



1 January 2024

Administrative instruction

Mobility and hardship scheme

1. Pursuant to section 4.2 of Secretary-General's bulletin [ST/SGB/2009/4](#), and for the purpose of implementing the decisions of the International Civil Service Commission taken in accordance with article 11 (b) of its statute, as contained in paragraphs 168 (a) and 190 (a) of its 2023 annual report ([A/78/30](#)), the Under-Secretary-General for Management Strategy, Policy and Compliance amends the amounts in tables 1 and 2 of the annex to administrative instruction [ST/AI/2016/6](#), entitled "Mobility and hardship scheme", as follows:

Amounts payable under the mobility and hardship scheme

Table 1

Mobility incentive

(Annual amounts in United States dollars)

Group 1 (P-1 to P-3)

Duty station category	Number of assignments			
	1	2-3	4-6	7+
A to E	–	6 900	8 625	10 350

Group 2 (P-4 and P-5)

Duty station category	Number of assignments			
	1	2-3	4-6	7+
A to E	–	8 625	10 781	12 938

Group 3 (D-1 and above)

Duty station category	Number of assignments			
	1	2-3	4-6	7+
A to E	–	10 350	12 938	15 525



Table 2
Hardship allowance
 (Annual amounts in United States dollars)

<i>Hardship category of duty station</i>	<i>Group 1 (P-1 to P-3)</i>	<i>Group 2 (P-4 and P-5)</i>	<i>Group 3 (D-1 and above)</i>
A	–	–	–
B	6 110	7 330	8 560
C	11 010	13 440	15 890
D	14 670	17 130	19 550
E	18 340	22 000	24 460

2. The present instruction supersedes [ST/AI/2016/6/Amend.1](#) and shall enter into force on the date of its issuance.

(Signed) Catherine **Pollard**
 Under-Secretary-General for Management Strategy,
 Policy and Compliance
