

# EXCEPTIONAL MEASURES HAZARD PAY

## **Purpose**

Hazard Pay is a special allowance established for staff who are required to work under hazardous conditions, which are defined as follows:

- Duty stations where very hazardous conditions such as war or active hostilities prevail and where the evacuation of families and non-essential staff has taken place;
- Duty stations where no evacuation has taken place, but in which staff are required to work in hazardous conditions such as war or where active hostilities prevail, including situations where staff are required to work on cross-border missions in hazardous areas;
- The performance of functional medical requirements that directly expose staff to life-threatening diseases such as severe acute respiratory syndrome (SARS) and the Ebola virus, in the course of the performance of their duties.

## **Duration**

Hazard Pay is authorized for a limited period, normally up to three months at a time, subject to ongoing review, and is lifted when hazardous conditions are deemed to have abated.

## **Eligibility**

Internationally-recruited and locally recruited staff. Locally recruited staff may receive hazard pay only if they are required to report to work and actually do so.

## **Amounts of hazard pay**

For internationally-recruited staff members, the amount is currently set at US\$1,365 per month. For locally-recruited staff members serving in designated locations, the allowance is calculated locally at the rate of 25 per cent of the net midpoint of the applicable local General Service salary scale.