9		Jul-25		24	25		Dec-17
Central African Rep. /W40	560.551	146.3	48.2		Jul-25		17	18		Nov-17
Chad /W40	560.551	141.8	45.3		Jul-25		16	17		Dec-19
Chile	951	121.5	22.3		Jul-25		21	22		Jul-24
China, Beijing	7.174	149.9	51.8		Mar-25		25	27		Feb-22
China, Hong Kong (SAR)	7.85	197.7	97.8		Jun-25		19	20		Jun-12
China, Macao (SAR)	8.085	146.9	49.1		Jul-25		25	27		Oct-23
Colombia /W40	4018	140.8	40.5		Jul-25		19	20		Sep-23
Comoros	420.413	137.4	39.9		Jul-25		16	17		May-24
Congo /W40	560.551	147.2	46.2		Jul-25		8	8		Jul-23
Congo, Dem. Rep. /W40	2876.208	151.9	52.2		Nov-24		27	29		May-24
Cook Islands 4/	1.672	141.9	42.5	Y	Aug-25	H	22	23	Y	Aug-25
Costa Rica	503.06	133.2	33.2		Jul-25		22	23		Mar-24
Cote d Ivoire /W40	560.551	168.0	67.1		Jul-25		17	18		May-25
Croatia, Republic of	0.855	138.8	44.9	Y	Aug-25	ER	8	9		Aug-19
Cuba	24	148.2	52.6	Y	Aug-25	GCM	21	22		Jul-24
Cyprus	0.855	133.1	36.7	Y	Aug-25	ER	16	17		Jun-23
Czech Republic	20.9	149.4	54.9	Y	Aug-25	ER	19	20		Nov-23
Denmark	6.377	175.0	80.0	Y	Aug-25	ER	25	27		Jun-19
Djibouti /W40	177	141.4	41.6		Nov-24		16	17		Jan-15
Dominica /W40 14/	2.7	143.5	50.1		Nov-24		22	23		Aug-23
Dominican Republic /W40	61.493	130.3	30.1		Jul-25		17	18		Apr-25
Ecuador /W40	1	122.1	24.6		Jul-24		19	20		Sep-24
Egypt /W40	48.3	126.5	25.1		Jul-25		18	19		Dec-24
El Salvador	1	127.6	29.7		Nov-24		25	27		Mar-24
Equatorial Guinea	560.551	139.8	40.7		Jul-25		15	16		May-25
Eritrea /W40	15	137.6	40.3		Jul-23		10	11		Sep-24
Estonia	0.855	148.3	47.5		Jul-25		18	19		Feb-01
Eswatini	17.523	118.2	18.2		Jul-25		12	13		Apr-24
Ethiopia /W40	138.587	134.6	46.6		Jul-25		23	24		Nov-24

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 2025

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		Index	Multiplier	Change	Effective date	Reason for change	Rate		Change	Effective date
							With allowances	Without allowances		
Fiji /W40	2.24	133.9	38.6		Jul-25		23	24		Jan-25
Finland	0.855	146.3	48.8	Y	Aug-25	ER	24	25		May-23
France, Lyon and Elsewhere	0.855	154.6	55.4	Y	Aug-25	L	19	20		Aug-22
France, Paris	0.855	158.3	59.1	Y	Aug-25	ER	25	27		Aug-22
French Guiana	0.855	137.0	41.7	Y	Aug-25	ER	0	0		Jan-00
Gabon	560.551	145.9	44.9		Jul-25		20	21		Jul-25
Gambia	72	136.3	35.4		Jul-25		17	18		May-24
Georgia, Republic of	2.697	126.0	26.0	Y	Aug-25	H	19	20		Aug-24
Germany, Berlin	0.855	147.2	48.2	Y	Aug-25	L	22	23		Jul-23
Germany, Bonn	0.855	139.6	40.5	Y	Aug-25	ER	21	22		Jul-23
Germany, Dresden	0.855	139.6	40.5	Y	Aug-25	A	20	21		Jul-23
Germany, Frankfurt	0.855	148.9	49.9	Y	Aug-25	L	23	24		Jul-23
Germany, Hamburg	0.855	155.5	56.5	Y	Aug-25	L	25	27		Jul-23
Germany, Munich	0.855	161.5	62.6	Y	Aug-25	L	26	28		Jul-23
Ghana	10.6	153.1	53.6		Jul-25		25	27		Dec-24
Gibraltar 1/	0.737	185.5	80.9	Y	Aug-25	A	29	31		Aug-22
Greece	0.855	138.6	40.8	Y	Aug-25	ER	18	19		Aug-23
Grenada /W40 14/	2.7	143.5	50.1		Nov-24		22	23		Aug-23
Guatemala /W40	7.662	131.0	32.7		Jul-25		17	18		Mar-24
Guinea	8625	144.2	46.3		Jul-25		20	21		Mar-24
Guinea Bissau	560.551	150.4	50.5		Jul-25		12	13		Nov-24
Guyana	208	148.4	49.3		Jul-25		19	20		Apr-23
Haiti /W40	130.92	151.1	51.0		Nov-24		19	20		Mar-23
Honduras	25.977	130.7	31.4		Jul-25		21	22		Mar-24
Hungary	338.07	146.8	52.3	Y	Aug-25	ER	18	19		Jun-23
Iceland	122.29	145.1	47.3	Y	Aug-25	ER	0	0		Jan-00
India /W40	87.49	130.6	35.0		Jul-25		14	15		Jun-24
Indonesia	16190	130.8	30.7		Jul-25		24	25		Dec-24
Iran /W40	692816	132.8	31.6		Jul-25		17	18		Jul-25
Iraq	1310	126.9	26.8		Nov-24		14	15		May-02
Ireland	0.855	156.3	58.2	Y	Aug-25	ER	24	25		May-98
Israel, Tel Aviv /W40 22/	3.386	160.3	68.6		Jul-25		27	29		Apr-24
Italy, Brindisi	0.855	124.4	25.7	Y	Aug-25	L	10	11		Nov-99
Italy, Rome	0.855	130.3	31.7	Y	Aug-25	ER	21	22		Aug-22

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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		
Jamaica	159.117	141.3	43.9		Jul-25		25	27		Apr-21
Japan, Hiroshima	147.24	139.0	37.4	Y	Aug-25	L	19	20		Nov-23
Japan, Tokyo	147.24	156.5	54.8	Y	Aug-25	ER	21	22		Nov-23
Jerusalem, Jerusalem /W40	3.386	151.8	59.6		Jul-25		26	28		Apr-24
Jordan /W40	0.708	129.6	30.2		Nov-24		19	20		Oct-24
Kazakhstan	537.93	126.5	30.2		Jul-25		16	17		Dec-24
Kenya /W40	129	140.7	40.4		Mar-25		24	25		Feb-24
Kiribati	1.527	142.6	42.3		Jul-25		14	15		Jul-24
Korea, Dem. Peo. Rep. of	110	147.3	47.5		Nov-24		10	11		Sep-15
Korea, Republic of	1377.8	146.2	49.0		Jul-25		17	18		Nov-19
Kuwait /W40	0.305	150.0	50.0		Jul-25		14	15		Sep-24
Kyrgyzstan /W40	87.1	127.4	28.5		Jul-25		14	15		Jun-21
Lao Peo. Dem. Rep. /W40	21723	128.3	29.0		Jul-25		15	16		Oct-24
Latvia	0.855	144.2	49.6	Y	Aug-25	ER	13	14		Apr-24
Lebanon /W40 27/	89500	144.4	48.1		Jul-25		20	21		Dec-24
Lesotho	17.523	129.9	28.9		Jul-25		13	14		Oct-24
Liberia	200.144	145.2	48.6		Aug-24		21	22		Aug-23
Libya /W40 25/	5.407	132.2	31.9		Jul-25		18	19		Dec-24
Lithuania	0.855	136.7	36.0		Jul-25		17	18		Dec-03
Luxembourg	0.855	152.6	54.0	Y	Aug-25	ER	17	18		Dec-17
Madagascar /W40	4438.7	127.0	28.2		Jul-25		20	21		Feb-25
Malawi	1751	137.0	35.5		Jul-25		19	20		Jul-25
Malaysia /W40	4.205	148.5	48.4		Jul-25		14	15		May-25
Maldives	15	138.6	37.9		Jul-25		23	24		Jun-20
Mali /W40	560.551	146.7	46.8		Jul-25		13	14		Sep-20
Malta	0.855	136.4	39.8	Y	Aug-25	ER	16	17		Aug-23
Marshall Islands 2/	1	160.7	41.4	Y	Aug-25	H	21	22		Jun-24
Mauritania /W40	39.88	129.5	32.5		Nov-24		14	15		Jun-24
Mauritius	45.27	130.6	30.0		Jul-25		20	21		Apr-24
Mexico	18.59	150.1	51.6		Jul-25		23	24		Apr-25
Micronesia, Fed States of /W40	1	160.7	59.5		Jul-25		11	12		Dec-23
Moldova	16.648	147.5	46.1		Jul-25		21	22		Oct-21
Monaco 3/	0.855	158.3	59.1	Y	Aug-25	A	25	27		Aug-22
Mongolia	3584	134.2	33.6		Mar-25		18	19		Oct-24

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

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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		
Montenegro	0.855	135.3	34.6		Jul-25		21	22		Mar-25
Morocco /W40	9.004	132.9	33.9		Jul-25		21	22		May-21
Mozambique /W40	63.25	130.4	29.8		Jul-25		24	25		May-24
Myanmar /W40	4200	131.9	34.9		Mar-25		11	12		May-24
Namibia	17.523	132.3	30.8		Jul-25		14	15		Nov-24
Nauru 4/	1.527	141.9	42.5	Y	Aug-25	H	22	23	Y	Aug-25
Nepal /W40	139.933	123.5	24.7		Jul-25		12	13		Jan-14
Netherlands	0.855	150.3	51.0	Y	Aug-25	ER	23	24		Oct-23
New Caledonia	101.976	138.7	39.1		Jul-25		16	17		Sep-05
New Zealand 24/	1.672	133.9	36.0		Jul-25		24	25		Dec-20
Nicaragua /W40	36.548	130.5	29.9		Jul-25		14	15		May-25
Niger	560.551	147.8	51.0		Jul-25		15	16		Dec-24
Nigeria /W40	1532.66	157.5	55.6		Jul-25		21	22		Dec-23
North Macedonia	52.278	129.8	29.8	Y	Aug-25	PP	16	17	Y	Aug-25
Norway	10.19	144.8	45.7	Y	Aug-25	ER	25	27		May-23
Oman	0.385	129.8	29.9		Nov-24		22	23		Jul-24
Pakistan /W40	282.075	134.0	34.4		Jul-25		18	19		Mar-24
Palau, Republic of 4/	1	141.9	42.5	Y	Aug-25	H	22	23	Y	Aug-25
Panama	1	130.0	33.2		Nov-24		24	25		Aug-18
Papua New Guinea	4.127	145.6	45.6	Y	Aug-25	H	26	28	Y	Aug-25
Paraguay	7213	125.1	24.2		Jul-25		17	18		Aug-20
Peru	3.527	134.5	35.0		Jul-25		21	22		Aug-17
Philippines /W40	56.75	139.3	39.8		Jul-25		23	24		Jan-24
Poland	3.636	140.7	43.5	Y	Aug-25	ER	22	23		Jun-23
Portugal, Guimaraes	0.855	119.6	19.7	Y	Aug-25	L	13	14		Aug-23
Portugal, Lisbon	0.855	138.2	38.3	Y	Aug-25	ER	20	21		Jan-05
Puerto Rico /W40 13/	1	130.3	30.1		Jul-25		17	18		Apr-25
Qatar /W40	3.644	138.6	46.6		Nov-23		28	30		Oct-19
Romania	4.324	131.1	33.3	Y	Aug-25	ER	19	20		Jun-23
Russian Federation	79.048	161.5	61.8		Jul-25		20	21		Oct-24
Rwanda	1437	131.1	29.9		Jul-25		17	18		Oct-22
Saint Helena 5/	0.737	161.6	60.1		Jul-25		13	14		Aug-22
St. Lucia	2.7	144.7	45.2		Jul-24		18	19		Mar-21
Samoa	2.736	131.5	32.8		Jul-25		16	17		Dec-23

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 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		
Sao Tome and Principe	21.044	160.4	66.9		Jul-25		25	27		Nov-24
Saudi Arabia /W40	3.752	148.4	47.6		Jul-25		22	23		Feb-24
Senegal /W40	560.551	147.0	47.4		Jul-25		22	23		Dec-24
Serbia	100.049	128.3	32.2	Y	Aug-25	GCM	18	19		Jul-23
Seychelles	14.145	135.5	41.0		Jul-25		19	20		Feb-24
Sierra Leone /W40	23.75	145.2	46.1		Jul-25		19	20		May-18
Singapore /W40	1.28	168.0	70.1		Jul-25		23	24		Jul-19
Slovak Republic	0.855	140.7	43.5	Y	Aug-25	ER	16	17		Feb-12
Slovenia, Republic of 23/	0.855	142.8	49.4	Y	Aug-25	ER	14	15		Jan-20
Solomon Islands /W40	8.11	148.2	48.5		Jul-25		19	20		Mar-24
Somalia 6/	24300	137.6	43.5		Jul-25		23	24		Feb-24
South Africa /W40	17.523	124.4	23.7		Jul-25		19	20		Aug-23
South Sudan, Republic of /W40	4540.3542	142.2	42.5		Nov-24		10	11		Mar-25
Spain	0.855	134.9	34.2	Y	Aug-25	ER	22	23		Aug-22
Sri Lanka	300.85	128.8	33.2		Jul-25		23	24		Aug-23
St. Kitts and Nevis /W40 14/	2.7	143.5	50.1		Nov-24		22	23		Aug-23
St. Vincent and the Grenadines /W40 14/	2.7	143.5	50.1		Nov-24		22	23		Aug-23
Sudan /W40 28/	2400	142.2	42.5		Dec-24		10	11		Mar-25
Suriname	37.76	132.2	32.7		Mar-25		18	19		Jun-24
Sweden	9.543	141.1	45.4		Jul-25		27	29		May-23
Switzerland	0.805	187.3	88.7	Y	Aug-25	ER	22	23		Aug-22
Syrian Arab Republic 10/	10680	104.9	14.0		Jul-19		20	21		Jun-12
Tajikistan /W40	9.379	133.2	32.7		Jul-25		14	15		Feb-23
Tanzania, United Rep. of /W40	2520	136.3	34.8		Jul-25		22	23		Oct-21
Thailand /W40	32.26	136.8	37.2		Jul-25		22	23		Jul-19
Timor-Leste /W40	1	138.9	38.9	Y	Aug-25	PP	16	17	Y	Aug-25
Togo	560.551	145.7	44.8		Jul-25		15	16		Feb-23
Tonga	2.339	134.6	36.1		Jul-25		9	10		Jan-09
Trinidad and Tobago /W40	6.747	136.2	38.1		Nov-24		21	22		Feb-23
Tunisia	2.88	124.6	25.8		Jul-25		17	18		Mar-24
Türkiye, Ankara	40.745	130.5	29.9		Jul-25		14	15		May-23
Türkiye, Gebze /W40 19/	40.745	137.1	36.5		Jul-25		15	16		May-23
Türkiye, Istanbul /W40 15/	40.745	137.1	36.5		Jul-25		15	16		May-23
Turkmenistan /W40	3.5	174.5	76.4		Jul-23		8	9		Oct-21

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 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		
Tuvalu 11/	1.527	140.4	42.0		Jul-25		18	19		Jul-24
Uganda /W40	3551.54	133.5	32.7		Jul-25		20	21		Apr-25
Ukraine	41.8	129.5	28.4		Jul-25		16	17		Aug-19
United Arab Emirates /W40	3.673	153.9	58.4		Jan-24		25	27		Feb-25
United Kingdom	0.737	185.5	80.9	Y	Aug-25	ER	29	31		Aug-22
USA, El Paso 20/	1	152.2	49.2		Feb-25		13	14		Aug-22
USA, Miami 7/	1	153.6	50.5		Feb-25		25	27		Aug-22
USA, New York	1	182.4	75.5		Feb-25		32	34		Feb-23
USA, San Diego 21/	1	178.6	71.8		Feb-25		29	31		Aug-22
USA, San Francisco 8/	1	186.7	79.6		Feb-25		29	31		Aug-22
USA, Seattle 18/	1	155.3	52.2		Feb-25		25	27		Aug-22
USA, Washington D.C.	1	159.0	55.8		Feb-25		27	29		Apr-11
Uruguay	39.88	139.9	42.0		Jul-25		27	29		May-22
Uzbekistan /W40	12540	134.6	33.7		Jul-25		15	16		Jul-23
Vanuatu	115.44	145.5	47.9		Jul-25		16	17		Jan-24
Venezuela /W40 10/	131.124	79.2	45.0		Mar-18		27	29		Aug-12
Vietnam /W40	26272	120.1	23.4		Jul-25		18	19		May-24
West Bank & the Gaza Strip, The /W40 9/	3.386	151.8	59.6		Jul-25		26	28		Apr-24
Yemen, Republic of 26/	529.73	123.7	23.7		Nov-24		21	22		Jul-24
Zambia	23.05	133.6	32.7		Jul-25		22	23		Apr-23
Zimbabwe	26.76	139.9	39.9	Y	Aug-25	PP	20	21	Y	Aug-25

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

XI. CONSOLIDATED POST ADJUSTMENT CIRCULAR

Effective 1 August 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		

* 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/ Australia PAI x 1.0029 until results of a new P/P survey are implemented.
- 25/ Average PAM of Algeria, Egypt and Tunisia until results of a new P/P survey are implemented.
- 26/ Oman PAI x 0.9528.
- 27/ Average PAM of Jerusalem and Türkiye, Istanbul until results of a new P/P survey are implemented.
- 28/ 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