

INTERNATIONAL CIVIL SERVICE  
COMMISSIONCOMMISSION DE LA FONCTION  
PUBLIQUE INTERNATIONALE10th Floor, Two United Nations Plaza, New York, NY 10017  
Fax (212) 963-0159/963-1717

Office of the Chairman

Bureau du Président

Reference ICSC 32-7

31 December 2020

TO: Directors of Human Resources  
and Staff RepresentativesFROM: Larbi Djacta  
Chairman, International Civil Service Commission

A handwritten signature in black ink, appearing to be in Arabic script, enclosed in a circular scribble.

SUBJECT: **Danger Pay – COVID-19**

Based on the recommendation received from the World Health Organization confirming that the COVID-19 continued to present a health risk to United Nations staff involved in the response and that World Health Organization supported the extension of Danger Pay for the next three months under the same terms, and in line with the established criteria for danger pay, as contained in A/66/30, Annex II, subparagraph 1(c), that danger pay can be authorized in “*non-protected environments where medical staff are specifically at risk to their life when deployed to deal with public health emergencies as declared by the World Health Organization*”, I, therefore, under the authority delegated to my office, approve Danger Pay, effective from 1 January to 31 March 2021 for a limited group of internationally and locally recruited staff directly involved in the following COVID-19 operations:

- provision of clinical care to patients with confirmed/suspected COVID-19;
- actual screening of patients with suspected COVID-19;
- drawing or processing of potentially hazardous specimens related to COVID-19; and
- handling hazardous or potentially hazardous samples taken at a lab or screening facility.

As a matter of clarification, the four criteria listed above each provide a basis for Danger Pay – COVID-19 on their own merit.

The COVID-19 related danger pay will be reviewed on or before 31 March 2021, to coincide with the established quarterly cycle when all danger pay locations will be updated. The organizations are hereby reminded to continue to carefully record and monitor the danger pay expenditures related to COVID-19 separately from other danger pay expenditures to facilitate better financial planning and budgeting, and to use the specific template sent by the ICSC Human Resources Policies Division for reporting back to the ICSC.

Please rest assured that my office stands ready to support the organizations in the delivery of their mandates and in their duty of care towards the staff of the United Nations common system. Together with the World Health Organization, we will continue to monitor the situation and provide updated information as necessary.