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ADMINISTRATIVE INSTRUCTION

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: SPECIAL ENTITLEMENTS FOR STAFF MEMBERS SERVING AT
DESIGNATED DUTY STATIONS

1. Administrative instruction ST/AI/280 and its amendments implemented the decisions taken by the General Assembly in its resolution 35/214 of 17 December 1980 concerning the classification of duty stations according to conditions of life and work and the granting of special entitlements to internationally recruited staff members serving at designated duty stations as well as the related decisions subsequently taken by the International Civil Service Commission (ICSC). Administrative instruction ST/AI/280/Rev.1 implemented the decisions taken by ICSC at its nineteenth session concerning the establishment of two levels for payment of the financial incentive, the adoption of exceptional measures with regard to duty stations where very hazardous conditions exist and the payment of a bonus to locally recruited staff members when most United Nations personnel serving at a duty station have been evacuated. Subsequently, ST/AI/280/Rev.2 implemented policies adopted by the Secretary-General on the recommendation of ICSC or agreed by the organizations participating in the United Nations common system. These policies concerned (a) a mechanism whereby the payment of the financial incentive may be advanced; (b) greater flexibility in the exercise of the accelerated home-leave travel entitlement at duty stations with an 18-month home-leave cycle; (c) an extra entitlement to unaccompanied shipment of personal effects; and (d) the granting of sick leave up to one day during home leave to undergo medical or dental treatment.

2. The purpose of this revision is mainly to implement new policies concerning conditions of service in the field adopted by the Secretary-General on the recommendation of ICSC. These policies concern (a) increased rates of the financial incentive, and (b) the granting of additional service credits toward accelerated home-leave entitlements at designated normal (24 months) and 18-month home-leave cycle duty stations subject to the non-availability of permanent

*/ This administrative instruction replaces ST/AI/280/Rev.2 and Corr.1 and Amend.2 in Section XVII, paragraph II.E, of the Administrative Handbook.

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housing. In addition, the Secretary-General has decided to implement, as agreed by the organizations participating in the United Nations common system, new policies concerning the special shipment entitlement, i.e. abolition of the 12-month home-leave cycle requirement and an additional shipment entitlement for a newly born or newly adopted infant and leave for medical examinations. These changes are reflected in paragraphs 7, 18, 27, 28 and 29 below and are effective 1 July 1987.

3. This revision also implements the decisions taken by the ICSC concerning changes in the designation of duty stations at which internationally recruited staff members are eligible for accelerated home-leave travel. These changes are reflected in annex I to this instruction.

4. In addition, minor changes have been made for the purpose of clarifying certain provisions.

I. ACCELERATED HOME-LEAVE TRAVEL ENTITLEMENT

5. In resolution 35/214, the General Assembly approved an increase in the periodicity of the home-leave travel entitlement in respect of staff members serving at duty stations designated by ICSC as having very difficult or difficult conditions of life and work and amended staff regulation 5.3 accordingly. This section sets out the terms and conditions for the exercise of this accelerated home-leave travel entitlement. Concurrently with the establishment of this new entitlement, ICSC decided that "rest and recuperation" travel be abolished. Consequently, those provisions relating to travel expenses in connection with annual leave from designated duty stations, as set out in administrative instruction ST/AI/200/Rev.2 and its amendments, were cancelled and superseded.

6. Eligible staff members serving at duty stations designated as having very difficult or difficult conditions of life and work shall be granted, respectively, home-leave travel once in every 12 months and once in every 18 months. The list of designated duty stations, as established by ICSC, is contained in annex I to this circular. This list is reviewed by ICSC every year.

7. In the administration of the accelerated home-leave travel entitlement, the following service credit points system shall apply:

(a) One point for each month of service at duty stations having the normal cycle of home leave (24-month duty stations), except as indicated under subparagraph (c) (ii) below;

(b) One and one third points for each month of service at duty stations having difficult conditions of life and work (18-month duty stations), except as indicated under subparagraph (c) (ii) below;

(c) (i) Two points for each month of service in duty stations having very difficult conditions of life and work (12-month duty stations);

- (ii) Two points for each month of service at designated duty stations which have the normal cycle (24 months) or the 18-month cycle of home leave and where (a) the lump-sum element of the installation grant is payable and (b) it normally takes more than three months to find housing despite an active search. These designated duty stations will be listed in an addendum to the present instruction. During the first three months at the duty station, accrual of points will be in accordance with (a) or (b) above, as appropriate. As from the fourth month, two points per month will accrue for the period of the staff member's stay in hotel accommodation.

On the occasion of a change of duty station, credit points shall be accrued at the rate of the new duty station as from the effective date of transfer or assignment to that duty station, except as provided in subparagraph (c) (ii) above.

8. Credit points will be accrued on the basis of calendar months of service. Fractions of months of service shall be treated in the following manner:

- (a) One to 15 days: no credit;
- (b) More than 15 days: full credit.

9. The entitlement becomes due once 24 points are accrued. In a 12-month cycle duty station 24 points will be accrued in 12 months and in an 18-month cycle duty station in 18 months. The exercise of each entitlement means a debit of 24 points and shall be subject to the condition that the staff member's service in the Organization is expected to continue at least six months beyond the date of return to duty or beyond the date when the entitlement becomes due, whichever is later.

10. The exercise of the entitlement may be advanced or deferred in accordance with the exigencies of service and the personal circumstances and preferences of the individual staff member, subject to the following conditions:

(a) In the case of advanced travel, at least 12 points must be accrued. In a 12-month cycle duty station, 12 points will be accrued in six months of service and in an 18-month cycle duty station in nine months;

(b) In the case of deferred travel, no more than 32 points may be accumulated towards the entitlement. At a 12-month cycle duty station this maximum will be accrued in 16 months of service, and at an 18-month cycle duty station in 24 months. Where the maximum of 32 points has been accrued, accrual may start again only from the first of the month in which the home-leave travel entitlement is exercised;

(c) A minimum interval of three months shall be required between home leave, additional leave and family visit travels, counting from the date of return to the duty station from one travel to the date of departure on the next travel.

11. In the case of staff members serving at 12-month cycle duty stations every second entitlement must be exercised as regular home leave. With respect to the other leave entitlement, the staff member, on request, may travel to a country other than that of home leave, provided a substantial period of time (at least two weeks) is spent away from the duty station.

12. In view of the requirement in staff rule 105.3 that the regular home leave, which falls due every two years, be to the country of home leave, travel of staff members serving at 18-month cycle duty stations shall normally be to that country. However, bearing in mind the purpose of the accelerated home-leave entitlement, travel to another country may be authorized at the discretion of the Secretary-General, provided a substantial period of time (at least two weeks) is spent away from the duty station. In such cases, the next travel shall be to the home country.

13. Where travel of the staff member is authorized to a country other than that of home leave, the amount of travel expenses payable by the United Nations shall not exceed the amount which would have been payable for travel to the place of home leave. However, if the cost of such travel is more economical than travel to the place of home leave, the amount payable by the United Nations shall be limited to the actual travel expenses incurred.

14. Except as otherwise provided in the present circular, the provisions in staff rules 105.3, 205.2 and 207.11 relating to home-leave entitlement shall apply to the accelerated home leave travel entitlement.

II. ADDITIONAL EDUCATION-GRANT TRAVEL

15. In its resolution 35/214, the General Assembly approved increased travel entitlements under the education grant in respect of children of staff members serving at designated duty stations where schools do not exist that provide schooling in the language or in the cultural tradition desired by the staff members for their children and amended staff regulation 3.2 accordingly. In respect of such children, travel expenses under the education grant may be paid for two round trips in the year in which the staff member is not entitled to home leave. The designated duty stations, as established by ICSC, are listed in annex I to the present circular. This list is reviewed by ICSC every year.

16. If a staff member serving at a designated duty station is entitled to home leave in a given year and does not exercise the entitlement in that year, two round trips of education-grant travel may be granted for that year.

III. FINANCIAL INCENTIVE

17. ICSC decided that a financial incentive should be paid to staff members in the Professional and higher categories serving at those duty stations listed in annex II to the present circular. This list is reviewed by ICSC every year.

18. The financial incentive shall be paid in the form of an increased rate of assignment allowance at the following annual rates:

| | Staff member not accompanied by dependent spouse or dependent child <hr/> \$ | Staff member accompanied by dependent spouse or dependent child <hr/> \$ |
|----------|---|---|
| Level I | 2 700 | 5 400 |
| Level II | 3 600 | 7 200 |

The rates corresponding to level II are payable to staff members serving at a restricted number of very difficult duty stations. The list contained in annex II indicates the level of payment of the incentive at each designated duty station. The amount of the financial incentive shall not be taken into account in the calculation of the rental subsidy at those duty stations.

19. As agreed by the organizations of the common system, the higher rate of the financial incentive shall also be payable if there is no dependent spouse but a dependent child joining the staff member at the duty station.

20. The financial incentive will also be paid to internationally recruited General Service staff serving at a designated duty station in the form of an increased rate of the non-resident's allowance applicable at that duty station. The additional payment is not pensionable. As regards staff in the Field Service category, the financial incentive will be paid, where applicable, in the form of an increased rate of the monthly mission allowance.

21. Eligible staff members may receive, at their request, the yearly amount of the financial incentive in advance as a lump sum.

22. In those cases where it is anticipated that the staff member concerned will serve less than a year at a duty station where the incentive is payable, the lump sum advance will be paid on the basis of the number of months of expected qualifying service.

23. In those cases where it is anticipated that during the course of the year the staff member will be transferred or reassigned to a duty station where a different level of incentive is payable, the lump sum advance will be calculated on the basis of the number of months of expected service at each duty station.

24. At the completion of the year or on the staff member's transfer, reassignment or separation from service, the amount advanced will, if necessary, be adjusted on the basis of the staff member's actual service during the relevant period, as well as to take into account any changes decided by the Commission concerning the amount of the incentive, its level at a particular duty station or the inclusion or deletion of duty stations from the list.

IV. SPECIAL SHIPMENT ENTITLEMENTS

25. Under staff rule 107.21 (e) (i) staff members are entitled to an unaccompanied shipment entitlement of personal baggage relating to travel on home leave, family visit or education grant up to a maximum of 50 kg (110 lb) or 0.31 cubic metres (11 cubic feet) by surface means per person in respect of each outward and return journey. At the staff member's request this entitlement may be converted to 10 additional kg of accompanied excess baggage or its equivalent as established by the Secretary-General. Staff members serving at duty stations with a 12-month home leave cycle may exercise the above entitlement to unaccompanied shipment or the alternative entitlement to accompanied excess baggage so that, if the full entitlement is not utilized for any one leg of the travel, the unused portion may be used to supplement the normal entitlement for the other leg of the travel. In this way, the whole or any fraction of the combined entitlement for the outward and return journeys can be used as the staff member wishes for either journey.

26. This policy does not apply to the entitlement under staff rule 107.21 (e) (ii) to the unaccompanied shipment for the first outward or the final return journey to or from an educational institution.

27. Internationally recruited staff members serving at designated duty stations shall be granted an additional shipment entitlement of up to 50 kg (110 lb) or 0.3 cubic metres (11 cubic feet) by surface means in respect of the staff member and each eligible family member accompanying the staff member at the duty station, under the following conditions:

(a) The shipment shall be to the corresponding designated duty station but not from the duty station;

(b) The entitlement shall be granted on an annual basis. It will coincide to the extent possible with the time at which home leave falls due. It will, however, be granted irrespective of the actual exercise of the home leave entitlement;

(c) The entitlement may not be accumulated from one year to the next;

(d) The entitlement will not be granted in cases of reassignment or transfer;

(e) Payment of the shipment expenses shall be limited to the cost of shipment from the home leave country to the duty station;

(f) The shipment may be converted to air freight on the basis of one half the weight or volume of the authorized surface entitlement. However, conversion to air freight on the basis of the full weight or volume may be authorized in the following cases:

(i) Where the cost of air freight is lower than surface shipment;

(ii) Where there is an extraordinary risk of damage to, or loss of, the shipment in transit;

- (iii) Where an excessive shipping delay is expected, particularly for shipment to land-locked countries;

The above-mentioned cost, risk and delay factors will be evaluated on the basis of shipments from the home country to the duty station;

(g) At the request of the staff member, the entitlement may be converted to 10 additional kg of accompanied excess baggage or its equivalent, as established by the Secretary-General;

(h) Costs of packing, crating, unpacking and uncrating will not be reimbursed and neither shall storage or demurrage charges;

(i) Insurance of the shipment shall not be reimbursed.

The list of designated duty stations at which staff members are eligible for this entitlement is contained in annex III to the present instruction. This list will be reviewed every year.

28. A 50-kg shipment entitlement will be granted to a staff member serving at duty stations listed in annex III to this instruction in connection with the birth or adoption of an infant be it at the duty station or away from the duty station. This entitlement is in addition to the staff member's entitlement under paragraph 27 above and shall be used solely for articles needed for the newly born or newly adopted infant. Where the child is born outside the duty station and travels to the duty station on home-leave travel, this entitlement is in addition to the unaccompanied shipment entitlement under staff rule 107.21 (e) (i). Staff rule 107.21, Excess baggage and unaccompanied shipment, will be amended in due course to include this additional entitlement.

V. MEDICAL FACILITIES

29. Staff members serving at duty stations designated as having inadequate medical facilities may be granted up to one day of uncertified sick leave while on travel away from the duty station on annual leave or home leave for the purpose of undergoing check-ups and other medical or dental treatment. If the uncertified sick leave has been exhausted, on production of an appropriate medical certificate or other satisfactory evidence, sick leave of up to one day will be granted. The list of designated duty stations is contained in annex IV to the present instruction. This list will be reviewed every year. Staff rule 106.2 (b) will be amended in due course to reflect this change.

30. Staff members serving at designated duty stations are entitled to the reimbursement of costs of basic medical examinations for family members in accordance with the provisions of administrative instruction ST/AI/317 and Amend.1, Amend.1/Corr.1 and 2 and Amend.2.

VI. TEMPORARY MEASURES

31. With regard to duty stations where very hazardous conditions such as war or active hostilities prevail and where non-essential internationally recruited staff and family members of internationally recruited staff have been evacuated, authority was delegated in March 1984 by ICSC to its Chairman to authorize exceptional measures such as a temporary reclassification of the duty station under the above provisions.

32. In the above cases, locally recruited staff members not eligible for the benefits established in the foregoing paragraphs for staff members serving in very difficult or difficult duty stations may be granted a bonus of up to 10 per cent of their net base salary for each day on which they report to work. This bonus will be payable for one month at a time and shall in no case exceed the monthly amount of the financial incentive payable to internationally recruited staff in accordance with paragraph 17 above. Subject to a review of the situation, the bonus may be renewed for further periods of one month.

33. For information a "reserve list" of duty stations is shown in annex V to the present instruction. These duty stations are not included in annexes I to IV because staff members are no longer serving at those duty stations nor is it foreseen that there will be staff members serving there in the near future.

34. This administrative instruction cancels and supersedes administrative instruction ST/AI/280/Rev.2 and Corr.1 and Amend.2.

Annex IDESIGNATED DUTY STATIONS FOR ACCELERATED HOME LEAVE TRAVEL
AND ADDITIONAL EDUCATION-GRANT TRAVEL

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|----------------------|---|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| AFGHANISTAN | Kabul | X | - | X |
| ANGOLA | Luanda, Huambo, Sumbe (N'Gunza) | X | - | X |
| BAHRAIN | Bahrain, Boodaya, Jedhafs, Manama, Muhurraq | - | X | - |
| BANGLADESH | Baghabarighat, Bogra, Chandpur, Chapai/Nawabganj, Chittagong, Kaptai, Mymensingh, Rajshahi, Rangpur, Sylhet | X | - | X |
| | Dhaka | - | X | X |
| BELIZE | Belize City | X | - | - |
| | Belmopan | X | - | X |
| BENIN | Bodjekali, Cotonou/Porto-Novo | - | X | X |
| | Bohican, Malanville, Natitingou, Parakou | X | - | X |
| BHUTAN | Carlung, Damphu, Deothang, Gedu, Paro, Pelela, Phuntsholing, Samchi, Thimpu, Wangdiphodrang | X | - | X |
| BOLIVIA | Cobija, Oruro, Potosi, Sucre, Trinidad | - | X | X |
| | Cochabamba, La Paz, Pando, Santa Cruz | - | X | - |
| | Tarija* | - | X | X |

* 18-month home-leave travel cycle effective 1 July 1987.

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|----------------------|---|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| BOTSWANA | Francistown, Gaborone, Lobatse | - | - | X |
| | Ghanzi, Maun, Selebepikwe, Serowe | - | X | X |
| BRAZIL | Aracaju, Belem, Itajai, Juiz de Fora, Natal, Passo Fundo, Piracicaba, Pirassununga, Porto Alegre, Sao Jose dos Campos | - | - | X |
| | Santarem, Sao Luis* | - | X | X |
| BURKINA FASO | Bobo-Dioulasso | - | X | X |
| | Dedougou, Diebougou, Dori, Fada N'Gourma, Koudougou, Koupela, Ouahigouya, Vallee Du Sourou, Zorgho | X | - | X |
| | Ouagadougou | - | X | - |
| | Tenkodogo | X | - | X |
| BURMA | Meiktila, Rangoon, Yezin | X | - | X |
| BURUNDI | Bujumbura | X | - | - |
| | Bururi, Gitega, Muyinga, Ruyigi | X | - | X |
| CAMEROON | Bamenda, Buea | - | - | X |
| | Douala | - | X | - |
| | Ekona, Garoua | X | - | - |
| | Kousseri, Yaounde | - | X | X |
| | Kumba, Maroua | X | - | X |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|---------------------------------------|---|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| CAPE VERDE | Maio/Boa Vista, Mindelo, Praia, Santo Antonio | X | - | X |
| CENTRAL AFRICAN REPUBLIC | Bambari, Bamingui, Berberati, Boda, Bossangoa/Soumbe, Bouar, Bozoum, Ippy, Kaga-Bandoro, Ndélé, Sibut | X | - | X |
| | Bangui | - | X | X |
| CHAD | Abeche, Bol, Bongor, Kelo, Lai, Mao, Mongo, Moundou, N'Djamena, Sarh | X | - | X |
| CHINA | Beijing | - | X | X |
| | Tianjin, Wuchang (Jioudong) | X | - | X |
| COMOROS | Anjouan, Grande Comore, Moheli | X | - | X |
| CONGO | Brazzaville, Djambala, Djoumouna, Djoue, Impfondo, Inoni Falaise, Kinkala, Loubomo, Madingou/Owando/Sibiti, Mindouli, Mossaka, Olombo | X | - | X |
| COOK ISLANDS | Aitutaki | X | - | X |
| | Rarotonga | - | X | - |
| DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA | Pyongyang | X | - | X |
| DEMOCRATIC YEMEN | Aden, Dar Saad, El-Kod, Lahej, Madiyah/Lodar, Saber, Seiyun, Wadi Beihan/Nuqub | X | - | X |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|----------------------|---|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| DJIBOUTI | Dikhil | X | - | X |
| | Djibouti | X | - | - |
| DOMINICA | Roseau* | - | X | X |
| ECUADOR | Ambato | - | - | X |
| EGYPT | Bahareya Oases | X | - | X |
| | Aswan,* El Arish, El Qusayr, Naway Village | - | X | X |
| | Ismailia | - | - | X |
| EL SALVADOR | La Unión, Morazan, Puerto El Triunfo, San Miguel, Sonsonate | X | - | X |
| | San Salvador | X | - | - |
| EQUATORIAL GUINEA | Bata, Malabo | X | - | X |
| ETHIOPIA | Addis Ababa | - | X | - |
| | Asmara, Assab, Bahir Dar, Bako, Buna Bedele, Dese, Dire Dawa, Gambella, Gondar, Harar, Holetta, Jimma, Kobo, Melka Werer, Mettu, Nazareth, Robi, Wondogenet | X | - | X |
| FIJI | Lautoka, Suva | - | X | X |
| GABON | Franceville-Oyem, Lambarene, Lebamba, N'Toum/Essassa, Port Gentil | X | - | X |
| | Cap Esterias* | - | X | - |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|----------------------|--|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| GAMBIA | Banjul | - | X | X |
| | Basse, Farafeni, Mansakonko, Sapu | X | - | X |
| GAZA | Gaza Town | - | - | X |
| GHANA | Accra, Tema | X | - | - |
| | Akwatia, Bolgatanga, Kumasi, Nungua, Prestea, Tamale, Wiawso | X | - | X |
| GUATEMALA | Guatemala City | X | - | - |
| GUINEA | Boke, Conakry, Dalaba, Foulaya, Kindia, Labe, Pita | X | - | X |
| GUINEA-BISSAU | Bafata, Bissau, Bubaque, Caboxanque, Catio, Contuboel, Gabu, Sidja | X | - | X |
| GUYANA | Georgetown | - | X | - |
| HAITI | Cap Haitien, Gonaives, Gris-Gris, Jeremie, Port-Sonde/St. Marc | X | - | X |
| | Port-Au-Prince | - | - | X |
| HONDURAS | Mocoron/Wampusirpe, San Marcos de Ocotepeque | X | - | X |
| | Choluteca | - | X | - |
| INDIA | Dehra Dun | - | - | X |
| | Bhopal,* Bhubaneswar, Nagpur | - | X | X |
| | Patna* | - | X | - |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|----------------------------|---|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| INDONESIA | Bandung, Bogor | - | - | X |
| | Curug,* Denpasar,* Galang, Jayapura (Irian Jaya), Kendari (S.Kri'Lai,Ti),* Kupang, Lombok (Sumbawa Is.),* Madura Island, Malang,* Manado,* Mataram,* Padang,* Palembang,* Semarang,* Solo (Surakarta),* Surabaya,* Tanjung-Pinang, Teluk-Betung,* Yogyakarta* | - | X | X |
| | Ujang Pandang* | - | X | - |
| | Tanjung-Karang | X | - | X |
| IRAN (ISLAMIC REPUBLIC OF) | Bandar Abbas, Teheran | X | - | X |
| IRAQ | Al-Khalis, Arbil/Kirkuk, Basrah, Nasiriya, Ramadi | X | - | X |
| | Baghdad, Sweira | - | X | X |
| ISRAEL | Tiberias | - | - | X |
| JORDAN | Aqaba* | - | X | - |
| KENYA | Amolem/Katilu, Bukura,* Garfassa, Kissii,* Lamu,* Malinda,* Malka-Daka, Marigat, Merti, Mount Kulal, Mwea-Tebere, Siakago, Turkana | - | X | X |
| | Eldoret, Kisumu, Lanet, Naivasha, Nakuru | - | - | X |
| KIRIBATI | Tarawa | X | - | X |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|----------------------------------|---|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| KUWAIT | Kuwait City | - | X | - |
| LAO PEOPLE'S DEMOCRATIC REPUBLIC | Luang Prabang, Vientiane | X | - | X |
| LEBANON | Beqaa-Baalbeck, Beirut, Qana, Saida/Sidon, Tel-Amara, Tripoli, Tyre (Sur) | X | - | X |
| LESOTHO | Leribe, Mohale's Hoek | X | - | X |
| | Maseru | - | - | X |
| LIBERIA | Harper (Maryland County), Suakoko/Gbargna | X | - | X |
| | Monrovia | X | - | - |
| LIBYAN ARAB JAMAHIRIYA | Benghazi, Derna, El Marj, Jebel El-Akhdar, Misurata, Sirte, Souk El Khamis, Tripoli | - | X | X |
| | Kufra, Sebha | X | - | X |
| MADAGASCAR | Ambatolampy, Ambatondrazaka (Lac Al), Antsirabe, Antsiranana, Fianarantsoa, Nosy-Be | X | - | X |
| | Antananarivo, Mahajanga, Toamasina | X | - | - |
| MALAWI | Blantyre, Domasi, Lilongwe, Mzuzu, Zomba | - | X | X |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|----------------------|---|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| MALAYSIA | Alor Setar, Besut (Terengganu), Ipoh, Kota Bahru, Port Kelang, Sepilok, Terolak | - | - | X |
| | Kota Kinabalu,* Kuala Terengganu,* Sandakan* | - | X | X |
| MALDIVES | Malé | X | - | X |
| MALI | Bamako | - | X | X |
| | Gao, Kayes, Koulikoro, Mopti, Nara-Est (Sokolo), San, Segou, Sikasso, Tessalit, Tombouctou | X | - | X |
| MAURITANIA | Atar, Boutilimit, Fom-Gleita, Kaedi, Kiffa, Rosso, Selibaby | X | - | X |
| | Nouakchott | X | - | - |
| MEXICO | Comitan | - | X | X |
| MONGOLIA | Ulan Bator | X | - | X |
| MONTSERRAT | Plymouth | - | - | X |
| MOZAMBIQUE | Beira, Chimoio, Chokwe, Inhanbane, Maputo, Namapa, Nampula, Pemba, Quelimane, Tete, Xai Xai | X | - | X |
| NEPAL | Biratnagar, Charikot, Dadeldhura, Dhangahi, Hetauda, Lamidanda, Malangawa, Pokhara, Sanfe Bagr, Silgarhi-Doti | X | - | X |
| | Kathmandu | - | X | X |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|-------------------------|--|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| NETHERLANDS ANTILLES | Aruba, Bonaire, Curaçao, Saba | - | - | X |
| NICARAGUA | Managua | - | X | - |
| NIGER | Bilma, Birni N'Konni, Dogondoutchi, Dosso, Keita, Malbaza, Maradi, Say, Tahoua, Zinder | X | - | X |
| | Niamey | - | X | X |
| NIGERIA | Akure (Ondo State) | X | - | - |
| | Aluu, Auchi, Bauchi, Buguma, Koko/Oghaye, Lagos, Minna (Niger State), Mokwa, Ngala, Oshogbo, Port Harcourt | X | - | X |
| | Enugu, Ibadan, Ile-Ife, Jos, Kaduna, Kano, Maiduguri, Owerri, Sokoto, Vom, Zaria | - | X | X |
| OMAN | Muscat | - | X | - |
| PAKISTAN | Abbotabad, Gilgit, Hyderabad, Multan, Peshawar, Quetta, Sakrand | X | - | X |
| | Okara | - | X | X |
| PAPUA NEW GUINEA | Ambunti, Ayura, Kiunga, Madang, Mount Hagen, Port Moresby | X | - | X |
| | Lae, Wewak | X | - | - |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|--|---|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| PERU | Arequipa, Huancayo | - | - | X |
| | Ayacucho,* Huanuco* Lima, Tingo Maria | - | X | - |
| | Cajamarca,* Cuzco, Huaraz,* Iquitos, Pucallpa, Puno | - | X | X |
| | Quillabamba | X | - | X |
| PHILIPPINES | Laguna,* Los Banos,* Morong, Musuan (Bukidnon), Piat (Cagayan), Puerto Princesa, Tigbauan* | - | X | X |
| QATAR | Doha | - | X | X |
| RWANDA | Butare/Gikongoro, Gisenye, Kigali, Ruhengeri | X | - | X |
| SAINT VINCENT AND THE GRENADINES | Kingstown | - | - | X |
| SAMOA | Apia | - | X | X |
| SAO TOME AND PRINCIPE | Sao Tome | X | - | X |
| SAUDI ARABIA | Abha, Al Hofuf, Al-Jouf (Sakaka), Hakma/Wadi Jizan, Najran, Qasim, Tabarjal | X | - | X |
| | Dhahran/Damman, Jeddah, Riyadh, Taif | - | X | X |
| SENEGAL | Bakel, Kaolach, Linguere, Louga, Matam, Nianga/Guede, Nioro du Rip, Richard Toll | X | - | X |
| | Fanaye* | - | X | X |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|------------------------|--|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| SENEGAL (continued) | Fatick, M'Bour | X | - | - |
| | St. Louis* | - | X | - |
| SEYCHELLES | Mahe/Port Victoria, Praslin | - | - | X |
| SIERRA LEONE | Freetown, Kambia, Kenema, Makeni, Mattru-Jong, Moyamba, Njala, Port Loko, Pujehun, Rokupur, Shenge | X | - | X |
| | Kabala | X | - | - |
| SOLOMON ISLANDS | Honiara | - | X | X |
| SOMALIA | Adalei, Afgoi, Belet Weyne, Berbera, Brava, Burao, Bur Dhubo, Garba Hare, Hargeisa, Jalalaqsi, Jowhar, Kisimaio, Kurtunwaary, Lugh, Merca/Shalambot, Mogadiscio, Qoryoley | X | - | X |
| SRI LANKA | Aralaganwila, Uda Walawe | X | - | X |
| | Anuradhapura,* Batalagoda, Kalutara,* Maha Illuppallama,* Pulmoddai* | - | X | X |
| | Bandarawela, Matale, Minneriya, | - | - | X |
| | Colombo, Kandy | - | X | - |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|----------------------|---|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| SUDAN | Atbara, Bor, El Damer, El Fasher, El Gedaref, El Geneina, El Obeid, El Showak, Hag Abdalla, Juba, Kadugli, Kassala, Khartoum, Malakal, Marial Bai, Nyala, Panyagor/Kongor, Port Sudan, Sennar, Sinkat, Wad Medani, Wau, Yambio, Yei | X | - | X |
| SURINAME | Paramaribo | - | X | X |
| SWAZILAND | Luyengo, Malkerns, Manzini, Mbabane | - | - | X |
| SYRIAN ARAB REPUBLIC | Damascus, Deir-ez Zor, Hama, Homs, Kamishly, Lattakia, Tartus | - | - | X |
| | Dara'a* | - | X | X |
| THAILAND | Aranyaprathet, Ban Kaeng,* Chiankham, Kalasin,* Korat Chonuri,* Phuket,* Phu Wiang, Surin,* Trad,* Ubon,* Udon Thani | - | X | X |
| | Bangsaen, Chanthaburi, Chiang Mai, Hat Yai, Korat (Nakorn Rat Prov.), Nakorn Panom, Nan, Nongkhai, Phanat Nikhom, Songkhla, Surat Thani, | - | - | X |
| | Chiankhan | X | - | X |
| TOGO | Atakpame,* Kpalime* | - | X | X |
| | Sdkode | - | - | X |
| | Dapaon/Dapaong/Dapongo, Lama Kara | X | - | X |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|--|--|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| TONGA | Nuku Alofa | - | X | X |
| TRUST TERRITORY OF THE PACIFIC ISLANDS | Federated States of Micronesia: | | | |
| | Kosrae Island (Lelu), Ponape Island (Kolonia), Truk Island (Moen), Yap Island (Colonia) | X | - | X |
| | Marshall Islands: | | | |
| | Majuro | X | - | X |
| | Northern Mariana Islands: | | | |
| | Saipan | - | X | X |
| | Palau (Belau): | | | |
| | Koror | X | - | X |
| TUNISIA | Beja, Kairouan, Sidi Bouzid | - | - | X |
| TURKEY | Adana | - | - | X |
| | Ankara | - | X | - |
| | Cankiri,* Corum,* Erzurum | - | X | X |
| TUVALU | Funafuti | - | X | X |
| UGANDA | Arua, Entebbe, Kampala, Kotido | X | - | X |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|-----------------------------|--|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| UNITED ARAB EMIRATES | Abu Dhabi, Dubai | - | X | - |
| | Sharjah | - | X | X |
| UNITED REPUBLIC OF TANZANIA | Arusha, Iringa, Liti, Mlingano, Morogoro, Moshi, Mtwara, Tabora | - | X | X |
| | Babati, Dakawa, Dodoma, Igurusi, Kigoma, Mafinga, Mbeya, Musoma, Mwanza, Rukwa, Shinyanga, Soliway Village, Songea, Sumbawanga, Tanga, Tumbi, Tunduru, Ukiriguru, Zanzibar | X | - | X |
| | Dar es Salaam | - | X | X |
| VANUATU | Efate/Luganville, Espiritu Santo, Vila | - | X | X |
| VIET NAM | Ban Me Thuot, Ben Tre, Can Tho, Hanoi, Ho-Chi-Minh-Ville, Nha Ho/Phan Rang | X | - | X |
| YEMEN | Hodeida, Sana'a, Surdud, Ta'izz, Zabid | X | - | X |
| ZAIRE | Aru, Banana, Bukavu, Butembo, Dilolo, Gbadolite, Goma, Kananga, Kinshasa, Kolo-Fuma, Lubumbashi, Mbanza-Ngungu, Mbuji-Mayi, Moanda, Yangambi | X | - | X |

| Country or territory | Eligible duty stations | Accelerated home-leave travel | | Additional education-grant travel |
|----------------------|---|-------------------------------|-----------|-----------------------------------|
| | | 12 months | 18 months | |
| ZAMBIA | Balmoral, Chilanga, Chipata, Choma, Kasama, Livingstone, Lusaka, Monqu, Mount Makulu, Msekera, Mutandam, Nanqa, Solwezi | X | - | X |
| | Kabwe, Kitwe/N'Dola, Mpika | X | - | - |
| | Mazabuka | - | X | X |

Annex II

DESIGNATED DUTY STATIONS FOR PAYMENT OF FINANCIAL INCENTIVE

| Country or territory | Eligible duty stations | Financial incentive | |
|-----------------------------|--|---------------------|----------|
| | | level I | level II |
| AFGHANISTAN | Kabul | - | X |
| ANGOLA | Huambo, Sumbe (N'Gunza) | - | X |
| | Luanda | X | - |
| BANGLADESH | Chapai, Nawabganj | X | - |
| BENIN | Bohican, Natitingou, Parakou | X | - |
| | Malanville | - | X |
| BHUTAN | Carqlund, Damphu, Deothang, Gedu, Paro, Pelela, Wangdiphodrang | | X |
| | Phuntsholing, Thimpu | X | - |
| BURKINA FASO | Dori, Ouahigouya, Zorgho | X | - |
| BURMA | Meiktila | - | X |
| | Yezin | X | - |
| CAPE VERDE | Maio/Boa Vista, Santo Antonio | - | X |
| | Mindelo, Praia | X | - |
| CENTRAL AFRICAN REPUBLIC | Bambari, Berberati, Boda, Bossangoa/Soumbe, Bouar, Bozoum, Ippy, Kaqa-Bandoro, Ndélé, Sibut | X | - |
| | Baminkui | - | X |
| CHAD | Abeche, Bol, Bonqor, Kelo, Lai, Mao, Monqo, Moundou, Sarh | - | X |
| | N'Djamena | X | - |

| Country or territory | Eligible duty stations | Financial incentive | |
|--|---|---------------------|----------|
| | | level I | level II |
| CHINA | Tianjin | X | - |
| | Wuchang (Jioudong) | - | X |
| CONGO | Inoni Falaise, Mindouli, Olombo | X | - |
| | Mossaka | - | X |
| DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA | Pyongyang | X | - |
| DEMOCRATIC YEMEN | Aden, Lahej, Saber | X | - |
| | Mudiyah/Lodar, Seiyun Wadi Beihan/Nuqub | - | X |
| DJIBOUTI | Dikhil | X | - |
| EGYPT | Bahareya Oases | X | - |
| EL SALVADOR | Morazan | X | - |
| EQUATORIAL GUINEA | Bata, Malabo | - | X |
| ETHIOPIA | Asmara, Assab, Bahir Dar, Bako, Buna Bedele, Dese, Dire Dawa, Gondar, Harar, Jimma, Melka Werer, Robi, Wondogenet | X | - |
| | Gambella, Kobo | - | X |
| GAMBIA | Sapu | X | - |
| GHANA | Wiawso | - | X |
| GUINEA | Boke | - | X |
| | Dalaba, Foulaya, Kindia, Labe, Pita | X | - |
| GUINEA-BISSAU | Bafata, Bissau, Bubaque, Caboxanque, Catio, Contuboel, Gabu, Sidja | - | X |

| Country or territory | Eligible duty stations | Financial incentive | |
|-------------------------------------|--|---------------------|----------|
| | | level I | level II |
| HAITI | Gonaives, Jérémie, Port-Sonde/St. Marc | X | - |
| HONDURAS | Mocoron/Wampusirpe | - | X |
| | San Marcos de Ocotepeque | X | - |
| IRAN (ISLAMIC REPUBLIC OF) | Bandar Abbas | - | X |
| IRAQ | Basrah | X | - |
| LAO PEOPLE'S DEMOCRATIC REPUBLIC | Luang Prabang | - | X |
| | Vientiane | X | - |
| LEBANON* | | | |
| LIBERIA | Harper (Maryland County), Suakoko/Gbargna | X | - |
| LIBYAN ARAB JAMAHIRIYA | Kufra, Sebha | X | - |
| MALI | Gao, San, Tessalit, Tombouctou | - | X |
| | Kayes, Koulikoro, Nara-Est (Sokolo), Segou | X | - |
| MAURITANIA | Atar, Kaedi, Rosso | X | - |
| | Boutilimit, Foun-Gleita, Kiffa, Selibaby | - | X |
| MOZAMBIQUE | Beira, Chimoio, Chokwe, Inhanbane, Namapa, Pemba, Quelimane, Tete, Xai Xai | - | X |
| | Maputo | X | - |

* Entitlement for certain duty stations that have very hazardous conditions is excluded from the list since it is established separately on an ad hoc basis.

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| Country or territory | Eligible duty stations | Financial incentive | |
|-----------------------|---|---------------------|----------|
| | | level I | level II |
| NEPAL | Biratnagar, Charikot, Lamidanda, Malangawa | X | - |
| | Dadeldhura, Dhangahi, Sanfe Bagr, Silgarhi-Doti, | - | X |
| NIGER | Bilma | - | X |
| | Birni N'Konni, Dogondoutchi, Dosso, Keita, Malbaza, Maradi, Say, Tahoua, Zinder | X | - |
| NIGERIA | Aluu, Auchi, Buguma, Maiduguri, Mokwa, Ngala, Port Harcourt, Sokoto | X | - |
| | Koko/Oghaye, Lagos | - | X |
| PAKISTAN | Gilgit, Peshawar, Quetta, Sakrand | X | - |
| PAPUA NEW GUINEA | Ambunti | X | - |
| PERU | Iquitos, Pucallpa | X | - |
| SAO TOME AND PRINCIPE | Sao Tome | - | X |
| SAUDI ARABIA | Al Hofuf, Tabarjal | X | - |
| SENEGAL | Bakel, Richard Toll | X | - |
| | Nianga/Guede | - | X |
| SIERRA LEONE | Freetown, Kabala, Kambia, Kenema, Moyamba, Njala, Port Loko, Rokupur | X | - |
| | Matru-Jong, Pujehun, Shenge | - | X |
| SOMALIA | Adalei, Berbera, Bur Dhubo, Garba Hare, Jalalaqsi, Kurtunwaary, Lugh | - | X |
| | Belet Weyne, Brava, Burao, Hargeisa, Jowhar, Merca/Shalambot, Qoryoley | X | - |

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| Country or territory | Eligible duty stations | Financial incentive | |
|--------------------------------|--|---------------------|----------|
| | | level I | level II |
| SUDAN | Atbara, El Damer, El Gedaref, El Obeid, El Showak, Hag Abdalla, Juba, Marial Bai, Port Sudan, Wad Medani | X | - |
| | Bor, El Fasher, El Geneina, Kadugli, Kassala, Malakal, Nyala, Panyagor/Kongor, Sennar, Sinkat, Wau, Yambio, Yei | - | X |
| UGANDA | Arua, Entebbe, Kampala, Kotido | - | X |
| UNITED REPUBLIC OF TANZANIA | Dakawa, Igurusi, Kigoma, Tunduru | - | X |
| | Mbeya, Mt. Wara, Musoma, Mwanza, Ukiriguru | X | - |
| VIET NAM | Ban Me Thuot, Ben Tre, Can Tho, Hanoi, Ho-Chi-Minh-Ville, Nha Ho/Phan Rang | - | X |
| YEMEN | Hodeida, Surdud, Zabid | X | - |
| ZAIRE | Aru, Butembo, Dilolo, Yangambi | - | X |
| | Gbadolite, Kananga | X | - |
| ZAMBIA | Balmoral, Chilanga, Chipata, Choma, Kasama, Mongu, Mount Makulu, Mpika, Msekera, Mutanda, Solwezi | X | - |

Annex IIIDESIGNATED DUTY STATIONS FOR GRANTING OF ADDITIONAL
SHIPMENT ENTITLEMENT OF PERSONAL EFFECTS

| Country or territory | Eligible duty stations |
|--------------------------|---|
| AFGHANISTAN | Kabul |
| ANGOLA | Huambo, Luanda, Sumbe (N'Gunza) |
| BANGLADESH | Baghabarighat, Bogra, Chandpur, Chapai/Nawabganj, Kaptai, Mymensingh, Rangpur, Sylhet |
| BENIN | Bohican, Malanville, Natitingou, Parakou |
| BHUTAN | Carglung, Damphu, Deothang, Gedu, Paro, Pelela, Phuntsholing, Samchi, Thimpu, Wangdiphodrang |
| BURKINA FASO | Dedougou, Diebougou, Dori, Fada N'Gourma, Koudougou, Koupela, Tenkodogo, Zorgho |
| BURMA | Meiktila, Rangoon, Yezin |
| BURUNDI | Bujumbura, Bururi, Gitega, Muyinga, Ruyigi |
| CAPE VERDE | Maio/Boa Vista, Mindelo, Praia, Santo Antonio |
| CENTRAL AFRICAN REPUBLIC | Bambari, Bamingui, Berberati, Boda, Bossangoa/Soumbe, Bouar, Bozoum, Ippy, Kaga-Bandoro, Ndélé, Sibut |
| CHAD | Abeche, Bol, Bongor, Kelo, Lai, Mao, Mongo, Moundou, N'Djamena, Sarh |
| CHINA | Tianjin, Wuchang (Jioudong) |
| COMOROS | Anjouan, Grande Comore, Moheli |
| CONGO | Abala, Boundji, Djambala, Ewo, Impfondo, Inoni Falaise, Kindamba, Kinkala, Loubomo, Makoua, Mindouli, Mossaka, Mossendjo, Olombo, Ouesso |

| Country or territory | Eligible duty stations |
|---------------------------------------|---|
| COOK ISLANDS | Aitutaki |
| DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA | Pyongyang |
| DEMOCRATIC YEMEN | Aden, Dar Saad, El-Kod, Giar, Lahej, Madiyah/Lodar, Nishtun, Saber, Seiyun, Wadi Beihan/Nuqub |
| EGYPT | Bahareya Oases |
| EL SALVADOR | La Unión, Morazan, Puerto el Triunfo, San Miguel |
| EQUATORIAL GUINEA | Bata, Malabo |
| ETHIOPIA | Assab, Bahir Dar, Bako, Buna Bedele, Dese, Gambella, Gondar, Holetta, Jimma, Kobo, Melka Werer, Mettu, Nazareth, Robi, Wondogenet |
| GABON | Franceville-Oyem, Lebamba |
| GAMBIA | Basse, Farafeni, Mansakonko, Sapu |
| GHANA | Accra, Akwatia, Bolgatanga, Kumasi, Numgua, Prestea, Tamale, Tema, Wiawso |
| GUINEA | Boke, Conakry, Dalaba, Foulaya, Kindia, Labe, Pita |
| GUINEA-BISSAU | Bafata, Bissau, Bubaque, Caboxanque, Catio, Contuboel, Gabu, Sidja |
| HAITI | Gonaives, Gris-Gris, Jeremie, Port-Sonde/St. Marc |
| HONDURAS | Mocoron/Wampusirpe, San Marcos de Ocotepeque |
| IRAN (ISLAMIC REPUBLIC OF) | Bandar Abbas |
| IRAQ | Al-Khalis, Arbil/Kirkuk, Basrah, Nasiriya, Ramadi |
| LAO PEOPLE'S DEMOCRATIC REPUBLIC | Luang Prabang, Vientiane |

| Country or territory | Eligible duty stations |
|------------------------|--|
| LEBANON | Begaa-Baalbeck, Beirut, Qana, Saida/Sidon, Tel-Amara, Tripoli, Tyre (Sur) |
| LIBERIA | Harper (Maryland County), Suakoko/Gbargna |
| LIBYAN ARAB JAMAHIRIYA | Kufra, Sebha |
| MADAGASCAR | Ambatolampy, Ambatondrazaka (Lac Al), Antananarivo, Antsirabe, Fianarantsoa, Nosy-Be, Toamasina |
| MALDIVES | Malé |
| MALI | Gao, Kayes, Koulikoro, Mopti, Nara Est (Sokolo), San, Segou, Sikasso, Tessalit, Tombouctou |
| MAURITANIA | Atar, Boutilimit, Foum-Gleita, Kaedi, Kiffa, Nouakchott, Rosso, Selibaby |
| MONGOLIA | Ulan Bator |
| MOZAMBIQUE | Beira, Chimoio, Chokwe, Inhanbane, Maputo, Namapa, Nampula, Pemba, Quelimane, Tete, Xai Xai |
| NEPAL | Biratnagar, Charikot, Dadeldhura, Dhangahi, Hetauda, Ilam, Lamidanda, Malangawa, Pokhara, Sanfe Bagr, Silgarhi-Doti |
| NIGER | Bilma, Birni N'Konni, Keita |
| NIGERIA | Akure (Ondo State), Aluu, Auchi, Bauchi, Buguma, Koko/Oghaye, Lagos, Mokwa, Ngala, Oshogbo, Port Harcourt |
| PAKISTAN | Abbotabad, Gilgit, Hyderabad, Multan, Peshawar, Quetta, Sakrand |
| PAPUA NEW GUINEA | Ambunti, Kiunga |
| RWANDA | Butare/Gikongoro, Gisenye, Kigali |
| SAO TOME AND PRINCIPE | Sao Tome |

| Country or territory | Eligible duty stations |
|--|---|
| SAUDI ARABIA | Abha, Al Hofuf, Al-Jouf (Sakaka), Hakma/Wadi Jizan, Najran, Qasim, Tabarjal |
| SENEGAL | Bakel, Kaolack, Linguere, Louga, Nianga/Guede, Nioro du Rip, Richard Toll |
| SIERRA LEONE | Freetown, Kabala, Kambia, Kenema, Makeni, Matru-Jong, Moyamba, Njala, Port Loko, Pujehun, Rokupur, Shenge |
| SOMALIA | Adalei, Afgoi, Belet Weyne, Berbera, Brava, Burao, Bur Dhubo, Garba Hare, Hargeisa, Jalalaqsi, Jowhar, Kisimaio, Kurtunwaary, Lugh, Merca/Shalambot, Mogadiscio, Qoryoley |
| SRI LANKA | Aralaganwila, Uda Walawe |
| SUDAN | Atbara, Bor, El Damer, El Fasher, El Gedaref, El Geneina, El Obeid, El Showak, Hag Abdalla, Juba, Kadugli, Kassala, Khartoum, Malakal, Marial Bai, Nyala, Panyagor/Kongor, Port Sudan, Sennar, Sinkat, Wad Medani, Wau, Yambio, Yei |
| TOGO | Dapaon/Dapaong/Dapongo, Lama Kara |
| TRUST TERRITORY OF THE PACIFIC ISLANDS | Federated States of Micronesia: Kosrae Island (Lelu), Ponape Island (Kolonia), Truk Island (Moen), Yap Island (Colonia) Marshall Islands: Majuro Palau (Belau): Koror |
| UGANDA | Arua, Entebbe, Kampala, Kotido, |
| UNITED REPUBLIC OF TANZANIA | Babati, Dakawa, Dodoma, Igurusi, Kigoma, Mafinga, Mbeya, Musoma, Mwanza, Rukwa, Shinyanga, Songea, Sumbawanga, Tanga, Tumbi, Tunduru, Ukiriguru, Zanzibar |

| Country or territory | Eligible duty stations |
|----------------------|--|
| VIET NAM | Ban Me Thuot, Ben Tre, Can Tho, Hanoi, Ho-Chi-Min-Ville, Hung-Loc, Nha Ho/Phan Rang |
| YEMEN | Sana'a, Surdud, Ta'izz |
| ZAIRE | Aru, Banana, Bukavu, Butembo, Dilolo, Gbadolite, Goma, Kananga, Kolo-Fuma, Mbuji-Mayi, Moanda, Yangambi |
| ZAMBIA | Balmoral, Chilanga, Chipata, Choma, Kasama, Livingstone, Lusaka, Mongu, Mount Makulu, Mpika, Msekera, Mutanda, Nanga, Solwezi |

Annex IV

DESIGNATED DUTY STATIONS WHERE STAFF ARE ENTITLED TO
SICK LEAVE FOR MEDICAL CHECK-UPS WHILE ON HOME LEAVE

| Country or territory | Eligible duty stations |
|--------------------------|---|
| AFGHANISTAN | Kabul |
| ANGOLA | Huambo, Sumbe (N'Gunza) |
| BANGLADESH | Baghabarighat, Bogra, Chandpur, Chapai/Nawabganj, Chittagong, Kaptai, Mymensingh, Rajshahi, Rangpur, Sylhet |
| BELIZE | Belize City, Belmopan |
| BENIN | Bohican, Malanville, Natitingou, Parakou |
| BHUTAN | Carglung, Damphu, Deothang, Gedu, Paro, Pelela, Phuntsholing, Samchi, Wangdiphodrang |
| BURKINA FASO | Dedougou, Diebougou, Dori, Fada N'Gourma, Koudougou, Koupela, Ouahigouya, Tenkodogo, Zorgho |
| BURMA | Meiktila, Yezin |
| BURUNDI | Bujumbura, Bururi, Gitega, Muyinga, Ruyigi |
| CAMEROON | Ekona, Garoua, Kumba, Maroua |
| CAPE VERDE | Maio/Boa Vista, Mindelo, Santo Antonio |
| CENTRAL AFRICAN REPUBLIC | Bambari, Bamingui, Berberati, Boda, Bossangoa/Soumbe, Bouar, Bozoum, Ippy, Kaga-Bandoro, Ndélé, Sibut |
| CHAD | Abeche, Bol, Bongor, Kelo, Lai, Mao, Mongo, Moundou, N'Djamena, Sarh |
| CHINA | Tianjin, Wuchang (Jioudong) |
| COMOROS | Anjouan, Grande Comore, Moheli |

| Country or territory | Eligible duty stations |
|-------------------------------------|---|
| CONGO | Abala, Boundji, Djambala, Ewo, Impfondo, Inoni Falaise, Kindamba, Kinkala, Loubomo, Madingou/Owando/Sibiti, Makoua, Mindouli, Mossaka, Mossendjo, Olombo, Ouessou, Pointe Noire |
| DEMOCRATIC YEMEN | Lahej, Madiyah/Lodar, Nishtun, Saber, Seiyun, Wadi Beihan/Nugub |
| DJIBOUTI | Dikhil |
| EL SALVADOR | Morazan |
| EQUATORIAL GUINEA | Bata, Malabo |
| ETHIOPIA | Assab, Bahir Dar, Bako, Buna Bedele, Dese, Dire Dawa, Gambella, Gondar, Harar, Holetta, Jimma, Kobo, Melka Werer, Mettu, Nazareth, Robi, Wondogenet |
| GABON | Franceville-Oyem, Lambarene, Lebamba, N'Toum/Essassa, Port Gentil |
| GAMBIA | Basse, Farafeni, Mansakonko, Sapu |
| GHANA | Accra, Akwatia, Bolgatanga, Kumasi, Numgua, Prestea, Tamale, Tema, Wiawso |
| GUINEA | Boke, Conakry, Dalaba, Foulaya, Kindia, Labe, Pita |
| GUINEA-BISSAU | Bafata, Bissau, Bubaque, Caboxanque, Catio, Contuboel, Gabu, Sidja |
| HAITI | Cap Haitien, Gonaives, Gris-Gris, Jeremie, Port-Sonde/St. Marc |
| HONDURAS | San Marcos de Ocotepeque |
| INDONESIA | Samarinda, Tanjung-Karang |
| KIRIBATI | Tarawa |
| LAO PEOPLE'S DEMOCRATIC REPUBLIC | Luang Prabang, Vientiane |
| LIBERIA | Harper (Maryland County) |

| Country or territory | Eligible duty stations |
|----------------------|--|
| MADAGASCAR | Ambatolampy, Ambatondrazaka (Lac Al), Antsirabe, Antsiranana, Fianarantsoa, Mahajanga, Nosy-Be, Toamasina |
| MALDIVES | Malé |
| MALI | Gao, Kayes, Koulikoro, Mopti, Nara Est (Sokolo), San, Segou, Sikasso, Tessalit, Tombouctou |
| MAURITANIA | Atar, Boutilimit, Fom-Gleita, Kaedi, Kiffa, Nouakchott, Rosso, Selibaby |
| MOZAMBIQUE | Beira, Chimoio, Chokwe, Maputo, Namapa, Nampula, Pemba, Quelimane, Tete, Xai Xai |
| NEPAL | Biratnagar, Charikot, Dadelhdhura, Dhangahi, Hetuada, Ilam, Lamidanda, Malangawa, Pokhara, Sanfe Bagr, Silgarhi-Doti |
| NIGER | Bilma, Birni N'Konni, Dogondoutchi, Dosso, Keita, Malbaza, Maradi, Say, Tahoua, Zinder |
| NIGERIA | Akure (Ondo State), Auchi, Bauchi, Buguma, Koko/Oghaye, Minna (Niger State), Mokwa, Ngala, Oshogbo |
| PAKISTAN | Abbotabad, Dokri, Gilgit, Hyderabad, Peshawar, Sakrand |
| PAPUA NEW GUINEA | Ambunti, Ayura, Kiunga, Madang, Mount Hagen, Wewak |
| PERU | Quillabamba |
| RWANDA | Butare/Gikongoro, Gisenye, Kigali, Ruhengeri |
| SAUDI ARABIA | Abha, Al Hofuf, Tabarjal |
| SENEGAL | Bakel, Fatick, Linguere, Louga, Matam, M'Bour, Nianga/Guede, Richard Toll |

| Country or territory | Eligible duty stations |
|--|---|
| SIERRA LEONE | Kabala, Kambia, Kenema, Mattru-Jong, Moyamba, Njala, Port Loko, Pujehun, Rokupur, Shenge |
| SOMALIA | Adale, Afgoi, Belet Weyne, Berbera, Brava, Burao, Bur Dhubo, Garba Hare, Hargeisa, Jowhar, Kisimaio, Kurtunwaary, Lugh, Merca/Shalambot, Mogadiscio, Qoryoley |
| SRI LANKA | Aralaganwila, Uda Walawe |
| SUDAN | Atbara, Bor, El Damer, El Fasher, El Gedaref, El Geneina, El Obeid, El Showak, Hag Abdalla, Juba, Kadugli, Kassala, Malakal, Marial Bai, Nyala, Panyagor/Kongor, Sennar, Sinkat, Wad Medani, Wau, Yambio, Yei |
| THAILAND | Chiankhan |
| TOGO | Dapaon/Dapaong/Dapongo, Lama Kara |
| TRUST TERRITORY OF THE PACIFIC ISLANDS | Federated States of Micronesia: Kosrae Island (Lelu), Ponape Island (Kolonia), Truk Island (Moen), Yap Island (Colonia) Marshall Islands: Majuro Palau (Belau): Koror |
| UGANDA | Arua, Entebbe, Kampala, Kotido, |
| UNITED REPUBLIC OF TANZANIA | Dakawa, Dodoma, Igurusi, Kigoma, Mafinga, Mbeya, Musoma, Mwanza, Soliway Village, Songea, Sumbawanga, Tanga, Tunduru, Ukiriguru, Zanzibar |
| VIET NAM | Ban Me Thuot, Ben Tre, Can Tho, Hanoi, Ho-Chi-Minh-Ville, Hung-Loc, Nha Ho/Phan Rang |

| Country or territory | Eligible duty stations |
|----------------------|---|
| YEMEN | Hodeidah, Surdud, Zabid |
| ZAIRE | Aru, Banana, Bukavu, Butembo, Dilolo, Gbadolite, Goma, Kananga, Kinshasa, Kolo-Fuma, Lubumbashi, Mbanza-Ngungu, Mbuji-Mayi, Moanda, Yangambi |
| ZAMBIA | Chipata, Kabwe, Kitwe/N'Dola, Livingstone, Mongu, Msekera, Mutanda |

Annex V

RESERVE LIST

| Country or territory | Eligible duty stations |
|--------------------------|--|
| BANGLADESH | Barisal, Chorosai, Chouadanga, Comilla, Dinajpur, Jessore, Khulna, Meherpur, Rangamati |
| BHUTAN | Kanglung |
| BRAZIL | Manaus, Penedo |
| BURKINA FASO | Banfora, Gaoua, Nazinga |
| BURMA | Magwe, Mandalay, Moulmein, Mudon, Pakkoku, Prome, Pyu, Sagaing, Syriam |
| BURUNDI | Muramvya, Ngozi |
| CAMEROON | Bamenda, Buea, Kousseri |
| CAPE VERDE | Espargos (Sal Island) |
| CENTRAL AFRICAN REPUBLIC | Bangassou, Birao, Grimari, Kongbo, M'baiki, Obo, Paoula |
| CHILE | Arica |
| COOK ISLANDS | Atiu, Manihiki, Mangaia, Mauke, Mitiaro, Nassau, Penrhyn, Pakapuka, Rakahanga |
| DEMOCRATIC YEMEN | Giar |
| DJIBOUTI | Ali-Sabieh |
| ECUADOR | Riobamba |
| FIJI | Dreketi, Labasa |
| GHANA | Akosombo, Cape Coast, Deboasi, Dunkwa, Elmina, Navrongo, Sekondi, Takoradi, Tarkwa |
| HAITI | Camp-Perrin, Chardonnières, Les Cayes, Limbe |

| Country or territory | Eligible duty stations |
|----------------------------------|--|
| INDIA | Ambala, Anand, Cochin, Nagpur, Erode, Raipur, Solan, Trivandrum, Ujjain, Vishakhapatnam |
| INDONESIA | Ambon, Bukittinggi, Jepara, Medan, Rimbo Bujang, Samarinda, Tasikmalaya |
| LAO PEOPLE'S DEMOCRATIC REPUBLIC | Pakse, Savannakhet |
| LESOTHO | Mafeteng |
| LIBERIA | Gbedin Nima County, Saniquellie |
| MADAGASCAR | Ambovombe/Ft Dauphin |
| MALAWI | Monkey Bay, Nkhata Bay |
| MALDIVES | Feridhoo |
| MAURITANIA | Nema, Nouadhibou |
| MOROCCO | Azilal, Er-Rachidia, Ouarzazate, Zagora |
| MOZAMBIQUE | Marromeu, Mocuba, Muabasa, Namaacha, Songo, Ulongwe, Umbeluzi |
| NEPAL | Bhairawa, Damauli-Tanahu, Ilam, Nepalgunj, Phidim, Surkhet Syangja, Tamghas |
| NIGERIA | Baga, Calabar, Epe, Ikot-Abasi, New Bussa, Oron (Cross River State) |
| PAKISTAN | Azad Kashmir (Muzaff.), Bahadurnagar, Dera Ismail Khan, Dokri, Muzaffarabad, Okara, Tando Jam, Tarbela |
| PAPUA NEW GUINEA | Aitape, Alotau, Angoram, Baimuru, Bainyik, Balimo, Bensbach, Kavieng, Kitori, Lake Murray, Popondetta, Rabaul, Tari, Wabo, Wau |
| PERU | Huamachuco, Moyobamba |
| PHILIPPINES | Albay, Cagayan De Oro, Davao City, Guinobatan, Legaspi City, Zamboanga |

| Country or territory | Eligible duty stations |
|----------------------|---|
| SAUDI ARABIA | Wadi Dawassir |
| SIERRA LEONE | Bunumbu |
| SUDAN | Bakht-er-Ruda, Bilinyang (inc. Mafao), Halima, Kost, Maridi, Mohamed Gol |
| SYRIAN ARAB REPUBLIC | Aleppo, Idleb, Jableh, Kadmus, Raqqa |
| TUNISIA | Bizerte, Gabes, Medenine, Sidi Bouzid, Soliman |
| UGANDA | Fort Portal/Mbarara, Masaka, Masindi, Mbale, Moroto, Moyo, Soroti |
| UNITED ARAB EMIRATES | Al-Ain, Digdaga, Khorfakkan, Um Al Qaiwain |
| VIET NAM | Haiphong, Nha Trang |
| ZAIRE | Bandundu, Boma (Bas Zaire), Kikwit, Kisangani, Likasi, Lisala |
| ZAMBIA | Chapula, Mbala |
