**Danger Pay**

**Definition**

1. Danger Pay is “a special allowance established for internationally and locally-recruited staff who are required to work in locations where very dangerous conditions prevail, comprising the following:
2. Duty stations where United Nations staff, owing to the very fact of their association with, or employment by, an organization of the United Nations common system, are clearly, persistently and directly targeted or where premises are clearly, persistently and directly targeted, thus presenting an imminent and constant threat to staff and activities;
3. Duty stations where United Nations staff or premises are at high risk of becoming collateral damage in a war or active armed conflict;
4. Non-protected environments where medical staff are specifically at risk to their life when deployed to deal with public health emergencies as declared by the World Health Organization.”

**Governance**

1. The Chairman of the International Civil Service Commission (ICSC) is responsible for approving Danger Pay and promulgating the list of designated Danger Pay duty stations. The list is updated every three months, and can be found at the [ICSC website](https://icsc.un.org/Home/DangerPay).
2. Designation of Danger Pay duty stations is made by the Chairman of the ICSC following recommendations by the United Nations Department of Safety and Security (DSS) for locations described in paragraphs 1a) and 1b) above. For locations meeting the criteria of 1c), the recommendations to the ICSC Chairman are made by the Director-General of the World Health Organization.

**Eligibility and Duration**

1. Danger Pay is paid for all the days that the staff member is physically present in the designated Danger Pay duty station, regardless of whether the staff member is required to report to duty at a UN office.
2. Danger Pay is not payable for days spent away from the duty station on any type of leave, or on telecommuting except when staff members are requested by the office to telecommute from a location outside the duty station due to unavoidable circumstances such as footprint reduction or delay in visa issuance; and telecommuting from a location which is also eligible for Danger Pay. Such arrangements should be restricted to the shortest duration possible.
3. Danger Pay is normally granted for periods of up to three consecutive months. Its application is lifted by the Chairman of the ICSC when dangerous conditions are deemed to have abated.

**Payment Modalities and Amounts**

1. Danger Pay is paid as a monthly sum to all staff members, irrespective of the actual number of days in the month. It is paid when the staff member completes a full month in the designated duty station, with exceptions and conditions specified below.

**Internationally Recruited Staff Members**

1. The monthly amount of Danger Pay applicable to internationally recruited staff members is available at the [ICSC website](https://icsc.un.org/Home/DangerPay). Danger Pay is payable for time away from the duty station on rest and recuperation (R&R) travel (i.e., for seven consecutive calendar days of authorized leave, which includes travel time). Danger Pay is also payable for time away from the designated duty station on official duty travel up to a maximum of seven consecutive calendar days including weekends and holidays falling during that period.

1. For periods of less than a month, the amount of Danger Pay is prorated on the basis of 365 days (i.e., the daily rate, which is calculated by dividing the annual amount (the monthly amount x 12) by 365 days, is multiplied by the actual number of days spent at the designated duty station).

**Locally Recruited Staff Members**

1. Danger Pay is payable irrespective of whether the staff concerned are required to report to duty. Staff members on parental, annual, or sick leave continue to be eligible for danger pay for as long as staff members remain in the designated duty station and for time away from the designated duty station on official duty travel up to a maximum of seven consecutive calendar days including weekends and holidays falling during that period.
2. The monthly amount payable for locally recruited staff members is set by the ICSC for each eligible duty station based on 30 percent of the midpoint of the respective General Service scale in effect in a reference year available at the [ICSC website](https://icsc.un.org/Home/DangerPay) (excluding Long Service or Longevity steps) divided by 12. For absences from the designated duty station as detailed in paragraph 10, Danger Pay is prorated. The daily rate is calculated by dividing the relevant annual amount by 365. If staff members are on official duty travel to another duty station that qualifies for Danger Pay, they will receive Danger Pay at the rate applicable to:
3. Locally recruited staff members at the duty station to which they have traveled, if the destination is located within the country of their duty station; or
4. Internationally recruited staff members if the destination is located outside the country of their duty station.