**Night Differential**

1. The purpose of the night differential is to compensate staff members performing nighttime duty functions.

**Hours of Night-Time Duty**

2. For staff members stationed in:

1. **Headquarters** duty stations, night-time duty hours are between 6:00 pm and 9:30 a.m.

1. **Non-headquarters** duty stations, night-time duty hours are established by the Resident Representatives (RR), following interagency consultation.

**Eligibility**

3. Locally recruited General Service (GS) staff members with Permanent or Fixed-Term appointments governed by the UN Staff Regulations and Staff Rules, other than watchmen, assigned to night-time duty.

**Exclusions**

1. Night differential is not paid for any part of the tour of duty that begins shortly before the commencement of the established workday (e.g., drivers starting earlier to pick up staff members; cleaners coming to work earlier for cleaning, etc.).

1. No night differential is paid for any part of the tour of duty that begins between 6:00 a.m. and 9:30 a.m. in the case of Headquarters duty stations.

1. Night differential payment is not taken into account in determining the following entitlements, where applicable:

* + 1. Pensionable remuneration (night differential is not pensionable), contributions to and benefits payable by the United Nations Joint Staff Pension Fund (UNJSPF), e.g., retirement benefits, surviving dependent(s) benefits

* + 1. Compensation for service-incurred illness, injury, or death

* + 1. Special post allowance (SPA)

* + 1. Insurance premiums

* + 1. Separation payments, e.g., commutation of annual leave, death benefit, termination indemnity, etc.

* + 1. Grade and step on promotion from the General Service to the Professional category

**Relationship with Overtime**

1. A staff member whose regular work hours entitle him or her to receive night differential and who works overtime during hours for which night differential is payable, receives both night differential and overtime compensation for such overtime worked.

1. Staff members who are not entitled to the night differential receive only overtime compensation for such overtime worked.

**Payment Amount**

9. Night differential is normally established as a percentage of the staff member’s total net salary plus, if applicable, language allowance. In the case of:

1. Staff members stationed in headquarters duty stations, the rate is 10 percent of the total net salary plus, if applicable, language allowance

1. Staff members stationed in non-headquarters duty stations, the rate is established locally by the RR, following interagency consultation

**Calculation**

1. Payment is reconciled to the nearest hour and work periods of less than one half-hour are not taken into consideration.

1. When staff members take annual or sick leave and during the preceding six-month period they are compensated by night differential for:

* 1. **120 hours or more**, the average amount of night differential received by staff members during the six months immediately preceding the period in which they take annual or sick leave is reflected in the emoluments they receive during the leave period

* 1. **Less than 120 hours**, no night differential is paid.