

# Chapter 4 Overseas hardship posts

## Part 1 General

### 4.1.1 Introduction

- (1) Employees serving on long-term posting or short-term duty at certain overseas posts experience disabilities or hardships beyond those covered by the normal overseas conditions of service package. At these posts, a special conditions of service package has been determined to alleviate the additional difficulties that are likely to be experienced.
- (2) This Part:
  - (a) describes the method of determining hardship post conditions; and
  - (b) introduces the key conditions of service; and
  - (c) specifies the authorised conditions for the hardship posts.

### 4.1.2 Purpose

- (1) The purpose of this Chapter is to supplement the normal overseas package by specifically addressing hardships arising from difficult living conditions at certain posts. In this context, hardship means a significant adverse affect on the lifestyle or welfare of employees and families as a result of living conditions at the posting locality as compared to those applying in Australia.
- (2) Various practical measures are considered when creating a conditions package for a hardship post. The final measure is to provide monetary compensation for residual difficulties that cannot be alleviated by other means — including adverse climate, isolation, lack of medical facilities, presence of disease, civil unrest, absence of normal facilities, restriction on movement and local leave problems.

### 4.1.3 Assessment of hardship

- (1) The hardship package aims to compensate personnel for difficult living conditions at certain overseas posts. The level of hardship allowance will be determined by the hardship post grades as supplied by the data service provider. The post rankings are developed using numerical scores and weights for a range of elements. Eight main items are considered:
  - (a) climate – based on a climate comparison between the posting locality, Australian localities, natural disasters and air pollution at the posting locality; and
  - (b) health – taking into account the quality and availability of health care for expatriates; and
  - (c) language and culture – based on a comparison of the first and second languages spoken in the posting locality and Australia; and
  - (d) goods and services – assesses the quality and availability of goods and services for expatriates; and
  - (e) isolation – both internal and external, covering distance between the posting locality and Australia, frequency and reliability of external air travel, standard of internal transport and communications; and

- (f) social network and leisure – looks at areas relating to an expatriate family’s management of its free time, news, media, the expatriate community and recreational facilities; and
- (g) housing utilities and education – assesses the quality and availability of housing suitable for expatriates, as well as the availability of international schools, the curriculum taught, the language of instruction and the age range of suitable education; and
- (h) personal security and socio-economic tensions – assesses criminal activity in the context of personal safety and socio-political tensions.

*Note:* Security is an important factor. A location allowance does not compensate for any perceived danger, it compensates for difficulties. Obviously a dangerous location provides more difficulties and restrictions on personal freedom, and therefore would merit a higher location ranking score. However, security is addressed separately. In other words, the post may need to arrange border fencing, security guards and a chauffeur. The location allowance will reflect that to live in such a way is restrictive and unpleasant. It is not danger money.

- (2) Localities overseas are ranked according to six hardship post grades that are reviewed annually by the data service provider. The categories range from A (the least difficult) to F (the most difficult).

#### **4.1.4 Hardship grades reviewed annually**

The package for posting localities can vary considerably during postings as a result of the annual review conducted by the data service provider.

#### **4.1.5 Summary of hardship post conditions**

- (1) The conditions of service applying to hardship posts overseas are summarised in Annex 4.A at the end of this Chapter. Further detailed information relating to each of these conditions can be found in the following provisions of this Chapter:
  - (a) hardship allowance — Part 2;
  - (b) assisted leave travel — Part 3;
  - (c) excess baggage charges on assisted leave travel — clause 4.3.9;
  - (d) additional annual leave — Part 4;
  - (e) other conditions of service relating to difficulties at posts — Part 5.
- (2) Other overseas conditions of service include components which may be relevant to employees at hardship posts, as follows:

<b>Reference</b>	<b>Conditions of service</b>
Clauses 2.3.4-6	Equipment allowance for special clothing, travel equipment and increased wear and tear
Clause 3.2.16	Assisted leave travel to Australia on extension of posting
Clause 3.5.14	Remission of rent and utilities contribution for substandard accommodation
Clause 3.5.15	Remission of rent and utilities contribution during short-term hardship
Part 6 of Chapter 3	Overseas living allowance for additional costs of service overseas, such as assistance with holidays and communications
Clause 3.7.3	Household maintenance and assistance
Clauses 3.7.5-9	Club membership costs
Clause 3.7.10	Special clothing requirements, for example to comply with religious custom or law
Part 8 of Chapter 3	Education assistance
Part 9 of Chapter 3	Assistance with health services
Part 14 of Chapter 3	Loss or damage to possessions overseas



## Part 2                      Hardship allowance

### 4.2.1      Period of duty

- (1) In this Part, the *period of duty*, for an employee, is the period beginning on the day the employee starts duty at a locality and ending on the day employee finishes duty at the locality.
- (2) An employee is taken to start duty on the day the employee arrives at the locality, if that day is a local weekend day or public holiday and the employee starts duty on the next working day.
- (3) An employee is taken to finish duty on the day the employee departs from the locality, if that day is a local weekend day or public holiday and the employee finishes duty on the immediately preceding working day.

### 4.2.2      Allowance payable during period of duty and in other circumstances

- (1) If a hardship post grade is mentioned in column 5 of Part 1 of Annex 4.A for a posting locality mentioned in column 1, an employee who is required to perform duty at the locality is entitled to hardship allowance for any period of duty or leave at or in relation to the locality which confers an entitlement to overseas living allowance.
- (2) If a hardship post grade is mentioned in column 5 of Part 1 or column 3 of Part 2 of Annex 4.A for a locality mentioned in column 1 of Part 1 or 2 of Annex 4.A, an employee on short-term duty at the locality is entitled to hardship allowance for any period of duty at the locality of 28 days or more.
- (3) The rate of allowance payable under this clause is the rate for the hardship post grade of the employee's locality and status as an accompanied or unaccompanied employee, as mentioned in column 2 or 3 of the following table.
- (4) An accompanied employee who:
  - (a) performs short-term duty at a locality specified in Annex 4.A; and
  - (b) is not accompanied by the employee's spouse at the locality,
 is taken to be an unaccompanied employee for payment of hardship allowance for the locality.

Column 1	Column 2	Column 3
Hardship post grade	Rate AUD a year	
	Unaccompanied employee	Accompanied employee
F	19,214	32,039
E	15,371	25,631
D	10,371	17,631
C	7,781	13,226
B	Nil	Nil
A	Nil	Nil

#### **4.2.3 Dual entitlement**

If both an employee and the employee's spouse would, but for this clause, be entitled to hardship allowance under this Determination or another Act for the same locality and period, and the employee is entitled only to cost of living adjustment under clause 3.6.13, the employee is not entitled to hardship allowance.

#### **4.2.4 No entitlement to allowance for more than one locality**

If, but for this clause, an employee would be entitled to hardship allowance for more than one locality, the employee is entitled to hardship allowance for only the locality at which the higher or highest rate of allowance is payable.

#### **4.2.5 Entitlement during absences from locality**

- (1) This clause applies to an employee who is entitled to hardship allowance for a locality, if the employee is temporarily absent from the locality on duty or annual leave, or the period of duty finishes.
- (2) An employee who is on long-term posting is entitled to hardship allowance for the first 28 days of a temporary absence.
- (3) An employee who is on short-term duty is not entitled to hardship allowance during a temporary absence.
- (4) For an employee who has a period of unused leave after ceasing a long-term posting at the locality, the Secretary may authorise payment of an amount of hardship allowance for the period under clause 3.6.20 as if a reference in that clause to overseas living allowance were a reference to hardship allowance.
- (5) In subclause (4):  
*period of unused leave* has the meaning given by clause 3.6.20.

#### **4.2.6 Allowance not payable**

Hardship allowance is not payable for a day on which the employee is:

- (a) not entitled to salary; or
- (b) absent from the locality for which the allowance is paid, except as provided under clause 4.2.5; or
- (c) entitled to operational support allowance.

## Part 3 Assisted leave travel

### 4.3.1 Purpose

The purposes of this Part are:

- (a) to allow employees and dependants living at a hardship post to obtain respite from the environment or access to suitable health and shopping facilities that are not available at the post; and
- (b) at certain isolated posts where adequate holiday opportunities are not available, to allow travel to a suitable leave centre that can be located either in or outside the country of posting.

### 4.3.2 Definitions

In this Part and Annex 4.A:

*Australia* means the State or Territory capital city in Australia (other than Hobart or Darwin) with the lowest *allowable travel cost* from an employee's posting locality at the time of the employee's travel.

*regional leave centre* means Australia or London.

*relief centre* means a leave centre mentioned in column 3 of Part 1 of Annex 4.A, other than a regional leave centre.

### 4.3.3 Employee this Part applies to

- (1) This Part applies to an employee who:
  - (a) is on long-term posting at a locality mentioned in Part 1 of Annex 4.A; and
  - (b) is granted a reasonable period of annual leave (including any combination of public holidays and additional annual leave authorised under Part 4 of this Chapter); and
  - (c) undertakes return travel to another country in conjunction with the leave.
- (2) Assisted leave travel is not available during periods of duty or personal leave.
- (3) This Part also applies to reimbursement of an employee for travel by a dependant as if the dependant were the employee. However, the dependant is not required to travel with the employee or during the employee's annual leave.

### 4.3.4 Assisted leave travel

The employee is entitled to be reimbursed an amount equal to the lesser of:

- (a) the cost incurred by the employee for the return travel; and
- (b) the *allowable travel cost* for return air travel by the employee to a leave centre mentioned in column 3 of Part 1 of Annex 4.A for the employee's posting locality.

#### **4.3.5 Limit on entitlement during ordinary period of posting**

- (1) The maximum reimbursement that can be paid during the ordinary period of posting is the sum of the allowable travel costs for travel to the leave centres specified for the posting locality, for the number of trips mentioned for each leave centre in column 3 of Part 1 of Annex 4.A.
- (2) For the purpose of assessing the sum of the costs mentioned in subclause (1), the allowable travel cost for return travel by an employee is taken to be the allowable travel cost applicable at the same time as the travel for which the employee is reimbursed under clause 4.3.4.
- (3) The sum of the costs is modified for shorter or longer periods of posting under clauses 4.3.12 and 4.3.13, respectively.

#### **4.3.6 Employee may choose sequence of assisted leave fares**

The employee may choose in writing the sequence in which assisted leave travel is taken to the leave centres provided for the posting locality in Part 1 of Annex 4.A.

#### **4.3.7 Offset of assisted leave travel entitlements**

- (1) The employee may travel to destinations in another country which meet the purpose for which assisted leave travel is provided.
- (2) The employee may use the value of an assisted leave fare to purchase air fares (including package deals) from any source, to the maximum of the number of trips and limit of reimbursement under this Part.
- (3) In any case, the amount for which the employee is reimbursed must not be more than the allowable travel cost.
- (4) For reimbursement under this clause, the employee must present written evidence that they travelled to another country. This could include the exit stamp in a passport, an airline boarding pass, or advice in writing from a travel agent. An air ticket is not sufficient.

#### **4.3.8 Reimbursement in advance of travel**

If reimbursement for any assisted leave travel is made in advance of the travel, the employee must present written evidence, within two weeks of returning to duty, that they travelled to another country for the approved period of leave. Otherwise, the full amount becomes repayable to the Commonwealth. It is not necessary to establish the actual destination, mode of travel or amount of expenditure.

#### **4.3.9 Excess baggage**

- (1) The purpose of this clause is to enable essential items of shopping to be transported from certain leave centres back to the posting locality.
- (2) The employee is also entitled to be reimbursed for the cost of not more than 12 kilograms of excess baggage carried by the employee on the return travel to the posting locality, as set out under 'Excess baggage entitlement' in column 3 of Part 1 of Annex 16.A and in the associated notes to Part 1 of Annex 16.A.

- (3) If the employee:
  - (a) is entitled to be reimbursed under this Part for return air travel in relation to a leave centre; and
  - (b) returns to the posting locality from a locality other than the leave centre; and
  - (c) would have been entitled to be reimbursed for the cost of excess baggage if the employee had returned from the leave centre,the employee is entitled to be reimbursed as if the return travel had been from the leave centre.

#### **4.3.10 Travel by private motor vehicle**

If an employee travels by a motor vehicle owned or hired by the employee, the cost incurred by the employee is taken, for paragraph 4.3.4 (a), to be the sum of:

- (a) the vehicle allowance payable if the vehicle were being used on official business; and
- (b) the cost (if any) of transporting the vehicle and its occupants for part of the travel, but excluding the cost of accommodation and meals.

#### **4.3.11 Designation of alternative leave centre**

- (1) If:
  - (a) the leave centre mentioned for a posting locality is affected by war, civil disorder, natural disaster or other similar event; and
  - (b) the Secretary is satisfied that the leave centre is temporarily unfit for use, the Secretary must substitute, for a specified period not longer than six months, a leave centre that the Secretary considers, having regard to reasonable economy and the facilities at the substituted leave centre, meets as nearly as practicable the purposes for which the leave centre is provided.
- (2) For paragraph (1) (b), the Secretary must have regard to the extent to which the leave centre is intended to provide:
  - (a) relief from difficult climates and environments; and
  - (b) access to adequate medical, hospital and dental services and facilities; and
  - (c) access to facilities for buying household and personal items.

#### **4.3.12 Entitlement if posting shorter than ordinary period**

- (1) If an employee's total period of posting is shorter than the ordinary period of posting, then for all of the leave centres mentioned in column 3 of Part 1 of Annex 4.A opposite the employee's posting locality:
  - (a) all of the numbers of trips mentioned opposite those leave centres are to be added together; and
  - (b) the total number of trips must be reduced by the same proportion as would apply to the actual period of posting compared to the ordinary period of posting; and
  - (c) that total number of trips must be rounded to the nearest whole number.

- (2) If the total number of trips must be reduced under subclause (1), the remaining number of trips is to be allocated as follows:
  - (a) if the ordinary period of posting has been shortened to a total period of posting of less than 12 months — all of the remaining trips are to the relief centres mentioned in the Annex for the locality; and
  - (b) if the ordinary period of posting has been shortened to a total period of posting of 12 months or more and a regional centre is mentioned in the Annex for the locality:
    - (i) one trip is to the regional centre; and
    - (ii) additional trips (if any) are to the relief centres; and
  - (c) if the ordinary period of posting has been reduced to a total period of posting of 12 months or more and a regional centre is not mentioned in the Annex for the locality — all of the remaining trips are to the relief centres.
- (3) An employee's entitlement is not to be reduced by virtue of subclause (1):
  - (a) on termination of the posting by the Secretary; or
  - (b) on termination of the posting by the employee, if the Secretary is satisfied that it is reasonable that subclause (1) should not apply to the employee.
- (4) For paragraph (3) (b), the Secretary must have regard to:
  - (a) the circumstances relating to the employee's termination of the posting; and
  - (b) the duration of the employee's service at the posting locality; and
  - (c) the ordinary period of posting at the locality; and
  - (d) whether the employee has continued to be an employee; and
  - (e) any other factor relevant to the employee's termination of the posting.

#### **4.3.13 Additional entitlement – posting longer than ordinary period**

- (1) If an employee's period of posting is longer than the ordinary period of posting, the number of trips mentioned in column 3 of Part 1 of Annex 4.A for travel to leave centres from the employee's posting locality is taken to be increased, for the employee, by an amount worked out using the formula:

$$\frac{\text{Extra period} \times (1 + \text{Total number of trips})}{\text{Period of posting}}$$

where:

*extra period* means the number of months by which the employee's period of posting is longer than the ordinary period of posting;

*period of posting* means the number of months in the ordinary period of posting.

- (2) An amount worked out under subclause (1) must be rounded to the nearest whole number.
- (3) If the total number of trips to leave centres from an employee's posting locality is taken to be increased under subclause (1) for the employee, the increase must be applied in the following manner to the number of trips mentioned for the leave centres:
  - (a) the first additional trip must be to the regional leave centre; and
  - (b) subsequent additional trips must be to the second leave centre, up to the number of trips mentioned for the leave centre in column 3 of Part 1 of the Annex; and

- (c) subsequent additional trips must be to any further leave centre, up to the number of trips mentioned in column 3 of Part 1 of the Annex for the leave centre; and
- (d) any remainder must be distributed in a similar manner starting again at the first leave centre.

#### **4.3.14 Dual entitlement**

If both an employee and the employee's spouse would, but for this clause, be entitled to be reimbursed for travel under this Part or another Act for the same locality and period, and the employee is entitled only to cost of living adjustment under clause 3.6.13, the employee is not entitled to be reimbursed.

#### **4.3.15 Accommodation during unavoidable stopover**

- (1) This clause applies to an employee if the Secretary is satisfied that a stopover is unavoidable during assisted leave travel to or from the posting locality. However, this clause does not apply to offset travel under clause 4.3.7 to an alternative destination.
- (2) For subclause (1), the Secretary must have regard to:
  - (a) for travel from Australia — advice from Defence Travel Services; and
  - (b) for travel to Australia — advice from the travel agent contracted by the post or, if the post has not contracted a travel agent, from Defence Travel Services.
- (3) The employee and dependants are entitled to be provided with one night's accommodation at the stopover locality.

#### **4.3.16 Pakistan – class of air travel during assisted leave travel**

For clause 4.3.4, the *allowable travel cost* for return air travel between Islamabad and Karachi is the allowable travel cost for the class of air travel next above economy class.

#### **4.3.17 Papua New Guinea – stopover in Port Moresby**

- (1) This clause applies to an employee who is on long-term posting at a locality in Papua New Guinea, other than Port Moresby.
- (2) On return air travel to the posting locality from a leave centre, the employee and dependants are entitled to be provided with one night's accommodation in Port Moresby.



## **Part 4 Additional annual leave**

### **4.4.1 Purpose**

- (1) The purpose of this Part is to enable employees at hardship posts to obtain:
  - (a) respite from the environment; and
  - (b) access to suitable health and shopping facilities.
- (2) This additional annual leave is subject to the same rules on credits and usage as annual leave in clause E12 of the Agreement.

*Note:* Details of the additional annual leave for each posting locality are given in Annex4.A at the end of this Chapter. All proposals about other overseas localities that may attract additional annual leave should be forwarded to Director Service Conditions.

### **4.4.2 Accrual of additional annual leave at hardship posts and elsewhere**

For accrual of additional annual leave by an employee under clause E12 of the Agreement, the following annual rates of leave for the employee's duty overseas are taken to be additional annual leave for the purposes of subparagraph 196 (b) of the Agreement:

- (a) for an employee who is entitled to operational support allowance — the annual rate mentioned in clause 5.1.6; and
- (b) otherwise — the annual rate of extra leave mentioned in Part 1 or 2 of Annex 4.A for the locality where the employee performs duty.



## **Part 5                      Other conditions of service relating to difficulties at posts**

### **4.5.1      Extraordinary costs incurred at posting locality**

- (1) An employee on long-term posting at a locality is entitled to be reimbursed for extraordinary costs incurred by the employee for the procurement of goods and services if:
  - (a) the ordinary arrangements for procuring goods and services at the posting locality are severely disrupted because of war, civil disorder, natural disaster or other similar event; and
  - (b) the employee is unable to leave or is required to remain at the locality; and
  - (c) the Secretary is satisfied that the costs relate to the procurement of goods and services that are essential for the employee to remain at the locality.
- (2) For paragraph (1) (c), the Secretary must have regard to:
  - (a) the nature, duration and impact of the disruption to procurement of goods and services by the employee; and
  - (b) the nature and extent of the extraordinary costs incurred by the employee; and
  - (c) the availability and cost of goods and services from alternative sources of supply; and
  - (d) the allowances otherwise payable to the employee; and
  - (e) the extent to which goods and services are provided to the employee by the Commonwealth; and
  - (f) the nature and extent of any other assistance provided to the employee relevant to the procurement of goods and services by the employee; and
  - (g) any other factor relevant to the extraordinary costs incurred by the employee.

### **4.5.2      Attraction allowance – Papua New Guinea**

An employee on long-term posting in Papua New Guinea is entitled to attraction allowance at the rate of AUD 10,000 a year.



## Annex 4.A Hardship post assistance

### Part 1 Hardship post conditions of service – posting localities

Column 1 Locality	Column 2 Ordinary period of posting (years)	Column 3 ASSISTED LEAVE TRAVEL				Column 4 Extra leave (weeks)	Column 5 Hardship post grade
		Leave centres		Leave interval (mths)	Excess baggage entitlement		
		Regional (no. of trips)	Relief (no. of trips)				
Cambodia	2	Australia 1	Singapore 3	4.8	Yes (Note 1)	2.0	F
Canada – Cold Lake, Alberta	3 (Note 5)	- -	Vancouver 2	8	-	1.0	-
China	2	Australia 1	Singapore 2	6	Regional centre only (Note 2)	2.0	D
Cook Islands	2	Australia 1	Auckland 3	4.8	Regional centre only (Note 2)	2.0	C
East Timor – Dili	2	Australia 2	Singapore Darwin 2	3.4	Regional centre only (Note 2)	2.0	E
East Timor – Elsewhere	2	Australia 2	Singapore Darwin 2	3.4	Regional centre only (Note 2)	2.0	F
Egypt	2	London 1	Rome 2	6	Regional centre only (Note 2)	1.8	D
Fiji	3	Australia 1	Sydney 2	9	Regional centre only (Note 2)	1.6	C
India	2	Australia 1	Singapore 1	8	Yes (Note 1)	2.0	E
Indonesia	2	Australia 1	Singapore 1	8	Regional centre only (Note 2)	1.8	E
Israel	2	London 1	Rome 1	8	Regional centre only (Note 2)	1.6	C
Japan	3	Australia 1	- -	18	Yes (Note 2)	1.6	B
Jordan	2	London 1	Rome 1	8	Regional centre only (Note 2)	2.0	C
Kiribati	2	Australia 1	Sydney Nadi 2 1	4.8	Yes (Note 3)	2.0	D
Korea	2	Australia 1	Singapore 1	8	Regional centre only (Note 2)	2.0	D
Lebanon	2	London 1	Rome 2	6	Regional centre only (Note 2)	2.0	D
Malaysia – Kuala Lumpur	3	Australia 1	Australia 1	12	Regional centre only (Note 2)	1.4	C
Malaysia – Elsewhere	3	Australia 1	Australia 1	12	Regional centre only (Note 2)	1.6	D
Marshall Islands	2	Australia 1	Honolulu 3	4.8	Yes (Note 1)	1.8	E
Micronesia	2	Australia 1	Sydney Guam 1 1	6	Regional centre only (Note 2)	2.0	D
Pakistan	2	Australia 1	Singapore 2	6	Regional centre only (Note 2)	2.0	F
Palau	2	Australia 1	Singapore 3	4.8	Yes (Note 1)	2.0	D
Papua New Guinea	2	Australia 1	Brisbane Cairns 1 2	4.8	Yes (Note 4)	2.0	D
Philippines	2	Australia 1	Singapore 1	8	Regional centre only (Note 2)	2.0	D
Samoa	2	Australia 1	Auckland 1	8	Yes (Note 1)	2.0	D
Saudi Arabia	2	London 1	Rome 3	4.8	Regional centre only (Note 2)	2.0	D
Singapore	3	- -	Perth 1	18	No	1.0	B

## Part 1 Hardship post conditions of service – posting localities contd

Column 1 Locality	Column 2 Ordinary period of posting (years)	Column 3 ASSISTED LEAVE TRAVEL				Column 4 Extra leave (weeks)	Column 5 Hardship post grade
		Leave centres		Leave interval (mths)	Excess baggage entitlement		
		Regional (no. of trips)	Relief (no. of trips)				
Solomon Islands	2	Australia 1	Brisbane 3	4.8	Yes (Note 1)	2.0	E
Syria	2	London 1	Rome 2	6	Yes (Note 1)	2.0	D
Thailand	2	Australia 1	Singapore 1	8	Regional centre only (Note 2)	1.4	C
Tonga	2	Australia 1	Auckland 1	8	Yes (Note 1)	2.0	D
Tuvalu	2	Australia 1	Sydney 3	4.8	Yes (Note 1)	2.0	D
United Arab Emirates	2	London 1	Rome 2	6	No	1.6	C
Vanuatu	2	Australia 1	Brisbane 1	8	Regional centre only (Note 2)	1.6	C
Vietnam	2	Australia 1	Singapore 2	6	Yes (Note 1)	2.0	E

### NOTES TO PART 1:

*Excess baggage – reimbursement for not more than 12 kilograms on assisted leave return air travel to the post (see clause 4.3.9)*

1. Provided on **all** assisted leave return air travel.
2. Provided on each occasion from the **regional leave centre only** during a period of posting.
3. Provided on each occasion from the **regional leave centre**; on **one** occasion from the relief centre of **Sydney**; and on **nil** occasions from the relief centre of **Nadi**, during a period of posting.
4. Provided on each occasion from the **regional leave centre** and on **each occasion** from the relief centre of **Brisbane**; and on **nil** occasions from the relief centre of **Cairns**, during a period of posting.

*Assisted leave travel – other aspects*

5. For the purposes of calculating assisted leave travel for Cold Lake, the ordinary period of posting is based on two years instead of three years.

## Part 2 Hardship post conditions of service – other localities

Column 1 Locality	Column 2 Extra leave (weeks)	Column 3 Hardship post grade
Bahrain	-	C
Belgrade	2.0	E
Brunei	1.6	C
Gaza Strip	1.6	E
Iran	2.0	E
Iraq	-	F
Kuwait	2.0	D
Laos	2.0	E
Nepal	2.0	E
South Africa	1.2	C