Directive

Staff Rule 6.28 - Hazard and Fragility Pay (HFP)

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July 1, 2018

Content
This Directive, Staff Rule 6.28, "Hazard and Fragility Pay (HFP)," (hereinafter Rule) outlines the non-pensionable compensation premium provided by the World Bank Group to extend reasonable 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, HR Compensation and Performance, HRDCP; Director, IBRD/MIGA 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) outlines the non-pensionable compensation premium provided by the World Bank Group to extend reasonable 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. **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 on myHR.

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

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 or a Hazardous 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 or Hazardous FCS Location.

c. Staff Members telecommuting outside the Duty Station Area, including those working from another FCS Location or Hazardous 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 GC 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 GC midpoint of the country office gross salary scale will be used.

4.02 The HFP in FCS Locations is 15% of the local grade GC midpoint; the HFP in Hazardous FCS Locations is 25% of the local grade GC midpoint. The current list of eligible FCS Locations and Hazardous FCS Locations and corresponding amounts can be accessed on 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.

4.05 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 or a Hazardous FCS Location in the previous fiscal year is not classified as such in the subsequent fiscal year, the HFP ceases (or decreases in percentage in the event of a change in classification from a Hazardous FCS Location to an FCS Location) 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, HR Compensation and Performance, in consultation with the Director, IBRD/MIGA 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, and the designation of countries as a Hazardous FCS Location, 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.

SECTION VII – TEMPORARY PROVISIONS

None

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, HR Compensation and Performance, HRDCP
Director, IFC Human Resource Department, CHRDR
Director, IBRD/MIGA 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.