DEPENDENCY BENEFITS

WHO IS A DEPENDENT?

A dependent is a family member formally recognized by UNOPS as financially dependent on the staff member.

DEPENDENCY BENEFIT PAYMENT MODALITIES AND AMOUNTS

- STAFF IN GENERAL SERVICE CATEGORY

Dependency allowance amounts vary by duty station (please refer to the local GS salary scale of the specific location). In some country offices, there is a limit of six children in respect of whom the allowance may be paid.

- STAFF IN PROFESSIONAL CATEGORY AND ABOVE

As of 1 January 2017, there is one unified net base salary scale, applied uniformly to all staff, regardless of family status. The post adjustment varies according to each duty station and is in line with the ICSC guidelines. Staff members with dependents receive a child's allowance.

The current flat-rate amounts for children's dependency allowance and secondary dependant allowance by duty station can be found in UN Circular ST/IC/2011/6. As a reference, the rate for the United States is:

(a) Children’s allowance — US$ 2,929 per annum; and
(b) Secondary dependant's allowance — US$ 1,025 per annum.

For staff members without a dependent spouse, who are not single parents, the dependency rate is NOT paid in respect of the first dependent child. The first dependent child receives a child allowance, as all other dependent children. In the case of single parent staff, the first dependent child receives an allowance equivalent to 6 per cent of net remuneration, in lieu of the child allowance.

ELIGIBILITY

1. SPOUSE

Please note that this document does not create any legal rights. It has been prepared solely to help provide a non-binding overview of the various benefits and entitlements available to UNOPS staff members. When making decisions, use the UN Staff Regulations & Rules and the applicable UNOPS policies, and not this document. Your being provided this document does not necessarily mean that you are entitled to the benefits and entitlements described in this document.
For the General Service category, a spouse whose occupational earnings, if any, do not exceed the gross salary of the lowest entry level of General Service in force on 1 January of the year concerned for the duty station in the country of the spouse's place of work.

For the Professional category or above, the amount shall not at any duty station be less than the equivalent of the lowest entry level at the base of the salary system (G-2, step I, for New York).

For staff with a dependent spouse, a spouse allowance equivalent to 6 per cent of net remuneration (base plus post adjustment) is paid, irrespective of staff members' grade and level. For a single parent, an allowance equivalent to 6 per cent of net remuneration is paid in respect of the first dependent child, irrespective of staff members' grade and level.

2. DEPENDENT CHILD
A dependent child can be defined as:

- a staff member's natural child;
- a staff member's legally adopted child; or
- a staff member's stepchild, if residing with the staff member.

For any of the above-mentioned children to be recognized as a staff member's dependent child, the following requirements must be met:

- The child must be under the age of 18 years; or
- If the child is 18 years or older but under the age of 21 years, he/she must be in full-time attendance at a school or university (or similar educational institution);
- The staff member must provide main and continuing support for the child.

** If a child over the age of 18 years is physically or mentally incapacitated as certified by UN Medical Services, the requirements regarding school attendance and maximum age may be waived.

3. SECONDARY DEPENDANT
Where there is no recognized spouse dependant, a secondary dependant's allowance may be payable for a secondary dependant.

A dependency allowance is payable in respect of only one secondary dependant.

A secondary dependant can be a father, mother, brother or sister to whom the staff member provides half or more required financial support annually and at least twice the amount of the dependency allowance.

A brother or sister must fulfil the same age and school attendance requirements established for a dependent child. If the brother or sister is certified as physically or mentally incapacitated for substantial gainful employment, either permanently or for a period expected to be of long duration, the requirements as to age and school attendance will be waived.

GOVERNMENT GRANTS
If a staff member, his/her spouse, or any person with whom the child resides, receives a dependency benefit in the form of a government grant in respect of a child, the amount will be subtracted from the allowance payable to the staff member.

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It is the responsibility of the staff member to inform UNOPS when in receipt of a government grant for a child.

Receipt of a government grant affects the amount of dependency benefit only, not the dependency status of the child.

**DISABLED DEPENDANTS**

Special assistance is available to staff with disabled dependent children who have been certified by UN Medical Services.

The dependency allowance for a disabled child is twice the regular amount for child dependency.

The education grant for disabled children is increased to include 100 per cent of allowable costs, subject to the overall maximum ceilings. There are also special provisions in respect of medical and travel expenses available at the discretion of the UN Medical Services.

For more information, please visit the UN page addressing salaries and allowances.

Please refer to the [ICSC Compensation Package](#) website for referring to changes on Professional staff dependency.