



Secretariat

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ADMINISTRATIVE INSTRUCTION

To: Members of the staff

From: The Assistant Secretary-General for Personnel Services

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. Administrative instruction ST/AI/280/Rev.1 implemented the decisions taken by the Commission at its nineteenth session concerning conditions of service in the field, namely the establishment of two levels for payment of the financial incentive as well as revised rates of the 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.

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 the International Civil Service Commission. These policies concern (a) the establishment of a mechanism whereby the financial incentive may be advanced; (b) the granting of greater flexibility in the exercise of the home-leave travel entitlement at duty stations with difficult conditions of life and work (with an 18-month home-leave cycle) both with respect to the country to which the travel may take place and to the timing of the travel; and (c) the granting of an extra entitlement to unaccompanied shipment of personal effects for staff members serving at designated duty stations. In addition, the Secretary-General has decided to implement, as agreed by the organizations participating in the United Nations common system, a new policy concerning the granting of sick leave up to one day during home leave to undergo medical or dental treatment. These changes are reflected in paragraphs 10 (a) and (b), 12, 21, 22, 23, 24, 27, 28 and 29 below and are effective as from 1 January 1985.

3. This revision also implements the decisions taken by the International Civil Service Commission concerning changes in the designation of duty stations at which internationally recruited staff members are eligible for accelerated home-leave travel, additional education grant travel and payment of the financial incentive at level I or at the new level II, as well as to the duty stations to be placed on the reserve list. These changes are reflected in annexes I, II and V to this instruction.

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

Section 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 the International Civil Service Commission 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, the Commission 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 the International Civil Service Commission, is contained in annex I to this circular. This list is reviewed by the Commission 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);

(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);

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

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.

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 a 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. In a 12-month cycle duty station this maximum will be accrued in 16 months of service, and in 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 in 12-month 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 in 18-month cycle duty stations shall normally be to that country. However, bearing in mind, on the other hand, 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

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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 this 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.

Section 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 which 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 the International Civil Service Commission, are listed in annex I to this circular. This list is reviewed by the Commission 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.

Section III. Financial incentive

17. The International Civil Service Commission decided that a financial incentive shall be paid to staff members in the Professional and higher categories serving at those duty stations listed in annex II to this circular. This list is reviewed by the Commission 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 at duty station	Staff member accompanied by dependent spouse at duty station
	\$	\$
Level I	1 800	3 600
Level II	2 400	4 800

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 the 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.

Section 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 new 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.

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27. Internationally recruited staff members serving at designated duty stations at which a 12-month home-leave cycle is allowed shall be granted an additional shipment entitlement by surface means of up to 50 kg (110 lb) or 0.3 cubic metres (11 cubic feet) excluding crating, 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, normally coinciding with the time on 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; or
 - (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, cartage, 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 this instruction. This list will be reviewed every year.

28. Staff rule 107.21, Excess baggage and unaccompanied shipment, will be amended in due course to include this additional entitlement.

Section 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 during a period of 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 this 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 Add.1.

Section 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 the International Civil Service Commission 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.

Section VIII. Reserve list

33. For information a "reserve list" of duty stations is shown in annex V to this instruction. These duty stations are not included in annexes I and II 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.1 and Corr.1, Amend.1 and Add.1.

Annex I

DESIGNATED DUTY STATIONS FOR ACCELERATED HOME LEAVE TRAVEL
AND ADDITIONAL EDUCATION GRANT TRAVEL

(Effective 1 January 1985)

Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
AFGHANISTAN	Kabul	X	-	X
ANGOLA	Luanda, Sumbe (N'Gunza)	X	-	X
	Huambo	X *		X *
BAHRAIN	Bahrain	-	X **	-
	Boodaya, Jedhafs, Manama, Muhurraq	-	X	-
BANGLADESH	Barisal, Bogra, Chittagong, Comilla, Ghorasal, Jessore, Kaptai, Khulna, Rangamati, Rangpur	X	-	X
	Chapai, Chouadanga, Dinajpur, Meherpur, Nawabganj, Rajshahi	X **	-	X **
	Dhaka	-	X	X
BELIZE	Belmopan	-	-	X

* Change effective as from 1 July 1984.

** Change effective as from 1 January 1985.

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Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
BENIN	Bodjecalì, Cotonou/Porto-Novo	-	X	X
	Bohican, Malanville, Natitingou, Parakou	X	-	X
BHUTAN	Carglung, Damphu, Deothang, Gedu, Paro, Pelela, Phuntsholing, Samchi, Wangdiphodrang	X	-	X
	Thimpu	X	-	X **
BOLIVIA	Cobija, Oruro, Potosì, Sucre, Trinidad	-	X	X
	Cochabamba, La Paz, Santa Cruz	-	X	-
	Pando	-	X **	-
	Tarija	-	-	X
BOTSWANA	Francistown, Gaborone	-	-	X
	Ghanzi, Maun, Selebepikwe, Serowe	-	X	X
BRAZIL	Aracaju, Belem, Itajai, Juiz de Fora, Manaus, Passo Fundo, Piracicaba, Porto Alegre, São José dos Campos, São Luís	-	-	X
	Penedo	-	-	X *
	Santarem	-	X	X

Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
BURKINA FASO (formerly Upper Volta)	Banfora, Dedougou, Fada N'Gourma, Ouahigouyau	X	-	-
	Bobo-Dioulasso	-	X **	-
	Ouagadougou	-	X	-
	Diebougou, Dori, Gaoua, Koudougou, Koupela, Tenkodogo, Vallee du Sourou	X	-	X
	Nazinga	X **	-	X **
BURMA	Meiktila, Moulmein, Prome, Yezin	X	-	X
	Rangoon	X **	-	X
	Pyu	X *	-	X *
BURUNDI	Bujumbura	X	-	-
	Gitega, Muramvya, Muyinga, Ngozi	X	-	X
CAMEROON	Bamenda, Bouea, Garoua, Maroua	-	-	X
	Ekona	X	-	X
	Kousseri	-	X	X
CAPE VERDE	Espargos (Sal Island)	X	-	X
	Mindelo, Praia	X	-	-

Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
CENTRAL AFRICAN REPUBLIC	Bambari, Bamingui, Berberati, Bossangoa/ Soumbe, Bouar, Bozoum, Ippy, NDélé, Sibut	X	-	X
	Bangui	-	X	X
CHAD	Abeche, Kelo, Mongo, Moundou, N'Djamena, Sarh	X	-	X
CHILE	Arica	-	-	X
CHINA	Beijing	-	X **	X
	Tianjin	X	-	X
COMOROS	Anjouan, Grande Comore, Moheli	X	-	X
CONGO	Abala, Boundji, Ewo, Kindamba, Mindouli, Olombo	X *	-	X *
	Djambala, Impfondo, Kinkala, Loubomo, Madingou/Owendo/Sibiti, Mossendjo, Ouessou, Pointe Noire	X	-	X
	Brazzaville, Djoumouna	-	X	X
	Inoni Palaise, Makoua, Mossaka	X **	-	X **
COOK ISLANDS	Aitutaki, Maihiki, Mauke, Mitiaro, Nassau, Penrhyn, Pakapuka, Rakahanga	X	-	X
	Atiu, Mangaia	X	-	-

Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA	Pyongyang	X	-	X
DEMOCRATIC YEMEN	Aden, Beihan, Dar Saad, El-kod, Giar, Lahej, Nishtun, Saber, Seiyun	X	-	X
DJIBOUTI	Ali-Sabieh	X *	-	X *
	Dikhil	X	-	X **
	Djibouti	X	-	-
DOMINICA	Roseau	-	-	X **
ECUADOR	Ambato, Rimbamba	-	-	X
EGYPT	Bahareya Oases	X	-	X
	El Arish, El Qusayr, Naway Village	-	X	X
	Ismailia	-	-	X
EL SALVADOR	La Union	X	-	X **
	Puerto El Triunfo, San Salvador, Sonsonate	X	-	-
EQUATORIAL GUINEA	Bata, Malabo	X	-	X

Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
ETHIOPIA	Addis Ababa	-	X	-
	Asmara, Bahir Dar, Bako, Buna Bedele, Dessie, Gondar, Harar, Jimma, Kobo, Melka Werer, Mettu, Nazareth, Robi, Wondogenet	X	-	X
	Dire Dawa	X **	-	X **
	Gambella	X *	-	X *
FIJI	Lautoka	-	X **	X
	Suva	-	X **	-
GABON	Essassa, Franceville-Oyem, Lambaréne, Libamba, N'Toum, Port Gentil	X	-	X
GAMBIA	Banjul	-	X	X
	Basse	X *	-	X *
	Farafeni, Mansakonko	X	-	X
GAZA	Gaza Town	-	-	X
GHANA	Accra, Tema	X	-	-
	Akosombo, Akwatia, Bolgatanga, Cape Coast, Deboasi, Dunkwa, Elmina, Kumasi, Navrongo, Prestea, Sekondi, Takoradi, Tamale, Tarkwa	X	-	X
	Nungua	X **	-	X **
GUATEMALA	Guatemala City	X	-	-

Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
GUINEA	Boke, Foulaya, Kindia, Pita	X	-	X
	Conakry	X	-	-
	Dalaba	X **	-	X **
GUINEA-BISSAU	Bafata, Bissau	X	-	X
	Bubaque, Caboxanque, Contuboeil, Gabu	X *	-	X *
GUYANA	Georgetown	X	-	-
HAITI	Camp-Perrin, Chardonnières, Limbe, Pont-Sonde	-	-	X
HONDURAS	San Marcos de Ocotepeque	X	-	X
	Choluteca	-	X **	X **
INDIA	Anand, Bhopal, Cochin, Dehra Dun, Pakistan Peace- keeping Mission, Solan, Trivandrum	-	-	X
	Bhubaneswar, Erode, Nagpur, Ujjain, Visakhapatnam	-	X	X
	Raipur	-	X	-
INDONESIA	Ambon (Maluku), Bandung, Bogor, Bukittinggi, Curug, Denpasar, Jepara, Kendari, Malang, Manado, Padang, Palembang, Semarang, Solo, Tanjung-Karang, Teluk-Betung, Ujung Pandang, Yogyakarta	-	-	X
	Surabaya	-	-	X **

Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
INDONESIA (cont'd)	Galang, Jayapura (Irian Jaya), Kupang, Madura Island, Mataram, Medan, Rimbo Bujang, Tanjung-Pinang, Tasikmalaya	-	X	X
IRAN, ISLAMIC REPUBLIC OF	Teheran	X	-	X
IRAQ	Al-Khalis, Arbil/Kirkuk, Nasiriya, Ramadi	X	-	X
	Basrah	X **	-	X
	Baghdad, Sweira	-	X	X
ISRAEL	Tiberias	-	-	X
KENYA	Amolem/Katilu, Garfassa, Malka-Daka, Marigat, Merti, Mount Kulal, Siakago	-	X	X
	Bukura, Eldoret, Kisii, Lamu, Lanet, Malindi, Naivasha, Nakuru	-	-	X
	Kisumu	-	-	X **
	Mwea-Tebere	-	X *	X *
	Turkana	-	X **	X **
KIRIBATI	Tarawa	-	X	X
KUWAIT	Kuwait City	-	X	-

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Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
LAO PEOPLE'S DEMOCRATIC REPUBLIC	Luang Prabang	X *	-	X *
	Vientiane	X	-	X
LEBANON	Begaa-Baalbeck, Qana, Saïda/Sidon, Tyre (Sur)	X *	-	X *
	Beirut, Tripoli	X	-	X
	Nakura (Naqoura) <u>1/</u>			
	Tel-Amara	X	-	X **
LESOTHO	Leribe, Maseru, Mohlale's Hoek	-	-	X
LIBERIA	Harper/Maryland County	X	-	X **
	Monrovia	X	-	-
	Suakoko/Gbarnga	X **	-	X
LIBYAN ARAB JAMAHIRIYA	Benghazi, El Marj, Jebel El-Akhdar, Misurata, Sirte, Tripoli	-	X	X
	Derna, Souk El Khamis		X **	X **
	Kufra, Sebha	X	-	X

1/ Under special arrangements established by the Secretary-General in view of the non-family nature of the duty station.

Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
MADAGASCAR	Ambatondrazaka (Lac Al)	X **	-	X
	Fianarantsoa	X *	-	X *
	Antananarivo	-	X **	-
	Nosy-Be	X **	-	-
	Toamasina	X *	-	-
MALAWI	Blantyre, Lilongwe, Mzuzu, Zomba	-	-	X
MALAYSIA	Alor Setar, Besut (Trengganu), Port Kelang, Sandakan, Sepilok (Sabah), Terolak	-	-	X
	Ipoh, Kota Bahru, Kota Kinabalu, Kuala Trengganu	-	-	X **
MALDIVES	Malé	X	-	X
MALI	Bamako	-	X	-
	Gao, Kayes, Mopti, Nara-Est (Sokolo), Segou, Sikasso	X	-	X
	Tessalit, Tombouctou	X **	-	X **
MAURITANIA	Foum-Gleita, Rosso	X *	-	X *
	Raedi, Kiffa, Selibaby	X	-	X
	Nouakchott	X **	-	-

Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
MEXICO	Comitan	-	X **	X **
MONGOLIA	Ulan Bator	X	-	X
MONTSERRAT	Plymouth	-	-	X
MOROCCO	Azilal, Er-Rachidia, Zagora	-	X	X
	Ouarzazate	-	-	X
MOZAMBIQUE	Beira, Chokwe, Nampula	X	-	X
	Nampula	X *	-	X *
	Maputo	X **	-	X
NEPAL	Biratnagar, Ilam, Lamidanda, Malangawa, Phidim, Pokhara, Silgachi-Doti, Tamghas	X	-	X
	Charikot, Sanfe Bagr	X **	-	X **
	Kathmandu	-	X	X
	Syangja	X *	-	X *
NETHERLANDS ANTILLES	Aruba, Bonaire, Curaçao, Saba	-	-	X
NIGER	Dosso, Maradi, Tahoua, Zinder	X	-	X
	Keita	X **	-	X **
	Niamey	-	X	X

Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
NIGERIA	Akure (Ondo State)	X	-	-
	Aluu, Koko/Oghaye	X *	-	X *
	Auchi, Bauchi, Minna (Niger State)	X **	-	X
	Buguma	X **	-	X **
	Lagos, Oshogbo, Port Harcourt	X	-	X
	Ngala	X	-	X **
	Enugu, Owerri, Sokoto	-	X **	X **
	Ibadan, Jos, Kaduna, Kano, Vom	-	X	X
	Ile-Ife, Maiduguri	-	X	X **
	Zaria	-	X **	X
OMAN	Muscat	-	X	X
PAKISTAN	Abbotabad, Bahadurnagar, Dera Ismail Khan, Dokri, Gilgit, Hyderabad, Multan, Peshawar, Quetta	X	-	X
	Okara, Tando Jam	-	X	X
	Muzaffarabad (Muzaff.), Tarbela	-	-	X

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Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
PAPUA NEW GUINEA	Ambunti, Port Moresby	X	-	X
	Ayura	X *	-	X *
	Kiunga, Madang, Mount Hagen	X **	-	X
	Lae, Wewak	X **	-	-
PERU	Arequipa, Huancayo	-	-	X *
	Huaraz	-	-	X **
	Huamachuco	X	-	X
	Iquitos	-	X	X **
	Moyobamba, Pucallpa	-	X	X
	Puno	-	X **	X **
PHILIPPINES	Albay, Davao City, Guinobatan, Legaspi City, Zamboanga	-	-	X
QATAR	Doha	-	X	X
RWANDA	Butare/Gikongoro, Gisenye, Ruhengeri	X	-	X
	Kigali	X **	-	X
SAMOA	Apia	-	-	X

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Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
SAO TOME AND PRINCIPE	Sao Tome	X	-	X
SAUDI ARABIA	Abha, Al Hofuf, Al-Jouf (Sakaka), Hakma Najran, Qasim, Tabarjal, Wadi Dawassir, Wadi Jizan	X	-	X
	Dhahran/Dammam, Jeddah, Riyadh, Taif	-	X	X
SENEGAL	Bakel, Kaolack, Linguere, Louga, Matam, Nianga/Guede, Nioro du Rip, Richard Toll	X	-	X
	Fanaye	-	-	X
	Fatick, M'Bour	X	-	-
SIERRA LEONE	Freetown	-	X **	X
	Kambia, Port Loko, Pujehun	X **	-	X **
	Kenema, Moyamba, Shenge	X *	-	X *
	Makeni, Mattru-Jong, Rokupr	X **	-	X
SOLOMON ISLANDS	Honiara	-	-	X
SOMALIA	Afgoi, Burao, Hargeisa, Merca/Shalambot, Mogadiscio, Qoryoley	X	-	X
	Belet Weyne, Berbera, Bur Dhubo, Garba Hare, Jalalaqsi, Lugh	X **	-	X **
	Brava, Kurtunwaary	X *	-	X *

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Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
SRI LANKA	Aralanganwila, Uda Walawe	X	-	X
	Colombo, Kandy	-	X	-
	Anuradhapura, Bandarawela, Kalutara, Maha Illuppallama, Minneriya, Pulmoddai	-	-	X
ST. VINCENT AND THE GRENADINES	Kingstown	-	-	X
SUDAN	Atbara, Bor, El Obeid, Gedaref, Juba, Kadugli, Malakal, Marial Bai, Panyagor/Kongor, Port Sudan, Sennar, Wad Medani, Wau, Yambio	X	-	X
	El Damer, El Showak, Yei	X *	-	X *
	Khartoum	X	-	-
SURINAME	Paramaribo	-	X **	X
SWAZILAND	Luyengo, Malkerns, Manzini, Mbabane	-	-	X
SYRIAN ARAB REPUBLIC	Aleppo, Damascus, Dara'a, Idleb, Jableh, Kadmus, Raqqah	-	-	X
	Deir-er-Zor, Hama, Homs, Kamishly, Lattakia, Tartus	-	-	X **

Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
THAILAND	Aranyaprathet, Ban Kaeng, Bangsaen, Chantaburi, Chiang Mai, Hat Yai, Kalasin, Korat Chonuri, Nan, Nongkhai, Phanat Nikhom, Phuket, Songkhla, Surin, Trad, Ubon	-	-	X
	Nakorn Panom	-	-	X *
	Udon Thani	-	X *	X *
TOGO	Atakpame, Kpalime	-	-	X
	Sdkode	-	-	X **
	Dapaon/Dapaong/Dapongo, Lama Kara	X	-	X
TONGA	Nuku Alofa	-	X	X
TRUST TERRITORY OF THE PACIFIC ISLANDS	Kosrae Island (Lelu), Ponape Island (Kolonia), Palau (Koror), Majuro	X **	-	X
	Saipan	-	X	X
	Truk Island (Moen), Yap Island (Colonia)	X	-	X
TUNISIA	Beja, Bizerte, Gabes, Medenine, Sidi Bouzid, Soliman	-	-	X
TURKEY	Adana, Cankiri, Corum	-	-	X
	Ankara	-	X	-
	Erzurum	-	X *	X *

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Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
TUVALU	Funafuti	-	X	X
UGANDA	Arua	X **	-	X **
	Entebbe, Kampala, Masaka, Masindi, Mbale, Moroto, Soroti	X	-	X
	Fort Portal/Mbarara, Moyo	X *	-	X *
UNITED ARAB EMIRATES	Abu Dhabi, Dubai	-	X	-
	Al-Ain, Digdaga (Ras Al Khail.), Khorfakkan, Sharjah, Um Al Qaiwain	-	X	X
UNITED REPUBLIC OF TANZANIA	Babati, Kigoma, Mbeya, Rukwa, Shinyanga, Soliway Village, Songea, Sumbawanga, Tunduru, Zanzibar	X	-	X
	Dodoma	X **	-	X **
	Igurusi, Ukiriguru	X *	-	X *
	Mafinga	X	-	-
	Mwanza, Tanga	X **	-	X
	Iringa, Mlingano, Mtwara, Tabora,	-	X	X
	Liti, Moshi	-	X **	X **
	Morogoro	-	X **	X
	Dar es Salaam	-	X **	-

Country or territory	Eligible duty stations	Accelerated home leave travel		Additional education grant travel
		12 months	18 months	
VANUATU	Santo	-	X	X
VIET NAM	Ban Me Thuot, Ben Tre, Can Tho, Hanoi, Ho-Chi-Minh-Ville	X	-	X
YEMEN	Hodeidah, Ta'izz	X	-	-
	Sana'a	-	X	-
	Zabid	X	-	X
ZAIRE	Aru, Bukavu, Goma, Kananga, Kinshasa, Kolo-Fuma, Lubumbashi, Mbanza-Ngungu, Mbuji-Mayi, Moanda, Yangambi	X	-	X
	Banana	X *	-	X *
ZAMBIA	Balmoral, Chilanga Chipata, Kasama, Lusaka, Mongu, Mount Makulu, Maekera	X	-	X
	Choma	-	X **	X **
	Chapula, Kabwe, Kitwe/ N'Dola	X	-	-
	Livingston, Mazabuka	-	X **	-
	Mpika	X *	-	-
	Nanga	X **	-	-
	Solwezi	X **	-	X **

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Annex II

DESIGNATED DUTY STATIONS FOR PAYMENT OF FINANCIAL INCENTIVE

(Effective 1 January 1985, except where otherwise indicated)

Country or territory	Eligible duty stations	Financial incentive	
		Level I	Level II
AFGHANISTAN	Kabul	-	X **
ANGOLA	Huambo	X ***	X **
	Luanda	X	-
	Sumbe (N'Gunza)	-	X **
BENIN	Bohican, Natitingou, Parakou	X	-
	Malanville	-	X **
BHUTAN	Carglung, Damphu, Deothang, Gedu, Paro, Pelela, Wangdiphodrang		X **
	Thimpu	X	-
BURKINA FASO (formerly Upper Volta)	Ouahigouya	X	-
	Dori, Nazinga	X **	-

* Change effective as from 1 July 1984.

** Change effective as from 1 January 1985.

*** Change effective as from 1 July to 31 December 1984.

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Country or territory	Eligible duty stations	Financial incentive	
		Level I	Level II
BURMA	Meiktila, Moulmein, Prome	-	X **
	Pyù	X *	-
	Yez in	X	-
CENTRAL AFRICAN REPUBLIC	Bambari, Bossangoa/ Soumbe, Bouar	X **	-
	Berberati, Bozoum, Ippy, NDélé, Sibut	X	-
	Bamingui	-	X **
CHAD	Abeche, Kelo, Mongo, Moundou, N'Djamena, Sarh	-	X **
CHINA	Tianjin	X	-
CONGO	Abala, Boundji, Ewo, Kindamba, Mindouli, Olombo	X *	-
	Inoni Palaise, Makoua	X **	-
	Mossaka	-	X **
DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA	Pyongyang	X	-
DEMOCRATIC YEMEN	Beihan, Seiyun	-	X **
	Lahej, Nishtun, Saber	X	-
DJIBOUTI	Dikhil	X **	-
EGYPT	Bahareya Oases	X	-

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Country or territory	Eligible duty stations	Financial incentive	
		Level I	Level II
EQUATORIAL GUINEA	Bata, Malabo	-	X **
ETHIOPIA	Asmara, Bahir Dar, Bako, Buna Bedele, Dessie, Gondar, Harar, Jimma, Robi, Wondogenet	X	-
	Gambella	X *	-
	Kobo	-	X **
GUINEA	Dalaba	X **	-
	Foulaya, Kindia	X	-
GUINEA-BISSAU	Bafata, Bissau	-	X **
	Bubaque, Caboxanque, Contuboel, Gabu	X ***	X **
HONDURAS	San Marcos de Ocotepeque	X **	-
IRAQ	Basrah	X **	-
LAO PEOPLE'S DEMOCRATIC REPUBLIC	Luang Prabang	X ***	X **
	Vientiane	X	-
LIBERIA	Harper (Maryland Cnty)	X **	-
	Suakoko/Gbargna	X	-
LIBYAN ARAB JAMAHIRIYA	Kufra, Sebha	X	-

Country or territory	Eligible duty stations	Financial incentive	
		Level I	Level II
MALI	Gao, Tessalit	-	X **
	Kayes, Nara-Est (Sokolo)	X	-
	Tombouctou	X **	-
MAURITANIA	Kaedi	X	-
	Rosso	X *	-
	Foum-Gleita	X ***	X **
	Kiffa, Selibaby	-	X **
MOROCCO	Zagora	X	-
MOZAMBIQUE	Chokwe	-	X **
	Namapa	X ***	X **
NEPAL	Biratnagar, Lamidanda, Malangawa	X	-
	Charikot, Ilam	X **	-
	Phidim, Sanfe Bagr Silgarhi-Doti, Tamghas	-	X **
	Syangja	X ***	X **
NIGER	Dosso, Maradi, Tahoua, Zinder	X	-
	Keita	X **	-

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Country or territory	Eligible duty stations	Financial incentive	
		Level I	Level II
NIGERIA	Aluu	X * 2	-
	Auchi, Port Harcourt	X	-
	Buguma, Maiduguri, Ngala, Sokoto	X **	-
	Koko/Oghaye	X ***	X **
	Lagos	-	X **
PAKISTAN	Dokri, Gilgit, Peshawar, Quetta	X	-
PAPUA NEW GUINEA	Ambunti	X	-
PERU	Huamachuco	X **	-
	Iquitos, Moyobamba, Pucallpa	X	-
SAO TOME AND PRINCIPE	Sao Tome	X	-
SAUDI ARABIA	Al Hofuf, Al-Jouf (Sakaka), Hakma, Najran, Qasim, Wadi Dawassir, Wadi Jizan	X	-
	Tabarjal	-	X **
SENEGAL	Bakel, Richard Toll	X	-
	Nianga/Guede	-	X **

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Country or territory	Eligible duty stations	Financial incentive	
		Level I	Level II
SIERRA LEONE	Kambia, Port Loko, Rokupur	X **	-
	Kenema, Moyamba	X *	-
	Mattru-Jong, Pujehun	-	X **
	Shenge	X ***	X **
SOMALIA	Belet Weyne, Berbera, Burao, Hargeisa, Merca/Shalambot, Qoryoley	X **	-
	Brava	X *	-
	Bur Dhobo, Garba Hare, Jalalaqsi, Lugh	-	X **
	Kurtunwaary	X ***	X **
SUDAN	Atbara, El Obeid, Gedaref, Juba, Marial Bai, Port Sudan, Wad Medani	X	-
	El Damer, El Showak	X *	-
	Bor, Kadugli, Malakal, Panyagor/Kongor, Sennar, Wau, Yambio	-	X **
	Yei	X ***	X **
UGANDA	Arua, Entebbe, Masaka, Masindi, Mbale, Moroto	-	X **
	Fort Portal/Mbarara, Moyo	X ***	X **
	Kampala, Soroti	X	-

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Country or territory	Eligible duty stations	Financial incentive	
		Level I	Level II
UNITED REPUBLIC OF TANZANIA	Igurusi, Ukiriguru	X *	-
	Mbeya, Mwanza	X **	-
VIET NAM	Ban Me Thuot, Ben Tre, Can Tho, Hanoi		X **
	Haiphong, Ho-Chi-Minh-Ville	X	-
YEMEN	Hodeidah, Zabid	X	-
ZAIRE	Aru, Yangambi	-	X **
	Kananga	X **	-
ZAMBIA	Kasama, Solwezi	X **	-
	Mpika	X *	-

Annex III

RESERVE LIST

Country or territory	Eligible duty stations
BHUTAN	Kanglung
BURMA	Magwe, Mandalay, Mudon, Pakkoku, Sagaing, Syiam
CENTRAL AFRICAN REPUBLIC	Bangassou * Birao * Grimari * Kaga-bandoro * Kongbo * M'baiké * Obo * Paoula *
LAO PEOPLE'S DEMOCRATIC REPUBLIC	Pakse, Savannakhet
LIBERIA	Gbedin Nima County * Saniquellie *
MADAGASCAR	Ambovombe/Ft Dauphin
MALDIVES	Feridhoo
MAURITANIA	Nouadhibou *
MOZAMBIQUE	Inhanbane, Marroneu, Pemba, Quelimane, Songo, Ulongwe, Umbeluzi

* Duty stations placed on list effective as from 1 January 1984

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Country or territory	Eligible duty stations
NEPAL	Bhairawa, Damauli-Tanahu, Nepalgunj, Surkhet
NIGERIA	Baga, Calabar, Epe, Ikot-Abasi, Oron (Cross River State) New Bussai *
PAKISTAN	Azad Kashmir (Muzaff.)
PAPUA NEW GUINEA	Aitape, Alotau, Angoram, Baimuru, Bainyik, Bensbach, Kavieng, Kitori, Lake Murray, Popondetta, Rabaul, Tari, Wabo, Wau
SIERRA LEONE	Bunumbu
SOMALIA	Kisimaio
SUDAN	Bakht-er-Ruda, Bilinyang (inc. Mafao), El Fasher, El Geneina, Halima, Kosti, Maridi, Mohamed Gol, Nyala
VIET NAM	Haiphong, Nha Trang
ZAIRE	Boma (Bas Zaire), Kikwit, Kisangani, Likasi, Lisala
ZAMBIA	Chapula, Mbala

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Annex IV

DESIGNATED 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	Barisal, Chapai, Chouadanga, Comilla, Ghorasal, Kaptai, Keherpur, Nawabganj, Rangamati
BENIN	Bohican, Malanville, Natitingou, Parakou
BHUTAN	Carglung, Damphu, Deothang, Gedu, Paro, Pelela, Phuntsholing, Samchi, Thimpu, Wangdiphodrang
BURKINA FASO (formerly Upper Volta)	Diebougou, Dori, Koudougou, Koupela, Nazinga, Tenkodogo, Vallee du Sourou
BURMA	Meiktila, Moulmein, Prome, Pyu, Rangoon, Yezin
BURUNDI	Muramvya, Muyinga
CENTRAL AFRICAN REPUBLIC	Bambari, Bamingui, Berberati, Bossangoa/Soumbe, Bouar, Bozoum, Ippy Ndele, Sibut
CHAD	Abeche, Kelo, Mongo, Moundou, N'Djamena, Sarh

Country or territory

Eligible duty stations

CHINA

Tianjin

COMOROS

Anjouan, Grande Comore, Moheli

CONGO

Abala, Boundji, Djambala, Ewo, Impfondo, Inoni Falaise, Kindamba, Kinkala, Loubomo, Makoua, Mindouli, Mossaka, Mossendjo, Olombo, Ouessou

COOK ISLANDS

Aitutaki, Atiu, Manihiki, Mangaia, Mauke, Mitiaro, Nassau, Pakapuka, Penrhyn, Rakahanga

DEMOCRATIC KAMPUCHEA

Phnom-Penh

DEMOCRATIC PEOPLE'S
REPUBLIC OF KOREA

Pyongyang

DEMOCRATIC YEMEN

Aden, Beihan, Dar Saad, El-kod, Giar, Lahej, Nishtun, Saber, Seiyun

EGYPT

Bahareya Oases

EL SALVADOR

La Union, Puerto el Triunfo, Sonsonate

EQUATORIAL GUINEA

Bata, Malabo

ETHIOPIA

Bahir Dar, Bako, Buna Bedele, Dessie, Dire Dawa, Gambella, Gondar, Jimma, Kobo, Melka Werer, Mettu, Nazareth, Robi, Wondogenet

GABON

Franceville-Oyem, Lebamba

Country or territory	Eligible duty stations
GAMBIA	Basse, Farafeni, Mansakonko
GHANA	Accra, Akosombo, Akwatia, Bolgatanga, Cape Coast, Deboasi, Dunkwa, Elmina, Kumasi, Navrongo, Nungua, Prestea, Sekondi, Takoradi, Tamale, Tarkwa, Tema
GUINEA	Boke, Conakry, Dalaba, Foulaya, Kindia, Pita
GUINEA-BISSAU	Bafata, Bissau, Bubaque, Caboxangue, Contubael, Gabu
HONDURAS	San Marcos de Ocotepeque
IRAQ	Al-Khalis, Arbil/Kirkuk, Basrah, Nasiriya, Ramadi
LAO PEOPLE'S DEMOCRATIC REPUBLIC	Luang Prabang, Vientiane
LEBANON	Begaa-Baalbeck, Beirut, Qana, Saida/Sidon, Tel-Amara, Tyre (Sur)
LIBERIA	Harper (Maryland Cnty), Monrovia, Suakoko/Gbarnga
LIBYAN ARAB JAMAHIRIYA	Kufra, Sebha
MADAGASCAR	Ambatondrazaka (Lac Ala), Fianarantsoa, Nosy-Be, Toamasina

Country or territory	Eligible duty stations
MALDIVES	Malé
MALI	Gao, Kayes, Mopti, Nara Est (Sokolo), Sikasso, Tessalit, Tombouctou
MAURITANIA	Foum-Gleita, Kaedi, Kiffa, Nouakchott, Rosso, Selibaby
MONGOLIA	Ulan Bator
MOZAMBIQUE	Beira, Chokwe, Maputo, Mamapa, Nampula
NEPAL	Biratnagar, Charikot, Ilam, Lamidanda, Malangawa, Phidim, Pokhara, Sanfe Bagr, Silgarhi-Doti, Syangja, Tamghas
NIGERIA	Akure (Ondo State), Aluu, Auchì, Bauchi, Buguma, Koko/Oghaye, Lagos, Minna (Niger State) Ngala, Oshogbo, Port Harcourt
PAKISTAN	Abbotabad, Bahadurnagar, Gilgit, Hyderabad, Multan, Peshawar, Quetta
PAPUA NEW GUINEA	Ambunti, Kiunga
PERU	Huamachuco
RWANDA	Butare/Gikongoro, Gisenye, Kigali

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Country or territory	Eligible duty stations
SAO TOME AND PRINCIPE	Sao Tome
SAUDI ARABIA	Al-Jouf (Sakaka), Najran, Tabarjal, Wadi Dawassir
SENEGAL	Bakel, Kaolack, Linguere, Louga, Nianga/Guede, Nioro du Rip, Richard Toll
SIERRA LEONE	Kambia, Kenema, Makeni, Mattru-Jong, Moyamba, Port Loko, Pujehun, Rokupur, Shenge
SOMALIA	Afgoi, Belet Weyne, Berbera, Brava, Burao, Bur Dhubo, Garba Hare, Hargeisa, Jalalagsi, Kurtunwaary, Lugh, Merca/Shalambot, Mogadiscio, Qoryoley
SRI LANKA	Aralaganwila, Uda Walawe
SUDAN	Atbara, Bor, El Damer, El Obeid, El Showak, Gedaref, Juba, Kadugli, Khartoum, Malakal, Marial Bai, Panyagor/Kongor, Port Sudan, Sennar, Wad Medani, Wau, Yambio, Yei
TOGO	Dapaon/Dapaong/Dapongo, Lama Kara
TRUST TERRITORY OF THE PACIFIC ISLANDS	Kosrae Island (Lelu), Majuro, Ponape Island (Kolonia), Palau (Koror), Truk Island (Moen), Yap Island (Colonia)

Country or territory

Eligible duty stations

UGANDA

Arua, Entebbe, Fort Portal/Mbarara,
Kampala, Masaka, Masindi, Mbale,
Moroto, Moyo, Soroti

**UNITED REPUBLIC OF
TANZANIA**

Babati, Dodoma, Igurusi, Kigoma,
Mbeya, Mwanza, Rukwa, Shinyanga,
Songea, Sumbawanga, Tanga, Tunduru,
Ukiriguru, Zanzibar

VIET NAM

Ban Me Thuot, Ben Tre, Can Tho,
Hanoi, Ho-Chi-Minh-Ville

ZAIRE

Aru, Banana, Bukavu, Goma, Kananga,
Kolo-Fuma, Moanda, Yangambi

ZAMBIA

Chilanga, Chipata, Kasama, Lusaka,
Mongu, Mount Makulu, Mpika, Msekera,
Nanga, Solwezi

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Annex V

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	All duty stations
ANGOLA	Huambo, Sumbe (N'Gunza)
BANGLADESH	Barisal, Bogra, Chittangong, Chouadanga, Comilla, Dinajpur, Ghorasal, Jessore, Kaptai, Khulna, Meherpur, Nawabganj, Rajshahi, Rangamati, Rangpur
BENIN	Bohican, Malanville, Natitingou, Parakou
BHUTAN	Cariglund, Damphu, Deothang, Gedu, Paro, Pelela, Phuntsholing, Samchi, Wangdiphodrang
BURKINA FASO (formerly Upper Volta)	Branfora, Dedougou, Diebougou, Dori, Fada N'Gourma, Gaoua, Koudougou, Koupela, Nazinga, Ouahigouyau, Tenkodogo, Valee du Sourou
BURMA	Meiktila, Moulmein, Prome, Pyu, Yezin
BURUNDI	All duty stations
CAMEROON	Ekona

Country or territory	Eligible duty stations
CAPE VERDE	All duty stations
CENTRAL AFRICAN REPUBLIC	Bambari, Bamingui, Berberati, Bossangoa/Soumbe, Bouar, Bozoum, Ippy, Ndele, Sibut
CHAD	All duty stations
CHINA	Tianjin
COMOROS	All duty stations
CONGO	Abala, Boundji, Djambala, Ewo, Impfondo, Inoni Palaise, Kindamba, Kinkala, Loubomo, Madingou/Owando/Sibiti, Makoua, Mindouli, Mossaka, Mossendjo, Olombo, Ouessou, Point Noire
COOK ISLANDS	Atin, Mangaia
DEMOCRATIC KAMPUCHEA	Phnom-Penh
DEMOCRATIC YEMEN	Beihan, Lahej, Nishtun, Saber, Seiyun
DJIBOUTI	Ali-Sabieh, Dikhil
EQUATORIAL GUINEA	All duty stations
ETHIOPIA	Asmara, Bahir/Dar, Bako, Buna Bedele, Dessie, Dire Dawa, Gambella, Gondar, Harar, Jimma, Kobo, Melka Werer, Mettu, Nazareth, Robi, Wondogenet

Country or territory	Eligible duty stations
GABON	Franceville-Oyem, Lambarene, Lebamba, N'Toum, Port Gentil
GAMBIA	Farafeni, Mansakonko, Basse
GHANA	All duty stations
GUINEA	All duty stations
GUINEA-BISSAU	All duty stations
HONDURAS	San Marcos de Ocotepeque
LAO PEOPLE'S DEMOCRATIC REPUBLIC	All duty stations
LIBERIA	Harper (Maryland Cnty)
MADAGASCAR	Ambatondrazaka (Lac Al), Fianarantsoa, Nosy-Be, Toamasina
MALDIVES	All duty stations
MALI	Gao, Kayes, Mopti, Nara Est (Sokolo), Segou, Sikasso, Tessalit, Tombouctou
MAURITANIA	All duty stations
MOZAMBIQUE	All duty stations

Country or territory	Eligible duty stations
NEPAL	Biratnagar, Charikot, Ilam, Lamidanda, Malangawa, Phidim, Pokhara, Sanfe Bagr, Silgarhi-Doti, Syangja, Tanghas
NIGER	Dosso, Keita, Maradi, Tahoua, Zinder
NIGERIA	Akure (Ondo State), Auchi, Bauchi, Buguma, Koko/Oghaye, Minna (Niger State), Ngala, Oshogbo
PAKISTAN	Abbotabad, Bahadurnagar, Dokri, Gilgit, Hyderabad, Peshawar
PAPUA NEW GUINEA	Ambunti, Ayura, Kiunga, Madang, Mount Hagen, Wewak
PERU	Huamachuco
RWANDA	All duty stations
SAO TOME AND PRINCIPE	Sao Tome
SAUDI ARABIA	Abha, Al Hofuf, Al-Jouf (Sakaka), Hakma, Najran, Qasim, Tabarjal, Wadi Dawassir, Wadi Jizan
SENEGAL	Bakel, Fatick, Linguere, Louga, Matam, M'Bour, Nianga/Guede, Richard Toll
SIERRA LEONE	Kambia, Kenema, Mattru-Jong, Moyamba, Port Loko, Pujehun, Rokupur, Shenge

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Country or territory

Eligible duty stations

SOMALIA

All duty stations

SUDAN

Atbara, Bor, El Damer, El Obeid,
El Showak, Gedaref, Juba, Kadugli,
Malakal, Marial Bai, Panyagor/Kongor,
Sennar, Wad Medani, Wau, Yambio, Yei

TOGO

Dapaon/Dapaong/Dapongo, Lama Kara

TRUST TERRITORY OF
THE PACIFIC ISLANDS

Kosrae Island (Lelu), Majuro,
Ponape Island (Kolonia),
Truk Island (Moen),
Yap Island (Colonia)

All duty stations in Palau

UGANDA

All duty stations

UNITED REPUBLIC OF TANZANIA

Dodoma, Igurusi, Kigoma, Mbeya,
Mwanza, Soliway Village, Songea,
Sumbawanga, Tanga, Tunduru,
Ukiriguru, Zanzibar

VIET NAM

Ban Me Thuot, Ben Tre, Hanoi,
Ho-Chi-Minh-Ville

YEMEN

Hodeidah, Ta'izz, Zabid

ZAIRE

All duty stations

ZAMBIA

Chipata, Kabwe, Kitwe/N'Dola, Mongu,
Msekera