**Elements of Remuneration**

# Internationally Recruited Staff Members

1. The remuneration of internationally recruited staff members comprises of all or several of the following elements.

1. Base salary

1. Post adjustment

1. Rental subsidy/deduction scheme

1. Mobility and hardship allowance

1. Allowances relating to the family status of the staff member

1. One-time allowances relating to appointment, assignment, reassignment, or separation, such as:

* 1. Assignment grant
  2. Repatriation grant
  3. Termination indemnity

iv) Commutation of annual leave

1. *Ad hoc* allowances relating to unique situations, such as:

* 1. Danger Pay
  2. Extended monthly evacuation allowance
  3. Special operations living allowance
  4. Hardship Allowance

# Deductions

2. Deductions are made from a staff member’s salary, at the end of each month, for the following:

1. Staff assessment

1. Contributions to the United Nations Joint Pension Fund (UNJSPF)

1. Rental deductions

1. Medical and dental insurance premiums

1. Group life insurance premiums

1. Indebtedness to UNDP
2. Payment to the United Nations Federal Credit Union (UNFCU)

1. Contributions to the Local Staff Association or the Staff Council

# Locally Recruited Staff Members

3. The remuneration of locally recruited staff members comprises of all or several of the following elements:

1. Base salary

1. Allowances relating to the family status of the staff member

1. One-time allowances relating to appointment, assignment, reassignment and separation, such as:

* 1. Termination indemnity
  2. Commutation of annual leave

1. *Ad hoc* allowances relating to unique situations, such as, danger pay.

# Deductions

4. Deductions are made from a staff member’s salary, at the end of each month, for the following:

1. Staff assessment

1. Contributions to the United Nations Joint Pension Fund (UNJSPF)

1. Medical and dental insurance premiums

1. Group life insurance premiums

1. Indebtedness to UNDP

1. Payment to the United Nations Federal Credit Union (UNFCU)

1. Contributions to the Local Staff Association or the Staff Council

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