World Bank Group Directive

Staff Rule 6.28 - Hazard and Fragility Pay (HFP)

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July 1, 2019

Content
This Directive, Staff Rule 6.28, "Hazard and Fragility Pay (HFP)," (hereinafter Rule) sets forth rules governing the non-pensionable compensation premium provided by the World Bank Group to extend assistance to eligible Staff Members indefinitely based in a country office designated as a Fragile and Conflict Affected Situation (FCS).

Applicable to
IBRD, IDA, IFC, MIGA, ICSID

Issuer
World Bank Group Human Resources Vice President, HRDVP; MIGA Executive Vice President and Chief Executive Officer, MIGEX; IFC Chief Executive Officer, IFCEO

Sponsor
Director, Employment Policy, Compensation, and Systems, HRDCP; Director, World Bank Client Services, HRDCS; Director, IFC Human Resource Department, CHRDR
SECTION I – PURPOSE AND APPLICATION

1.01 This Directive, "Staff Rule 6.28, Hazard and Fragility Pay (HFP)," (hereinafter Rule) sets forth rules governing the non-pensionable compensation premium provided by the World Bank Group to extend assistance to eligible Staff Members indefinitely based in a country office designated as a Fragile and Conflict Affected Situation (FCS).

1.02 This Rule applies to the Institutions of the World Bank Group.

SECTION II – DEFINITIONS

2.01 Capitalized terms in this Rule have the meanings ascribed to them in Staff Rule 1.01, "General Provisions," and as follows:

a. **Country Office Appointed Staff Member**: refers to an eligible Staff Member defined under paragraph 3.01 of this Rule.

b. **FCS**: Fragile and Conflict Affected Situation

c. **Fragile and Conflict Affected Situations (FCS) Location**: is identified in the annual "Harmonized List of Fragile Situations" published by the World Bank Group, which can be found online at http://myHR/.

d. **Hazardous FCS Location**: refers to duty stations designated by the United Nations as eligible for "Danger Pay."

e. **HFP**: Hazard and Fragility Pay

f. **IBRD**: International Bank for Reconstruction and Development.

\( g. \) **ICSID**: International Centre for Settlement of Investment Disputes.

h. **IDA**: International Development Association.

i. **IFC**: International Finance Corporation.

j. **MIGA**: Multilateral Investment Guarantee Agency.

k. **Staff**: means persons holding an appointment under Staff Rule 4.01, "Appointment."

l. **World Bank Group** or **WBG**: The common name used for concurrent identification of all the WBG Institutions.

m. **WBG Institution** or **Institutions**: Any one of the International Bank for Reconstruction and Development (IBRD), the International Development Association (IDA), International Finance Corporation (IFC), Multilateral Investment Guarantee Agency (MIGA), and International Centre for Settlement of Investment Disputes (ICSID).
SECTION III – SCOPE

03. Eligibility

3.01 A Country Office Appointed Staff Member is eligible to receive the HFP if s/he (a) holds a Term, Local Staff Regular, Open-Ended, Extended Term Consultant or Extended Term Temporary Appointment; (b) is in a location classified as an FCS Location; and (c) is paid in the salary scale of the country office.

3.02 Country Office Appointed Staff Members are not eligible for the HFP for the duration of the following events:

a. Staff Members inactive in payroll: Staff on Leave without Pay (LWoP) or External Service without Pay (ESWoP).

b. Staff Members on External Service with Pay (ESWP) outside the FCS Location.

c. Staff Members telecommuting outside the Duty Station Area, including those working from another FCS Location.

d. Staff Members outside the Duty Station Area due to evacuation as defined in BPS1.06-DIR.102, "Emergency Relocation and Evacuation."

e. Staff Members outside the duty station on a Temporary Assignment.

f. Staff Members outside the duty station on Short Term Assignment or Development Assignment.

3.03 In the case of Bank/Bank couples, both Country Office Appointed Staff Members, unless ineligible under paragraph 3.02 of this Rule, are eligible to receive the HFP.

04. Calculation and Provision of the Premium

4.01 For Staff Members with a Term, Local Regular, Open-Ended Appointment, Extended Term Consultant or Extended Term Temporary, the HFP is calculated based on a percentage of the grade GE midpoint of the country office salary scale. If the Extended Term Consultant or Extended Term Temporary is paid on the gross salary scale of the country office, the grade GE midpoint of the country office gross salary scale will be used.

4.02 The HFP in FCS Locations is 15% of the local grade GE midpoint. The current list of eligible FCS Locations corresponding amounts can be accessed online at http://myHR/.

4.03 The HFP is non-pensionable and is paid through payroll on a semi-monthly basis.

4.04 Effective from July 1, 2018, the effective date of the HFP is July 1 of a fiscal year unless the effective date of the World Bank Group "Harmonized List of Fragile Situations" for that fiscal year is different, in which case the effective date of the HFP will be the effective date of the World Bank Group "Harmonized List of Fragile Situations."
At the beginning of each fiscal year, eligibility for the HFP may change under that fiscal year's World Bank Group "Harmonized List of Fragile Situations." In the event a duty station that had been classified as an FCS Location in the previous fiscal year is not classified as such in the subsequent fiscal year, the HFP ceases at the end of the first quarter following the update of the World Bank Group "Harmonized List of Fragile Situations." In most cases this date will be September 30.

**SECTION IV – EXCEPTION**

Exceptions to paragraph 3.02 of this Rule can be authorized by the Director, Employment Policy, Compensation, and Systems, in consultation with the Director, World Bank Client Services (for Bank/MIGA Staff), or the Director, IFC Human Resource Department (for IFC Staff).

**SECTION V – WAIVER**

The Issuers, or their designees, may waive any provision of this Rule (other than the list of countries used to establish eligibility), with respect to their Staff Members, with advice from the World Bank Group Human Resources Vice President.

**SECTION VI – OTHER PROVISIONS**

The Issuers may consider the addition of countries to the lists used to establish eligibility for Hazard and Fragility Pay through the recommendations of a governance body composed of the OPCS VP, GGTVP, World Bank Group Human Resources Vice President, BPSVP and the IFC VP of Corporate Strategy and Resources, in consultation with the Chief of Security.

As nomenclature for committee titles, position titles, or office titles stated in this Directive change after this Directive's issue date, this Directive is understood to apply to the successor equivalent titles.

**SECTION VII – TEMPORARY PROVISIONS**

A Staff Member will continue to receive the HFP at 25% of the local GC midpoint if the following conditions are met:

a. S/he was eligible to receive the HFP for a Hazardous FCS Location in FY19.

b. The applicable FCS Location would have remained designated on July 1, 2019, as Hazardous as defined in this Rule effective until June 30, 2019.

c. The HFP amount at 25% of the local GC midpoint is greater than the amount which s/he would receive under paragraph 4.02 of this Rule.

If the Staff Member ceases to be eligible for the HFP, the Hazardous designation is removed from consideration for the FCS Location, or the amount the Staff Member is being paid becomes lower than the amount which s/he would receive under paragraph 4.02 of this Rule, this provision will no longer apply.
SECTION VIII – EFFECTIVE DATE

This Directive is effective as of the date on its cover page.

SECTION IX – ISSUER

The Issuers of this Directive are:

World Bank Group Human Resources Vice President, HRDVP
IFC Chief Executive Officer, IFCEO
MIGA Executive Vice President and CEO, MIGEX

SECTION X – SPONSOR

The Sponsors of this Directive are:

Director, Employment Policy, Compensation, and Systems, HRDPC
Director, IFC Human Resource Department, CHRDR
Director, World Bank Client Services, HRDCS

SECTION XI – RELATED DOCUMENTS

Staff Rule 6.25 - Global Mobility Support for Indefinite Assignments

Questions regarding this Directive should be addressed to the Sponsor.