

**18.18 FOREIGN SERVICE ALLOWANCE AND
OTHER RELATED ALLOWANCES**

- 18.18.1 The Foreign Service Allowance (FSA) and Other Related Allowances are paid in foreign currency to the home-based staff serving in our diplomatic missions overseas, in addition to their monthly salary, so as to allow them to meet the cost of living and to have a standard of living compatible with their rank in the country of posting. These allowances vary depending upon the grade of the officer and the country of posting and are generally paid in the currency of the country of posting.
- 18.18.2 In the context of this review exercise, the main representations relate to the payment of:
- (i) risk and hardship allowances as a result of the health and security risk associated to hard postings;
 - (ii) salary and other related allowances at the fixed rate of exchange;
 - (iii) foreign service allowance in hard currency such as US Dollar, Euro and British Pound Sterling;
 - (iv) subsistence allowance to spouse and dependent child/children on a *pro-rata* basis;
 - (v) air tickets to dependents (father, mother, brother, sister) of unmarried career diplomats; and
 - (vi) allowance to the accompanying spouse proceeding on posting.
- 18.18.3 Representations have also been received to the effect that:
- (i) school and nursery fees as well as fees of non-academic compulsory subjects like sports and music be refunded *in toto*;
 - (ii) the cost of all medical treatments covered under the guidelines/protocol of the Ministry be refunded at the rate of 100%;
 - (iii) the tour of service in countries considered as hard postings be for a duration of two years; and
 - (iv) the cut-off date of departure/return for spouse and dependent children be reviewed.
- 18.18.4 We have examined all the above proposals, apprised all parties concerned on issues that could not be retained and are making appropriate recommendations for those which are justified.

Foreign Service Allowance and Other Related Allowances

18.18.5 Foreign Service Allowance and Other Related Allowances for each level of operation of the home-based staff posted in overseas missions are being reviewed, based on the submissions made by the Ministry of Foreign Affairs, Regional Integration and International Trade; Ministry of Civil Service and Administrative Reforms; Staff Association; and Diplomatic staff as well as taking into consideration the under-mentioned factors:-

- (a) the relative costliness of a basket of selected goods and services in Mauritius, compared to one in the foreign cities where our embassies are located, as determined by a joint survey carried out by the Statistics Mauritius and this Bureau in August 2015;
- (b) the Mercer's cost of living survey report in relation to the comparative costliness of the cities where our home-based staff are posted;
- (c) the cumulative rate of inflation of the country of posting;
- (d) the relative inconveniences and hardship encountered in some countries of posting;
- (e) the Foreign Service Allowance drawn by the various officers prior to this review;
- (f) the exchange rate obtaining at March 2016; and
- (g) any fluctuation in the exchange rate in the respective countries where our missions are located.

18.18.6 On the basis of the above and the various representations made, we are making appropriate recommendations.

Recommendation 1

18.18.7 We recommend that:

- (i) the quantum of Foreign Service Allowance to be paid to home-based staff at a fixed rate of exchange of the currency of the respective country of posting should be as per data at Annex I to this Chapter;**
- (ii) the rate of exchange as appearing at Annex II of this Chapter should be applicable for the payment of the monthly salary and Other Related Allowances to home-based staff serving in our missions in the currency of the respective country of posting;**
- (iii) where an officer is presently drawing salary, Foreign Service Allowance, Rent and Utilities and Entertainment Allowance, wherever applicable, more than what he would draw in the aggregate with this Report, he should be allowed to retain same on a personal basis up to the time of a new posting. On a new posting, the new recommendations should apply *in toto*.**

Payment of Foreign Service Allowance and Other Related Allowances including monthly salary in US Dollar or Euro or Pound Sterling

18.18.8 Diplomatic Staff of a few missions have represented that the Foreign Service Allowance and Other Related Allowances including monthly salary be paid in US Dollar or Euro or Pound Sterling due to the fact that the cost of living, currency depreciation and vagaries of fluctuations in exchange rate of the currency in these countries have resulted in loss of purchasing power. We have examined this request and are making appropriate provision to this effect.

Recommendation 2

18.18.9 We recommend that in a few countries/cities where there are recurrent fluctuations in the currency, home-based staff should be allowed to earn their Foreign Service Allowance and Other Related Allowances including monthly salary in US Dollar or Euro or Pound Sterling at the prevailing rate of exchange. The decision taken under this recommendation should have the approval of the Foreign Service Committee.

Review of the Foreign Service Allowance

Recommendation 3

18.18.10 We recommend that the Foreign Service Committee should consider reviewing the Foreign Service Allowance of home-based staff posted in overseas missions every two years or whenever there is an emergency in the country of posting, whichever is the earlier.

Rent and Utilities

18.18.11 At present, Ambassadors, High Commissioners and Permanent Representatives are refunded full charges of rent and utilities. Home-based staff serving in our overseas missions are eligible for rent and utilities up to a ceiling set according to broad salary levels in the currency of the country of posting. However, expenditure incurred above the prescribed ceiling of rent and utilities are borne *in toto* by the officer concerned. The acquisition of quarters by Government, wherever feasible for the benefit of home-based staff, remains an open option. We are persuaded that these arrangements are appropriate and are being maintained.

Recommendation 4

18.18.12 We recommend that, pending the acquisition of quarters by Government, wherever feasible:

- (i) full charges of rent and utilities should continue to be paid to Ambassadors, High Commissioners and Permanent Representatives; and**
- (ii) for home-based staff in other grades, rent and utilities should be refunded up to a monthly ceiling according to broad salary levels**

and the currency of the country of posting at a fixed rate of exchange as set out at Annex II to this Chapter.

18.18.13 We also recommend that:

- (i) any expenditure incurred above the prescribed ceiling of rent and utilities as at Annex III to this Chapter should be borne *in toto* by the officer concerned; and**
- (ii) officers reported upon in this review, other than local recruits, occupying their own house, should be paid 80% of the prescribed ceiling as at Annex III to this Chapter .**

18.18.14 The fixed quantum of rent and utilities is meant to allow home-based staff to rent a convenient accommodation in the respective country of posting. Very often, following a new posting or renewal of the lease agreement, there is an increase in the rental charges. In such cases, provision exists for the Supervising Officer of the Ministry of Foreign Affairs, Regional Integration and International Trade to consider reviewing the ceiling of rent and utilities up to a maximum of 30% and be ratified at the subsequent meeting of the FSA.

Recommendation 5

18.18.15 We recommend that the Supervising Officer of the Ministry of Foreign Affairs, Regional Integration and International Trade may, on strong reasonable grounds, revise the ceiling of rent and utilities, subject to a maximum of 30% in urgent cases relating to new posting/renewal of lease agreement of home-based staff.

18.18.16 We also recommend that any decision taken under the above provision should be ratified at the subsequent meeting of the Foreign Service Committee (FSC).

18.18.17 We further recommend that home-based staff should continue to be refunded the rent and utilities up to the monthly ceiling as determined, on an *ad hoc* basis, by the Foreign Service Committee up till the expiry of the lease agreement. However, for subsequent renewal of lease or for new lease, rent and utilities ceiling above the prescribed rates should be sanctioned by the FSC.

Utilities for Staff occupying accommodation provided by the Mission

18.18.18 In certain countries, home-based staff are provided with rent free accommodation in the premises owned by the mission and have only to meet the cost of utilities, comprising electricity, gas, water and telephone facilities.

Recommendation 6

18.18.19 We recommend that home-based staff provided with rent free accommodation be entitled to 20% of the quantum of rent and utilities as specified for their grade as per Annex III to this Chapter, if they have to meet the cost for utilities comprising electricity, gas, water and telephone facilities. In the event any of the utilities mentioned above is provided free of charge along with the accommodation facilities, appropriate deduction should be made to the quantum of 20% for rent and utilities.

Entertainment Allowance

18.18.20 Ambassadors, High Commissioners, Permanent Representatives, Minister Counsellors/Deputy High Commissioners, First Secretaries and Second Secretaries posted in our diplomatic missions are entitled to an entertainment allowance with a view to fostering healthy diplomatic relations and/or reciprocating invitations with foreign diplomats. The quantum of the entertainment allowance is being revised.

Recommendation 7

18.18.21 We recommend that the quantum of Entertainment Allowance payable to home-based staff should be revised as per Annex IV to this Chapter and the quantum reviewed every two years by the Foreign Service Committee.

Children's Education

18.18.22 School fees inclusive of admission fees, contribution to land/building fund, society fees, registration fees and school endowment fund in respect of dependent children of home-based staff posted in our missions, aged between three and 20 years old, who attend school up to secondary education, are refunded at the rate of 80%. We are not bringing any change to this provision.

Recommendation 8

18.18.23 We recommend that for home-based staff posted abroad, school fees should be refunded:

- (i) at the rate of 80% in respect of their dependent children, aged between three and 20 years old, attending pre-primary, primary and secondary schools as well as for children up to three years attending nurseries and day care centres; and**
- (ii) at the rate of 90% for dependent children aged between three to 20 years old attending pre-primary, primary and secondary schools as well as for children up to three years attending nurseries and day care centres in countries where the medium of teaching is neither English nor French and where the children have no alternative than to seek admission in international schools.**

Service Allowance

18.18.24 Ambassadors and/or High Commissioners employed on contractual basis to serve in our missions are paid service allowance equivalent to two months' salary in lieu of gratuity on completion of 12 months' satisfactory service. This provision which is applicable to all contractual employees is appropriate.

Recommendation 9

18.18.25 We recommend the payment of a service allowance equivalent to two months' salary in lieu of gratuity to Ambassadors and/or High Commissioners employed on contractual basis on completion of 12 months' satisfactory service.

Medical Expenses

18.18.26 Presently, home-based staff posted in our missions are refunded medical expenses at the rate of 90% whenever the expenditure is supported by a medical certificate. In case of hospitalisation for surgical intervention, the totality of medical expenses are refunded in respect of the officer, his/her spouse and dependent children aged up to 20 years. We are maintaining the present provisions.

Recommendation 10

18.18.27 We recommend that 90% of medical expenses, should continue to be refunded to home-based staff posted abroad subject to:

- (i) the production of duly signed and certified copies of medical certificates/prescription, invoices and receipts;**
- (ii) the claim being submitted on prescribed form, as determined by the Ministry of Foreign Affairs, Regional Integration and International Trade, duly signed by the officer making the claim and upon the recommendation of the Head of Mission; and**
- (iii) medical bills falling within the Protocol and Guidelines approved by Government.**

18.18.28 We also recommend that in case of hospitalisation for surgical intervention, the totality of medical expenses incurred in respect of the officer, his/her spouse and dependent children aged up to 20 years should be refunded, subject to the conditions set out in the previous paragraph.

18.18.29 We further recommend that the FSC should, without delay, study the introduction of a Health Insurance Scheme in Mauritius to cover all Diplomatic Staff posted in the overseas missions.

Warm Clothing Allowance

18.18.30 Presently, a Warm Clothing Allowance of £ 275 is paid to an officer proceeding to serve in our mission for the first time and on subsequent posting, as well as upon renewal of each tour of service. The same allowance of £ 275 is also paid to his/her spouse and each dependent child aged up to 20 years. In the context of this review exercise, it has been represented to clarify the payment of Warm Clothing Allowance on renewal of contract of employment of Ambassadors/High Commissioners/Trade Advisers for a period of less than three years. We are making appropriate recommendations.

Recommendation 11

18.18.31 We recommend that Warm Clothing Allowance equivalent to £ 275 in the currency of the country of posting should be paid to the officer, his/her spouse and dependent children aged up to 20 years on first posting and on subsequent posting, as well as upon renewal of each tour of service.

Recommendation 12

18.18.32 We also recommend that Warm Clothing Allowance equivalent to £ 275 in the currency of the country of posting should be paid to Ambassadors/High Commissioners/Trade Advisers, his/her spouse and dependent children aged up to 20 years on first posting and upon renewal of contract after a period of three years.

Foreign Service Allowance while on leave

18.18.33 Officers on casual/annual or vacation leave outside the country of posting are paid FSA up to one month, which we are maintaining.

Recommendation 13

18.18.34 We recommend that the FSA, up to one month, should continue to be paid to officers who are on casual/annual or vacation leave outside the country of posting.

Foreign Service Allowance during Study Leave

18.18.35 Married officers posted in our missions and who stay with their family, when sponsored to follow a course of study outside the country of posting, are paid FSA of up to a maximum period of four months.

Recommendation 14

18.18.36 We recommend that for married officers posted in our missions and who have been sponsored to follow a course of study outside the country of posting, the FSA should continue to be paid up to a period of four months, provided the member/s of the family stay(s) in the country of posting.

Transfer Grant

18.18.37 Officers are paid transfer grant equivalent to 5% of the gross annual salary or an amount of £250, whichever is higher, while proceeding to an overseas mission on a first posting or on return from overseas or on transfer from one mission to another.

Recommendation 15

18.18.38 We recommend that officers should continue to be paid transfer grant equivalent to 5% of the gross annual salary or an amount equivalent to £250, whichever is higher, in the currency of the country of posting while proceeding to an overseas mission on a first posting or on return from overseas or on transfer from one mission to another.

Travelling

18.18.39 The home-based staff posted in our missions are entitled to travelling facilities along the same lines as their counterparts serving in Mauritius depending on the monthly salary drawn. We are maintaining this provision.

Recommendation 16

18.18.40 We recommend that:

- (i) the same travelling benefits as granted to officers in Mauritius, payable in foreign currency at a fixed rate of exchange of the currency of the respective country of posting or in the currency of their choice, be applicable to home-based staff posted in our overseas Missions except for those drawing a monthly salary of Rs 110000 and above;**
- (ii) officers drawing a monthly salary of Rs 110000 and above, other than Ambassadors, High Commissioners and Permanent Representatives should, on posting to a mission, be allowed to use the official car and in case no official car is available for this category of officer, incumbent may be allowed to opt for the payment of a car allowance as provided at paragraph 18.2.112, of this Volume (Chapter 18.2); and**
- (iii) Ambassadors, High Commissioners, Permanent Representatives and Officers drawing a monthly salary of Rs 110000 and above, be provided with an official government car and driver to attend official functions, and an official car (without driver) for private trips while on leave in the home country.**

Baggage Allowance

18.18.41 Officers while proceeding to overseas mission on a first posting or on return from overseas or on transfer from one mission to another are paid an all-inclusive amount equivalent to £280 in the currency of the country of posting or

in the currency of their choice as excess air baggage allowance. These officers are also refunded the cost of transportation of either a 20 feet container of personal effects by sea, or the cost of transportation by sea of up to 10 cubic meters, inclusive of packaging and crating of personal effects, not exceeding four tons. However, officers choosing to carry their luggage by air may opt to do so, but the cost would be limited to the cost of transport by sea. Any extra cost is borne by the officer. We are maintaining the existing provisions.

Recommendation 17

18.18.42 We recommend that officers, while proceeding to overseas mission on a first posting or on return from overseas or on transfer from one mission to another, should be paid an all-inclusive amount equivalent to £280 in the currency of the country of posting as excess air baggage allowance. These officers should also be refunded the cost of transportation of either a 20 feet container of personal effects by sea, or the cost of transportation by sea of up to 10 cubic meters, inclusive of packaging and crating of personal effects, not exceeding four tons. However, officers choosing to carry their luggage by air may opt to do so, but the cost would be limited to the cost of transport by sea. Any extra cost should be borne by the officer.

Subsistence Allowance

18.18.43 Home-based staff posted in our missions at short notice are entitled to a Subsistence Allowance for a maximum period of up to one month. However, the beneficiary would not qualify for any other allowance during this period. Management has represented to bring the maximum period for payment of Subsistence Allowance on posting at short notice to 15 days as this practice has substantial cost implications in the Ministry's budget. We are addressing this issue.

Recommendation 18

18.18.44 We recommend the payment of a Subsistence Allowance for a maximum period of up to 15 days to home-based staff posted abroad at short notice. However, the beneficiary would not qualify for any other allowance during this period.

Air Passages and Cut-Off Date of Departure/Return

18.18.45 Air passages are provided to home-based staff, spouse and wholly dependent children up to the age of 20, both on departure and on completion of a tour of service.

18.18.46 The Ministry of Foreign Affairs, Regional Integration and International Trade has submitted for a review of the cut-off date to return within a period of one year on termination/completion of a tour of service in order to benefit from Air Passages which is causing lots of financial implications to the Ministry as

Government funds have to be disbursed so long that the officer and his family stay beyond the termination or expiry of employment.

18.18.47 We have examined this request and are agreeable with the stand of the Ministry for the officer, spouse and dependent children aged up to 20 years to make arrangement to return within a period of six months on termination/completion of the tour of service.

Recommendation 19

18.18.48 We recommend that:

- (i) when an officer is posted in our overseas mission, air passages would be provided to the spouse/children in case they join the officer within a period of six months after the date of departure of the latter; and**
- (ii) the officer should make arrangements to return within a period of six months on termination/completion of the tour of service in order to benefit from air passages.**

18.18.49 The above recommendations should also apply in case of change in posting from one mission to another mission.

Tour of Service

18.18.50 The duration of a tour of service for Diplomatic Staff posted in our missions is normally for a period of three years. As and when necessary, the tour of service is extended for a further period of one year. Staff of the General Services are allowed to serve for only one tour of service but in countries where the conditions of living are difficult, the tour of service may be of a shorter duration.

Recommendation 20

18.18.51 We recommend that a tour of service for Diplomatic Staff posted in our missions should continue to be for a period of three years. However, in exceptional circumstances, the tour of service may be extended for a maximum period of one year.

18.18.52 We also recommend that the Staff of the General Services should serve for only one tour of service and that the tour of service may be of a shorter duration in countries where the conditions of living are difficult.

Consul

18.18.53 Consul is the official representative of the Republic of Mauritius posted in Mumbai, India to provide assistance to the citizens, promote trade and issue visas. He is paid Foreign Service Allowance and Other Related Allowances in the same line as home-based staff posted in our overseas mission at New Delhi.

Recommendation 21

18.18.54 We recommend that the Foreign Service Allowance and Other Related Allowances for Consul should be as set out at Annex V to this Chapter and should be reviewed by the Foreign Service Committee every two years.

Compassionate Passages

18.18.55 Diplomatic staff and officers employed on a contractual basis in our diplomatic missions overseas, are granted one compassionate passage during the tour of service/duration of the contractual employment to all members of the family in the event of the death of the father or mother of either spouse or any child or a close relative (brother or sister of an officer or of the spouse), when the death occurs in Mauritius. This recommendation is appropriate and is maintained.

Recommendation 22

18.18.56 We recommend that diplomatic staff and officers employed on a contractual basis in our diplomatic missions overseas, be granted one compassionate passage during the tour of service/duration of the contractual employment to all members of the family in the event of the death of the father or mother of either spouse or any child or a close relative (brother or sister of an officer or of the spouse), when the death occurs in Mauritius.

18.18.57 We also recommend that:

- (i) where an officer serving in a mission proceeds on approved leave in a country other than Mauritius, i.e. a third country, he should be paid compassionate passage for either the equivalent cost from the country of posting to Mauritius or from the third country to Mauritius, whichever is the lower, or;**
- (ii) where the officer concerned is, at the time of demise of a close relative, on official mission abroad i.e. in a third country, the compassionate passage should be the equivalent cost from the third country to Mauritius and back to country of posting; and**
- (iii) where the officer is already on official mission or on approved leave in Mauritius at the time of the demise of a close relative, no refund of compassionate passage should be made.**

Payment of Air Tickets to Dependents of Unmarried Career Diplomats

18.18.58 Presently, officers of the diplomatic cadre are entitled to payment of air tickets for themselves, spouse and dependent children up to the age of 20 when posted to overseas mission on a tour of service. However, there are several cases whereby unmarried career diplomats are accompanied by their father or mother or brother or sister for personal family commitments such as old aged parents, among others. Request has been made for the payment of air ticket

to dependents of unmarried career diplomats when posted to overseas mission on a tour of service. We are agreeable to this request and recommend accordingly.

Recommendation 23

18.18.59 We recommend that unmarried career diplomats should benefit from payment of a two-way air tickets, either to their father or mother or brother or sister whenever posted to overseas mission on a tour of service.

Foreign Service Committee

18.18.60 In between general reviews, the Foreign Service Committee comprising the Supervising Officer of the Ministry of Civil Service and Administrative Reforms and representatives of the Ministry of Foreign Affairs, Regional Integration and International Trade, the Ministry of Finance and Economic Development (MOFED), Statistics Mauritius and the Pay Research Bureau examines and report on matters related to conditions of service of officers posted in our overseas missions. The Committee may co-opt a representative of the Diplomatic class, whenever necessary. This arrangement is maintained.

Recommendation 24

18.18.61 We recommend that the Foreign Service Committee under the chairmanship of the Supervising Officer of the Ministry of Civil Service and Administrative Reforms and comprising representatives of the Ministry of Foreign Affairs, Regional Integration and International Trade, the Ministry of Finance and Economic Development, Statistics Mauritius, the Pay Research Bureau and a co-opted representative of the Diplomatic Class should continue to examine and report in between general reviews, on matters related to conditions of service of officers posted in our overseas missions, whenever required.

Annex I

FOREIGN SERVICE ALLOWANCE (FSA) PER MONTH (IN FOREIGN CURRENCY)

City	Currency	Ambassador/ High Commissioner/ Permanent Representative	Minister Counsellor/ Deputy High Commissioner	First Secretary	Second Secretary	Attaché	Office Management Executive/ Confidential Secretary	Office Management Assistant/ Executive Officer	Word Processing Operator
Addis Ababa	Birr	29,365	25,866	21,557	14,888	12,598	9,499	8,138	6,998
Antananarivo	Ariary	5,384,936	4,762,560	3,912,369	2,727,371	2,245,845	1,768,091	1,504,760	1,316,661
Beijing	Yuan	38,319	35,036	28,741	20,188	17,027	12,872	11,039	9,536
Berlin	Euro	4,884	4,475	3,671	2,567	2,105	1,654	1,416	1,218
Brussels	Euro	4,799	4,397	3,607	2,522	2,069	1,625	1,391	1,197
Cairo	Egyptian Pound	16,688	14,656	12,023	8,393	6,904	5,439	4,643	4,030
Canberra	Australian Dollar	7,442	6,800	5,585	3,895	3,205	2,509	2,156	1,856
Geneva	Swiss Franc	9,671	8,831	7,235	5,066	4,142	3,271	2,783	2,426
Islamabad	Pakistani Rupee	117,504	103,810	85,336	59,427	49,102	38,588	32,972	28,447
Kuala Lumpur	Malaysian Ringitt	14,302	13,045	10,684	7,547	6,126	4,875	4,088	3,612
London	Pound Sterling	4,001	3,658	2,996	2,093	1,785	1,344	1,149	995
Maputo	MTN	70,757	64,633	53,066	37,008	30,419	23,971	20,409	17,712
Moscow	Russian Rouble	254,606	233,287	192,009	133,638	109,631	86,058	73,784	63,629
New Delhi/ Mumbai	Indian Rupee	111,402	101,845	83,644	58,270	47,938	37,689	32,172	27,945
Paris	Euro	5,532	5,051	4,153	2,898	2,386	1,896	1,601	1,389
Pretoria	Rand	23,909	21,845	17,927	12,504	10,306	8,092	6,904	6,000
Washington/ New York	US Dollar	6,186	5,657	4,640	3,233	2,673	2,092	1,791	1,432

Annex II

CURRENCY AND RATE OF EXCHANGE OF THE COUNTRY OF POSTING

City	Currency	Unit	Rate of Exchange as at 21 March 2016 in Mauritian Rupees (Rs)
Addis Ababa	Birr	1	1.6671
Antananarivo	Ariary	100	1.1183
Beijing	Yuan	1	5.4625
Berlin	Euro	1	40.0722
Brussels	Euro	1	40.0722
Cairo	Egyptian Pound	1	3.9870
Canberra	Australian Dollar	1	26.8217
Geneva	Swiss Franc	1	36.7419
Islamabad	Pakistani Rupee	1	0.3384
Kuala Lumpur	Malaysian Ringgit	1	8.7233
London	Pound Sterling	1	51.5161
Maputo	MZN	1	0.7086
Moscow	Russian Rouble	1	0.5221
New Delhi/Mumbai	Indian Rupee	1	0.5440
Paris	Euro	1	40.0722
Pretoria	Rand	1	2.3205
Washington/New York	US Dollar	1	35.4035

Annex III

CEILING OF RENT AND UTILITIES PER MONTH (IN FOREIGN CURRENCY)

City	Currency	Minister Counsellor/ Deputy High Commissioner/ First Secretary	Second Secretary/ Attaché	Office Management Executive/Confidential Secretary/Executive Officer/Office Management Assistant/ Word Processing Operator
Addis Ababa	Birr	16,511	12,185	11,201
Antananarivo	Ariary	1,723,154	986,895	626,601
Beijing	Yuan	105,941	61,738	39,356
Berlin	Euro	2,534	1,694	1,581
Brussels	Euro	3,332	2,168	1,663
Cairo	Egyptian Pound	4,851	3,136	2,426
Canberra	Australian Dollar	3,358	2,019	1,612
Geneva	Swiss Franc	6,716	4,027	3,224
Islamabad	Pakistani Rupee	82,415	56,938	35,962
Kuala Lumpur	Malaysian Ringitt	5,377	3,358	2,688
London	Pound Sterling	1,880	1,210	1,009
Maputo	MTN	38,095	31,739	20,183
Moscow	Russian Rouble	84,800	56,650	52,793
New Delhi/Mumbai	Indian Rupee	66,677	46,453	29,968
New York	US Dollar	5,495	3,847	2,745
Paris	Euro	3,687	2,256	1,844
Pretoria	Rand	12,123	7,843	5,701
Washington	US Dollar	4,563	2,853	2,281

Annex IV

ENTERTAINMENT ALLOWANCE PER MONTH (IN FOREIGN CURRENCY)

City	Currency	Ambassador/High Commissioner/ Permanent Representative	Minister Counsellor/Deputy High commissioner	First Secretary	Second Secretary
Addis Ababa	Birr	4320	1727	1292	866
Antananarivo	Ariary	755312	301888	227304	151536
Beijing	Yuan	6903	2686	1932	1302
Berlin	Euro	882	359	272	179
Brussels	Euro	764	302	231	149
Cairo	Egyptian Pound	2655	1066	789	533
Canberra	Australian Dollar	1220	487	369	241
Geneva	Swiss Franc	1507	605	451	302
Islamabad	Pakistani Rupee	24149	9707	7339	4853
Kuala Lumpur	Malaysian Ringitt	2388	958	723	472
London	Pound Sterling	595	241	179	118
Maputo	MTN	11711	4736	3552	2368
Moscow	Russian Rouble	29479	11839	8882	5919
New Delhi/Mumbai	Indian Rupee	21423	8523	6391	4264
Paris	Euro	923	364	277	185
Pretoria	Rand	4223	1696	1184	841
Washington/ New York	US Dollar	948	374	287	190

Annex V

ALLOWANCES FOR CONSUL

City	Currency	Foreign Service Allowance (FSA) per month (in Foreign Currency)	Ceiling of Rent and Utilities per month (in Foreign Currency)	Entertainment Allowance per month (in Foreign Currency)
		Consul	Consul	Consul
Mumbai	Indian Rupee	83,644	67,972	6,391
