



Secretariat

ST/AI/280/Rev.1 \*/  
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ADMINISTRATIVE INSTRUCTION

(Geneva Reproduction No. 84/76)

To: Members of the staff

From: The Assistant Secretary-General  
for Personnel Services

MAR 29 1985

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. The purpose of this revision is to implement the decisions taken by the Commission at its nineteenth session concerning conditions of service in the field. These decisions concern the establishment of two levels for payment of the financial incentive as well as revised rates and 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. The changes required by these decisions are reflected in paragraphs 15, 18 and 19 below.

Section I: Accelerated home leave travel entitlement

2. 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, these 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duty stations, as set out in administrative instruction ST/AI/200/Rev.2 and its amendments, were cancelled and superseded.

3. 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.

\*/ This Administrative instruction replaces ST/AI/280 and all its amendments and addenda in Section XVII, paragraph II.E, of the Administrative Handbook.

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

(a) 1 point for each month of service at duty stations having the normal cycle of home leave (24-month duty stations);

(b) 1-1/3 points for each month of service at duty stations having difficult conditions of life and work (18-month duty stations);

(c) 2 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.

5. 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) 1 to 15 days = no credit;

(b) More than 15 days = full credit.

6. The entitlement becomes due once 24 points are accrued. 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.

7. 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 in 12-month duty stations and 16 points in 18-month duty stations must be accrued;

(b) In the case of deferred travel, no more than 30 points may be accumulated towards the entitlement. Where the maximum of 30 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 of the next travel.

8. In the case of staff members serving in 12-month cycle duty stations every other 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.

9. In the case of staff members serving in 18-month cycle duty stations, travel shall normally be to the country of home leave as an exercise of the entitlement to home leave. Where travel to another country has been exceptionally authorized, the next travel shall be to the home country.

10. 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.

11. 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

12. 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.

13. 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

14. The International Civil Service Commission has 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.

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

|          | Staff member not<br>accompanied by<br>dependent spouse<br>at duty station | Staff member<br>accompanied by<br>dependent spouse<br>at duty station |
|----------|---|---|
|          | \$  | \$  |
| Level I  | 1 800   | 3 600   |
| Level II | 2 400   | 4 800   |

The rates corresponding to level I shall be effective as from 1 July 1984 in respect of eligible staff members serving at duty stations designated by the Commission for payment of the financial incentive. In addition, as from 1 January 1985, staff members serving at a restricted number of very difficult duty stations to be designated by the Commission shall receive the financial incentive at the rates corresponding to level II. The amount of the financial incentive shall not be taken into account in the calculation of the rental subsidy at those duty stations.

16. 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.

17. 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.

18. With regard to duty stations where very hazardous conditions such as war or active hostilities prevail and where family members and non-essential United Nations 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.

19. In those cases where a decision has been taken to evacuate most United Nations personnel, locally recruited staff members not eligible for the benefits established in the above 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 15 above. Subject to a review of the situation, the bonus may be renewed for further periods of one month.

20. This administrative instruction cancels and supersedes administrative instruction ST/AI/280 and its amendments.

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

(Effective 1 January 1984)

| Country<br>or<br>territory                   | Eligible duty stations   | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|--|--|----------------------------------|-----------|---|
|  |  | 12 months                        | 18 months |   |
| AFGHANISTAN                                  | Kabul  | X                                | -         | X                                       |
| ANGOLA                                       | Luanda, Sumbe (N'Gunza)  | X                                | -         | X                                       |
| BAHRAIN                                      | Boodaya, Muhurraq,<br>Jedhafs, Manama  | -                                | X         | -                                       |
| BANGLADESH                                   | Barisal, Bogra,<br>Chittagong, Comilla,<br>Ghorasal, Jessore,<br>Kaptai, Khulna, Rangpur,<br>Rangamati, Sylhet | X                                | -         | X                                       |
|  | Dacca  | -                                | X         | X                                       |
| BELAU,<br>REPUBLIC OF<br>(formerly<br>Palau) | Koror  | -                                | X **      | X                                       |
| BELIZE                                       | Belmopan   | -                                | -         | X                                       |
| BENIN  | Bodjekali,<br>Cotonou/Porto-Novo   | -                                | X         | X                                       |
|  | Bohican, Malanville,<br>Natatingou, Parakou  | X                                | -         | X                                       |

\* Change effective as from 1 July 1983.

\*\* Change effective as from 1 January 1984.

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| Country<br>or<br>territory                | Eligible duty stations   | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|---|--|----------------------------------|-----------|---|
|   |  | 12 months                        | 18 months |   |
| BHUTAN                                    | Carglung, Damphu,<br>Deothang, Kanglung, Paro,<br>Pelela, Phuntsholing,<br>Samchi, Wangdiphodrang                              | X                                | -         | X                                       |
|   | Gedu   | X *                              | -         | X *                                     |
|   | Thimpu   | X                                | -         | -                                       |
| BOLIVIA                                   | Cobija, Oruro, Potosi,<br>Sucre, Trinidad  | -                                | X         | X                                       |
|   | Cochabamba, La Paz,<br>Santa Cruz  | -                                | X **      | -                                       |
|   | Tarija   | -                                | -         | X                                       |
| BOTSWANA                                  | Francistown, Gaborone  | -                                | -         | X                                       |
|   | Ghanzi, Maun,<br>Selebepikwe, Serowe   | -                                | X         | X                                       |
| BRAZIL                                    | Aracaju, Belem, Itajai,<br>Juiz de Fora, Manaus,<br>Passo Fundo, Piracicaba,<br>Porto Alegre, Sao Jose<br>dos Campos, Sao Luis | -                                | -         | X                                       |
|   | Santarem   | -                                | X         | X                                       |
| BURKINA FASO<br>(formerly<br>Upper Volta) | Banfora, Bobo-Dioulasso,<br>Dedougou, Fada N'Gourma,<br>Ouahigouya   | X                                | -         | -                                       |
|   | Koudougou  | X **                             | -         | X **                                    |
|   | Koupela  | X *                              | -         | X *                                     |
|   | Ouagadougou  | -                                | X         | -                                       |
|   | Diebougou, Dori,<br>Gaoua, Tenkodogo,<br>Vallee du Sourou  | X                                | -         | X                                       |

| Country<br>or<br>territory  | Eligible duty stations  | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|-----------------------------|---|----------------------------------|-----------|---|
|                             |   | 12 months                        | 18 months |   |
| BURMA                       | Magwe, Meiktila,<br>Moulmein, Mudon, Pakkoku,<br>Prome, Sagaing, Yezin                      | X                                | -         | X                                       |
|                             | Mandalay, Rangoon, Syriam   | -                                | X         | X                                       |
| BURUNDI                     | Bujumbura   | X                                | -         | -                                       |
|                             | Gitega, Muramvya,<br>Muyinga, Ngozi   | X                                | -         | X                                       |
| CAMEROON                    | Bamenda, Bouea,<br>Garoua, Maroua   | -                                | -         | X                                       |
|                             | Ekona   | X                                | -         | X                                       |
|                             | Kousseri  | -                                | X         | X                                       |
| CAPE VERDE                  | Espargos, Mindelo,<br>Praia, Sal Island   | X                                | -         | X                                       |
| CENTRAL AFRICAN<br>REPUBLIC | Bambari, Bamingui,<br>Berberati, Bossangoa/<br>Soumbe, Bouar, Bozoum,<br>Ippy, NDélé, Sibut | X                                | -         | X                                       |
|                             | Bangui  | -                                | X         | X                                       |
| CHAD                        | Abeche, Kelo, Mongo,<br>Moundou, N'Djamena, Sarh  | X                                | -         | X                                       |
| CHILE                       | Arica   | -                                | -         | X                                       |
| CHINA                       | Beijing   | -                                | -         | X                                       |
|                             | Tianjin   | X                                | -         | X                                       |
| COMOROS                     | Anjouan, Grande Comore,<br>Moheli   | X                                | -         | X                                       |

| Country<br>or<br>territory                     | Eligible duty stations   | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|--|--|----------------------------------|-----------|---|
|  |  | 12 months                        | 18 months |   |
| CONGO  | Brazzaville, Djoumouna   | -                                | X **      | X **                                    |
|  | Madingou (Owendo, Sibiti)  | X                                | -         | X **                                    |
|  | Pointe Noire   | X **                             | -         | X **                                    |
|  | Impfondo, Ouessou  | X *                              | -         | X *                                     |
|  | Djambala, Kinkala,<br>Loubomo, Mossendjo   | X                                | -         | X                                       |
| COOK ISLAND                                    | Atiu, Mangaia  | X                                | -         | -                                       |
|  | Aitutaki, Maihiki,<br>Mauke, Mitiaro, Nassau,<br>Penrhyn, Pukapuka,<br>Rakamanga | X                                | -         | X                                       |
| DEMOCRATIC<br>PEOPLE'S<br>REPUBLIC OF<br>KOREA | Pyongyang  | X                                | -         | X                                       |
| DEMOCRATIC<br>YEMEN                            | Aden, Beihan, Dar Saad,<br>El-kod, Giar, Lahej,<br>Saber, Seiyun                 | X                                | -         | X                                       |
|  | Nishtun  | X **                             | -         | X **                                    |
| DJIBOUTI                                       | Dikhil   | X *                              | -         | -                                       |
|  | Djibouti   | X                                | -         | -                                       |
| ECUADOR  | Ambato, Riobamba   | -                                | -         | X *                                     |
| EGYPT  | Baharreya Oases  | X                                | -         | X                                       |
|  | El Arish, El Qusayr  | -                                | X **      | X                                       |
|  | Naway Village  | -                                | X **      | X **                                    |
|  | Ismailia   | -                                | -         | X **                                    |
|  |  |                                  |           | /...                                    |



| Country<br>or<br>territory | Eligible duty stations   | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|----------------------------|--|----------------------------------|-----------|---|
|                            |  | 12 months                        | 18 months |   |
| EL SALVADOR                | La Union, Puerto El Triunfo,<br>Sonsonate  | X *                              | -         | -                                       |
|                            | San Salvador   | X                                | -         | -                                       |
| EQUATORIAL<br>GUINEA       | Bata, Malabo   | X                                | -         | X                                       |
| ETHIOPIA                   | Addis Ababa  | -                                | X **      | -                                       |
|                            | Asmara, Bahir Dar, Bako,<br>Buna Bedele, Dessie,<br>Gondar, Harar, Jimma,<br>Kobo, Melka Werer, Mettu,<br>Nazareth, Nekempt, Robi,<br>Wondogenet | X                                | -         | X                                       |
| FIJI                       | Lautoka  | -                                | -         | X                                       |
|                            | Suva   | -                                | -         | X **                                    |
| GABON                      | Essassa, Franceville-Oyem,<br>Lebamba, N'Toum-Lambarene,<br>Port Gentil  | X                                | -         | X                                       |
| GAMBIA                     | Banjul   | -                                | X         | X                                       |
|                            | Farafeni, Mansakonko   | X                                | -         | X                                       |
| GAZA                       | Gaza Town  | -                                | -         | X                                       |
| GHANA                      | Accra  | X **                             | -         | -                                       |
|                            | Akosombo, Akwatia,<br>Bolgatanga, Cape Coast,<br>Deboasi, Dunkwa, Elmina,<br>Kumasi, Navrongo, Prestea,<br>Sekondi, Takoradi, Tamale,<br>Tarkwa  | X **                             | -         | X                                       |
|                            | Tema   | X *                              | -         | -                                       |

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| Country<br>or<br>territory | Eligible duty stations   | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|----------------------------|--|----------------------------------|-----------|---|
|                            |  | 12 months                        | 18 months |   |
| GRENADA                    | St. George's   | X **                             | -         | -                                       |
| GUATEMALA                  | Guatemala City   | X **                             | -         | -                                       |
| GUINEA                     | Conakry  | X                                | -         | -                                       |
|                            | Boke, Foulaya, Kindia,<br>Pita   | X                                | -         | X                                       |
| GUINEA-BISSAU              | Bafata, Bissau   | X                                | -         | X                                       |
| GUYANA                     | Georgetown   | X                                | -         | -                                       |
| HAITI                      | Camp-Perrin, Chardonnières,<br>Limbe, Pont-Sonde   | -                                | -         | X                                       |
| HONDURAS                   | San Marcos   | X                                | -         | X                                       |
| INDIA                      | Anand, Bhopal, Cochin,<br>Dehra Dun, India-Pakistan<br>Peacekeeping Mission in<br>Srinagar, Solan, Trivandrum  | -                                | -         | X                                       |
|                            | Bhubaneswar, Erode, Nagpur,<br>Raipur, Uijain, Visakhapatnam   | -                                | X         | X                                       |
| INDONESIA                  | Ambon (Maluku), Bandung,<br>Bogor, Bukittinggi, Curug,<br>Denpasar, Jepara,<br>Kendari (South Kendari,<br>Lainea + Tinanggea Districts),<br>Malang, Manado, Padang,<br>Palembang, Semarang, Solo,<br>Subawa, Tanjung-Karang,<br>Teluk-Betung, Ujung Pandang,<br>Yogyakarta | -                                | -         | X                                       |

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

| Country<br>or<br>territory | Eligible duty stations  | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|----------------------------|---|----------------------------------|-----------|---|
|                            |   | 12 months                        | 18 months |   |
| LEBANON                    | Beirut, Tripoli   | X                                | -         | X                                       |
|                            | Nakura (Naqoura) <u>1/</u>  |                                  |           |   |
|                            | Tel-Amara   | X                                | -         | -                                       |
| LESOTHO                    | Leribe, Maseru,<br>Mohale's Hoek                                      | -                                | -         | X                                       |
| LIBERIA                    | Gbarnga, Suakoko  | -                                | X         | X                                       |
|                            | Gbedin Nima County,<br>Saniquellie                                    | -                                | -         | X                                       |
|                            | Harper/Maryland County,<br>Monrovia                                   | X                                | -         | -                                       |
| LIBYAN ARAB<br>JAMAHIRIYA  | Benghazi, El Marj,<br>Jebel El-Akhdar,<br>Misurata, Sirte,<br>Tripoli | -                                | X         | X                                       |
|                            | Kufra, Sebha  | X                                | -         | X                                       |
| MADAGASCAR                 | Ambatondrazaka (Lac<br>Alaotra), Ambovombe/<br>Fort-Dauphin           | -                                | X         | X                                       |
|                            | Antananarivo, Nosy-Be   | -                                | -         | X                                       |
| MALAWI                     | Blantyre  | -                                | -         | X **                                    |
|                            | Lilongwe, Mzuzu, Zomba  | -                                | -         | X                                       |

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

| Country<br>or<br>territory | Eligible duty stations  | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|----------------------------|---|----------------------------------|-----------|---|
|                            |   | 12 months                        | 18 months |   |
| MALAYSIA                   | Alor Setar,<br>Besut (Trengganu),<br>Port Kelang, Sandakan,<br>Sepilok (Sabah), Terolak | -                                | -         | X                                       |
| MALDIVES                   | Feridhoo, Malé  | X                                | -         | X                                       |
| MALI                       | Bamako  | -                                | X         | -                                       |
|                            | Gao, Kayes, Mopti,<br>Nara-Est (Sokolo),<br>Segou, Sikasso                              | X                                | -         | X                                       |
| MAURITANIA                 | Kaedi, Kiffa,<br>Nouadhibou, Selibaby   | X                                | -         | X                                       |
|                            | Nouakchott  | -                                | X         | -                                       |
| MONGOLIA                   | Ulan Bator  | X                                | -         | X                                       |
| MONTSERRAT                 | Plymouth  | -                                | -         | X                                       |
| MOROCCO                    | Azilal, Er-Rachidia,<br>Zagora  | -                                | X         | X                                       |
|                            | Ouarzazate  | -                                | -         | X                                       |
| MOZAMBIQUE                 | Beira, Nampula,<br>Quelimane, Umbeluzi  | X                                | -         | X                                       |
|                            | Pemba, Ulongwe  | X **                             | -         | X                                       |
|                            | Chokwe, Inhanbane,<br>Marromeu, Songo   | X *                              | -         | X *                                     |
|                            | Maputo  | -                                | X         | X                                       |

| Country<br>or<br>territory | Eligible duty stations  | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|----------------------------|---|----------------------------------|-----------|---|
|                            |   | 12 months                        | 18 months |   |
| NEPAL                      | Bhairawa, Biratnagar,<br>Damauli-Tanahu, Ilam,<br>Lamidanda, Malangawa,<br>Nepalganj, Phidim, Pokhra,<br>Silgarhi-Doti, Surkhet                 | X                                | -         | X                                       |
|                            | Kathmandu   | -                                | X         | X                                       |
|                            | Tamghas   | X *                              | -         | X *                                     |
| NETHERLANDS<br>ANTILLES    | Aruba, Bonaire, Curaçao,<br>Saba, St. Eustatius   | -                                | -         | X                                       |
| NIGER                      | Dosso, Maradi,<br>Tahoua, Zinder  | X                                | -         | X                                       |
|                            | Niamey  | -                                | X         | X                                       |
| NIGERIA                    | Akure (Ondo State), Baga,<br>Epe, Ikot Abasi, Lagos,<br>Oron (Cross River State),<br>Oshogbo, Port Harcourt<br>(Alu, Onne, Rumuotemi),<br>Zaria | X                                | -         | X                                       |
|                            | Auchi, Bauchi, Benin<br>City (Koko, Ogheye),<br>Ibadan, Jos/Vom, Kaduna,<br>Kano, Minna (Niger State)   | -                                | X         | X                                       |
|                            | Calabar, Ngala, Sokoto  | X                                | -         | -                                       |
|                            | Ile-Ife, Maiduguri  | -                                | X         | -                                       |
| NIUE                       | Alofi   | -                                | X         | X                                       |
| OMAN                       | Muscat  | -                                | X         | X                                       |

| Country<br>or<br>territory | Eligible duty stations   | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|----------------------------|--|----------------------------------|-----------|---|
|                            |  | 12 months                        | 18 months |   |
| PAKISTAN                   | Abbotabad, Bahadurnagar,<br>Dokri, Hyderabad,<br>Peshawar/North West<br>Frontier Province  | X **                             | -         | X                                       |
|                            | Azad Kashmir/Muzaffarabad,<br>Dera Ishmail Khan, Gilgit,<br>Multan, Quetta   | X                                | -         | X                                       |
|                            | Okara, Tando Jam   | -                                | X         | X                                       |
|                            | Tarbela  | -                                | -         | X                                       |
| PAPUA NEW<br>GUINEA        | Aitape, Alotau, Angoram,<br>Baimuru, Bainyik, Balimo,<br>Bensbach, Kavieng,<br>Kitori, Kiunga, Lae,<br>Lake Murray, Madang,<br>Popondetta, Rabaul, Tari,<br>Wabo, Wau, Wewak | -                                | X         | X                                       |
|                            | Ambunti  | X                                | -         | X                                       |
|                            | Goroka, Mount Hagen  | -                                | X **      | X **                                    |
|                            | Port Moresby   | X **                             | -         | X **                                    |
|                            |  |                                  |           |   |
| PERU                       | Huamachuco   | X                                | -         | X                                       |
|                            | Iquitos  | -                                | X         | -                                       |
|                            | Moyobamba, Pucallpa  | -                                | X         | X                                       |
| PHILIPPINES                | Albay, Davao City,<br>Guinobatan, Legaspi City,<br>Zamboanga   | -                                | -         | X                                       |
| QATAR                      | Doha   | -                                | X         | X                                       |
| RWANDA                     | Butare, Gisenye,<br>Ruhengeri  | X                                | -         | X                                       |
|                            | Kigali   | -                                | X         | X                                       |

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| Country<br>or<br>territory | Eligible duty stations   | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|----------------------------|--|----------------------------------|-----------|---|
|                            |  | 12 months                        | 18 months |   |
| SAMOA                      | Apia   | -                                | -         | X                                       |
| SAO TOME AND<br>PRINCIPE   | Sao Tome   | X                                | -         | X                                       |
| SAUDI ARABIA               | Abha, Al Hofuf,<br>Al-Jouf, Hakma/Wadi Jizan,<br>Najran, Qasim, Tabarjal,<br>Wadi Dawassir                   | X                                | -         | X                                       |
|                            | Dammam, Dhahran,<br>Jeddah, Riyadh   | -                                | X         | X                                       |
|                            | Taif   | -                                | X **      | X                                       |
| SENEGAL                    | Bakel, Linguere, Louga,<br>Matam, Nianga/Guede,<br>Richard Toll  | X                                | -         | X                                       |
|                            | Kaolack  | X **                             | -         | X **                                    |
|                            | Fanaye   | -                                | -         | X                                       |
|                            | Fatik, M'Bour  | X                                | -         | -                                       |
|                            | Nioro du Rip   | X **                             | -         | X                                       |
| SIERRA LEONE               | Bunumbu  | X                                | -         | X                                       |
|                            | Freetown, Rokupr   | -                                | -         | X                                       |
|                            | Makeni, Mattru-Jong  | -                                | X         | X                                       |
| SOLOMON<br>ISLANDS         | Honiara  | -                                | -         | X                                       |
| SOMALIA                    | Afgoi, Belet Uen, Burao,<br>Gedo Region, Hargeisa,<br>Kisimaio, Merca,<br>Mogadiscio, Qoryoley,<br>Shalambot | X                                | -         | X                                       |



| Country<br>or<br>territory           | Eligible duty stations   | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|--------------------------------------|--|----------------------------------|-----------|---|
|                                      |  | 12 months                        | 18 months |   |
| SRI LANKA                            | Aralanganwila, Uda Walawe  | X **                             | -         | X                                       |
|                                      | Colombo, Kandy   | -                                | X **      | -                                       |
|                                      | Anuradhapura, Bandarawela,<br>Kalutara, Maha Illuppallama,<br>Minneriya, Pulmoddai   | -                                | -         | X                                       |
| ST. VINCENT<br>AND THE<br>GRENADINES | Kingstown  | -                                | -         | X                                       |
| SUDAN                                | Atbara, Bakht-er-Ruda,<br>Bilinyan (including Mafao),<br>Bor, El Fasher, El Geneina,<br>El Obeid, Gedaref, Halima,<br>Juba, Kadugli, Kost,<br>Malakal, Marial Bai,<br>Maridi, Mohamed Gol,<br>Nyala, Panyagor,<br>Port Sudan, Sennar,<br>Wad Medani, Wau, Yambio | X                                | -         | X                                       |
|                                      | Khartoum   | X                                | -         | -                                       |
| SURINAME                             | Paramaribo   | -                                | -         | X                                       |
| SWAZILAND                            | Luyengo, Malkerns,<br>Manzini, Mbabane   | -                                | -         | X                                       |
| SYRIAN ARAB<br>REPUBLIC              | Aleppo, Damascus, Raqqa  | -                                | -         | X **                                    |
|                                      | Dara'a, Idleb, Jableh,<br>Kadmus   | -                                | -         | X *                                     |

| Country<br>or<br>territory                   | Eligible duty stations   | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|--|--|----------------------------------|-----------|---|
|  |  | 12 months                        | 18 months |   |
| THAILAND                                     | Aranyaprathet, Ban Kaeng,<br>Bangsaen, Chantaburi,<br>Chiang Mai, Hat Yai,<br>Kalasin, Korat Chonuri, Nan,<br>Nongkhai, Phanat Nikhom,<br>Phuket, Songkhla, Surin,<br>Trad, Ubon | -                                | -         | X                                       |
| TOGO   | Atakpame, Kpalime  | -                                | -         | X                                       |
|  | Dapaon (Dapaong<br>or Dapongo)   | X                                | -         | X                                       |
|  | Lama Kara  | X **                             | -         | X                                       |
| TONGA  | Nuku Alofa   | -                                | X **      | X                                       |
| TRUST TERRITORY<br>OF THE PACIFIC<br>ISLANDS | Kosrae (Lelu), Majuro,<br>Ponape, Saipan   | -                                | X **      | X **                                    |
|  | Truk, Yap  | X *                              | -         | X *                                     |
| TUNISIA                                      | Beja, Bizerte, Gabes,<br>Medenine, Sidi Bouzid,<br>Soliman   | -                                | -         | X                                       |
| TURKEY                                       | Adana, Cankiri, Corum  | -                                | -         | X                                       |
|  | Ankara   | -                                | X         | -                                       |
| TUVALU                                       | Funafuti   | -                                | X         | X                                       |
| UGANDA                                       | Entebbe, Kampala, Masaka,<br>Mbale, Moroto, Soroti   | X                                | -         | X                                       |
|  | Masindi  | X *                              | -         | X *                                     |

| Country<br>or<br>territory        | Eligible duty stations   | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|-----------------------------------|--|----------------------------------|-----------|---|
|                                   |  | 12 months                        | 18 months |   |
| UNITED ARAB<br>EMIRATES           | Abu Dhabi, Dubai   | -                                | X         | -                                       |
|                                   | Al-Ain, Digdaga,<br>Khorfakkan, Sharjah,<br>Um Al Qaiwain  | -                                | X         | X                                       |
| UNITED<br>REPUBLIC OF<br>TANZANIA | Babati, Kigoma, Mafinga,<br>Mbeya, Rukwa, Shinyanga,<br>Soliway Village, Songea,<br>Sumbawanga, Tunduru,<br>Zanzibar | X                                | -         | X                                       |
|                                   | Dodoma   | -                                | X         | -                                       |
|                                   | Iringa, Mlingano, Mtwara,<br>Mwanza, Tabora, Tanga   | -                                | X         | X                                       |
|                                   | Morogoro   | -                                | -         | X                                       |
| VANUATU                           | Santo  | -                                | X **      | X **                                    |
| VIET NAM                          | Ban Me Thuot, Ben Tre,<br>Can Tho  | X *                              | -         | X *                                     |
|                                   | Haiphong, Hanoi,<br>Ho-Chi-Minh-Ville,<br>Nha Trang  | X                                | -         | X                                       |
| YEMEN                             | Hodeidah, Ta'izz   | X                                | -         | -                                       |
|                                   | Sana'a   | -                                | X         | -                                       |
|                                   | Zabid  | X                                | -         | X                                       |

| Country<br>or<br>territory | Eligible duty stations   | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|----------------------------|--|----------------------------------|-----------|---|
|                            |  | 12 months                        | 18 months |   |
| ZAIRE                      | Aru, Boma (Bas-Zaire),<br>Bukavu, Goma, Kananga,<br>Kikwit, Kisangani,<br>Likasi, Lisala,<br>Lubumbashi, Mbanza-Ngungu,<br>Mbuji-Mayi, Moanda,<br>Yangambi | X                                | -         | X                                       |
|                            | Kinshasa   | X **                             | -         | X                                       |
|                            | Kolo-Fuma  | X *                              | -         | X *                                     |
| ZAMBIA                     | Balmoral, Chilanga   | X *                              | -         | X *                                     |
|                            | Chapula, Kabwe, Kitwe,<br>N'Dola   | X                                | -         | -                                       |
|                            | Chipata, Kasama,<br>Mazabuka, Mbala,<br>Mongu, Msekera   | X                                | -         | X                                       |
|                            | Lusaka/Mount Makulu  | X **                             | -         | X **                                    |

Annex II

## DESIGNATED DUTY STATIONS FOR PAYMENT OF FINANCIAL INCENTIVE

(Effective 1 January 1984)

| Country or territory                      | Eligible duty stations  | Financial incentive |
|---|---|---------------------|
| AFGHANISTAN                               | Kabul   | X **                |
| ANGOLA                                    | Luanda, Sumbe (N'Gunza)   | X                   |
| BENIN                                     | Bohican, Malanville,<br>Natatingou, Parakou   | X                   |
| BHUTAN                                    | Carglung, Damphu, Deothang,<br>Kanglung, Paro, Pelela,<br>Phuntsholing, Samchi,<br>Thimpu, Wangdiphodrang | X                   |
|   | Gedu  | X *                 |
| BURKINA FASO<br>(formerly<br>Upper Volta) | Ouahigouya  | X                   |
| BURMA                                     | Magwe, Mandalay, Meiktila,<br>Moulmein, Mudon, Pakkoku,<br>Prome, Sagaing, Syriam,<br>Yezin               | X                   |
| CENTRAL AFRICAN REPUBLIC                  | Bamingui, Berberati, Bozoum,<br>Ippy, NDélé, Sibut  | X                   |

\* Change effective as from 1 July 1983.

\*\* Change effective as from 1 January 1984.

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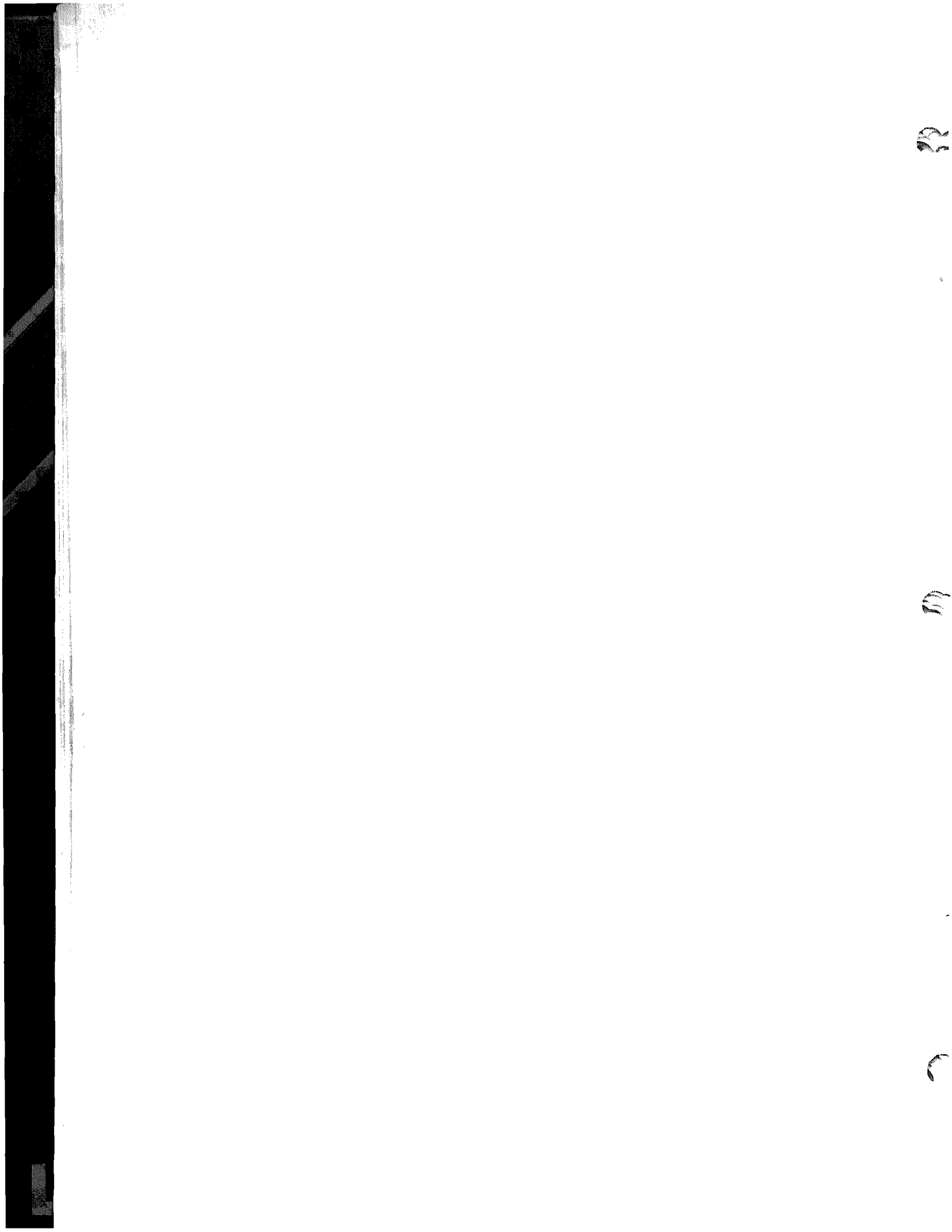
| Country or territory                     | Eligible duty stations   | Financial incentive |
|--|--|---------------------|
| CHAD                                     | Abeche, Kelo, Mongo,<br>Moundou, N'Djamena,<br>Sarh  | X                   |
| CHINA                                    | Tianjin  | X                   |
| COMOROS                                  | Moheli   | X                   |
| DEMOCRATIC PEOPLE'S<br>REPUBLIC OF KOREA | Pyongyang  | X                   |
| DEMOCRATIC YEMEN                         | Beihan, Lahej, Saber,<br>Seiyun  | X                   |
|  | Nishtun  | X **                |
| EGYPT                                    | Baharreya Oases  | X **                |
| EQUATORIAL GUINEA                        | Bata, Malabo   | X                   |
| ETHIOPIA                                 | Asmara, Bahir Dar, Bako,<br>Buna Bedele, Dessie,<br>Gondar, Harar, Jimma,<br>Kobo, Mettu, Nekempt,<br>Robi, Wondogenet | X                   |
| GUINEA                                   | Foulaya, Kindia  | X                   |
| GUINEA-BISSAU                            | Bafata, Bissau   | X                   |
| LAO PEOPLE'S<br>DEMOCRATIC REPUBLIC      | Pakse, Savannakhet,<br>Vientiane   | X                   |

| Country or territory   | Eligible duty stations  | Financial incentive |
|------------------------|---|---------------------|
| LIBERIA                | Gbarnga   | X **                |
|                        | Suakoko   | X                   |
| LIBYAN ARAB JAMAHIRIYA | Kufra, Sebha  | X                   |
| MALDIVES               | Feridhoo  | X                   |
| MALI                   | Gao, Kayes  | X                   |
|                        | Nara-Est (Sokolo)   | X **                |
| MAURITANIA             | Kaedi, Kiffa,<br>Nouadhibou, Selibaby   | X                   |
| MOROCCO                | Zagora  | X                   |
| MOZAMBIQUE             | Chokwe, Inhanbane,<br>Marromeu, Songo   | X *                 |
|                        | Quelimane, Ulongwe  | X **                |
|                        | Umbeluzi  | X                   |
| NEPAL                  | Bhairawa, Biratnagar,<br>Damauli-Tanahu, Lamidanda,<br>Malangawa, Nepalganj,<br>Phidim, Silgarhi-Doti,<br>Surkhet | X                   |
|                        | Tamghas   | X *                 |
| NIGER                  | Dosso, Maradi, Tahoua,<br>Zinder  | X                   |

| Country or territory  | Eligible duty stations  | Financial incentive |
|-----------------------|---|---------------------|
| NIGERIA               | Auchi, Epe, Ikot Abasi,<br>Lagos, Oron (Cross River<br>State), Port Harcourt<br>(Alu, Onne, Rumuotemi)  | X                   |
| PAKISTAN              | Dokri, Peshawar/North West<br>Frontier Province, Quetta   | X **                |
|                       | Gilgit  | X                   |
| PAPUA NEW GUINEA      | Ambunti   | X                   |
| PERU                  | Iquitos, Moyobamba,<br>Pucallpa   | X                   |
| SAO TOME AND PRINCIPE | Sao Tome  | X                   |
| SAUDI ARABIA          | Al Hofuf, Al-Jouf,<br>Hakma/Wadi Jizan,<br>Najran, Qasim, Tabarjal,<br>Wadi Dawassir  | X                   |
| SENEGAL               | Bakel, Nianga/Guede,<br>Richard Toll  | X                   |
| SUDAN                 | Atbara, Bakhta-er-Ruda,<br>Bilinyan (including Mafao),<br>Bor, El Fasher, El Geneina,<br>El Obeid, Gedaref, Halima,<br>Juba, Kadugli, Kost,<br>Malakal, Marial Bai,<br>Maridi, Mohamed Gol, Nyala,<br>Panyagor, Port Sudan,<br>Sennar, Wad Medani, Wau,<br>Yambio | X                   |



| Country or territory | Eligible duty stations                              | Financial incentive |
|----------------------|---|---------------------|
| UGANDA               | Entebbe, Kampala, Masaka,<br>Mbale, Moroto, Soroti  | X                   |
|                      | Masindi   | X *                 |
| VIET NAM             | Ban Me Thuot, Ben Tre,<br>Can Tho                   | X *                 |
|                      | Haiphong, Hanoi,<br>Ho-Chi-Minh-Ville,<br>Nha Trang | X                   |
| YEMEN                | Hodeidah, Zabid                                     | X                   |
| ZAIRE                | Lisala, Yangambi                                    | X                   |



Annex III

## RESERVE LIST

| Country<br>or<br>territory  | Eligible duty stations            | Accelerated home<br>leave travel |           | Additional<br>education<br>grant travel |
|-----------------------------|-----------------------------------|----------------------------------|-----------|---|
|                             |                                   | 12 months                        | 18 months |   |
| CENTRAL AFRICAN<br>REPUBLIC | Grimari, Paoula                   | X                                | -         | X                                       |
| FIJI                        | Dreketi                           | -                                | X         | X                                       |
|                             | Labasa                            | -                                | -         | X                                       |
| MALAWI                      | Domasi, Monkey Bay,<br>Nkhata Bay | -                                | -         | X                                       |
| MOZAMBIQUE                  | Mocuba, Maubasa,<br>Namaacha      | X                                | -         | X                                       |
| NIGERIA                     | New Bussa                         | -                                | X         | -                                       |

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