World Bank Group Directive

Staff Rule 6.28 - Hazard and Fragility Pay (HFP)

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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
Vice President, HRDVP; Executive Vice President, MIGEX; Chief Executive Officer, IFCEO

Sponsor
Director, HRDCP; Director, HRDCS; Director, CHRDR
SECTION I – PURPOSE AND APPLICATION

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

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

SECTION II – DEFINITIONS

2.01 As used in this Directive, the capitalized terms and acronyms have the meaning set out (a) World Bank Group Directive: Staff Rule 1.01, General Provisions, or (b) below:

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

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 [here](#).

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 is eligible to receive 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 are not eligible for HFP for the duration of the following events:

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

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

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

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

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

f. Staff 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, unless ineligible under paragraph 3.02 of this Directive, are eligible to receive HFP.

3.04 If the World Bank Group FCS classification is updated for the relevant fiscal year on or before July 1, Staff in a country newly classified as FCS become eligible for HFP on July 1 of the fiscal year for which the classification is updated. In the event that the WBG FCS classification is updated during the fiscal year, Staff in a country newly classified as an FCS location become eligible for HFP on the first day of the month after the month in which the FCS classification is published.

3.05 If the World Bank Group FCS classification is updated for the relevant fiscal year on or before July 1, Staff in a country no longer classified as an FCS location cease to be eligible for HFP on December 31 of that fiscal year. If the WBG FCS classification is updated during the fiscal year, Staff in a country removed from the FCS classification continue to be eligible to receive HFP six months after the FCS classification update. The six-month period commences on the first day of the month after the month in which the FCS classification is published and it terminates the last day of the sixth month after the month in which the FCS classification is published.
04. Calculation and Provision of the Premium

4.01 For Staff with a Term, Local Regular, Open-Ended Appointment, Extended Term Consultant or Extended Term Temporary, 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 HFP in FCS Locations is 15% of the local grade GE midpoint.

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

SECTION IV – EXCEPTION

Exceptions to paragraph 3.02 of this Directive may be granted 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 Resources Department (for IFC Staff).

SECTION V – WAIVER

The Issuers, or their designees, may waive any provision of this Directive (other than the list of countries used to establish eligibility), with respect to their Staff, 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

1. A Staff continue to receive HFP at 25% of the local GC midpoint if the following conditions are met:
   
a. S/he was eligible to receive 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 Directive effective until June 30, 2019.

c. The HFP amount at 25% of the local GC midpoint is greater than the amount which they would receive under paragraph 4.02 of this Directive.
2. If the Staff ceases to be eligible for HFP, the Hazardous designation is removed from consideration for the FCS Location, or the amount the Staff is being paid becomes lower than the amount which they would receive under paragraph 4.02 of this Directive, this provision no longer applies.

3. In FY20, staff eligible to receive HFP in FCS locations which have been removed from the FY19 FCS classification continue to receive HFP until August 31, 2020.

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 as stated on the cover page.

SECTION X – SPONSOR

The Sponsors of this Directive are as stated on the cover page.

SECTION XI – RELATED DOCUMENTS

Staff Rule 6.25 - Global Mobility Support for Indefinite Assignments

Questions regarding this Directive should be addressed to the Sponsor.