**Currency of Payments**

**Internationally Recruited Staff Members**

1. **USA and Switzerland**. The salary and allowances of all internationally recruited staff members with appointments governed by the UN Staff Regulations and Staff Rules whose official duty station is located in New York or elsewhere in the United States of America, and in Geneva, shall be paid entirely in the currency of their duty station.

1. **Outside USA and Switzerland.** At all other duty stations, internationally recruited staff members with appointments governed by the UN Staff Regulations and Staff Rules have the option of receiving payment of salaries and allowances in not more than two currencies, i.e., that of the duty station and a single other currency of the staff member’s choice. Net salary and allowances may be apportioned in 5 percent increments, e.g., 0/100, 5/95, 10/90, etc.

1. Upon appointment, reassignment, or a change in currency distribution, staff members must complete a Salary Distribution Request and send the request to the HR Specialist in OHR Copenhagen serving the duty station or organizational unit.

**Locally Recruited Staff Members**

1. At all duty stations, the salary and allowances of locally recruited staff members with appointments governed by the UN Staff Regulations and Staff Rules shall be paid in the currency of the duty station, unless special measures allowing total or partial payment in hard currency have been implemented in accordance with the applicable methodology of the International Civil Service Commission (ICSC) for non-Headquarters duty stations. There are some countries where the salary scale is in US$ but disbursements are made in local currency due to the legal requirements of that country. However, this is exceptional.