



INCENTIVES OFFERED TO CIVIL SERVANTS IN THE MEDICAL FIELD
FOR SERVICES IN REMOTE, SEMI-RURAL AND RURAL AREAS

INDEXED

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There is no doubt that in spite of all the efforts made by Governments to improve the delivery of health services, large fractions of the world population remain poorly served or, worse, do not benefit from any kind of organized health service at all. Even in countries where manpower exists in sufficient quantity, maldistribution of personnel results in a lack of coverage of certain areas, namely those of difficult accessibility, the too remote or sparsely populated. This problem is even more acute in developing countries where the great majority of the population lives in rural areas where communications are often poor, conditions of life generally harder and intellectual stimulus lacking.

As part of WHO's informative functions, a questionnaire was sent to all Regions to obtain information on the incentives offered by Governments to encourage health workers to practice in rural areas and the result of the enquiry can be found in the attached set of tables.

When studying these tables it becomes obvious that very few countries offer real incentives to their workers to go and live in rural areas. To rely on altruistic motivation in this respect is certainly highly estimable but human nature is such that other considerations weigh more in the decision making of the individual. These considerations are, however, not always of a trivial nature and the pecuniary incentives may be less determinant than certain other advantages, such as better chances of promotion, the possibility of further training, etc.

In some cases special allowances called "hardship allowances" are given for certain postings in the most remote areas of a country; these may represent a substantial percentage of the basic salary and vary in accordance with the remoteness or isolation of the posting. In certain countries hardship is compensated by other privileges such as the right to a private practice or payment of overtime. As tempting as such facilities might appear at first sight, they may engender a certain dissatisfaction if such postings are not limited in time and if those having accepted such assignments get the impression that they are forgotten where they are and do not have equal opportunities for promotion and post-graduate study as those working in urban areas.

It is interesting to note that the Eastern Mediterranean Region organized a seminar in 1968 on health services in rural areas during which, some time was spent in discussing the improvement in working to serve effectively in rural areas*. A certain number of recommendations were made in this respect, a summary of which appears on page 18 of the tables.

Columns 5 and 6 of the tables show the facilities offered in terms of transportation and housing. Though in most cases rent-free housing or accommodation against a preferential rent together with service vehicles is provided, this does not seem to apply to rural areas but in certain cases these privileges are offered to civil servants in urban areas as well. In the majority of cases it seems that only the medical officers benefit from incentives, when any, while the other categories are offered very little.

*(Report on the Seminar on health services in rural areas, Tunis 7 - 16 October 1968 EM/RH/14 - EMRO - 0145 January 1969).

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In an attempt to assist countries where the problem of coverage of rural areas is more acute, we have identified some incentives which would be conducive to an easier acceptance of rural posting by health workers. In doing so, we have also used some of the recommendations of the EMRO seminar, quoted above. We have purposely omitted pecuniary advantages as these depend on the financial situation of the country; Ministries of Health with a limited budget would probably be unable to allocate more funds for salaries to the detriment of the services themselves:

- adequate means of providing services, i.e. adequate premises, adequate supply of apparatus and drugs, adequate instruction manuals, etc.
- adequate means of communication and transportation for all categories of staff - even when the road network is poor the Government may stimulate self-helped rural development programmes. Adequate per diem and insurance should be offered to all categories of health workers when on tour.
- adequate housing for all categories of personnel not originating from the area, with good water supply and other facilities (furniture, electricity, gas, food supplies in case of extreme remoteness).
- adequate supervision and referral system.
- limit in time, (2 - 5 years, according to hardship or isolation of posting), security and permanence of employment on expiration of stay and with equal or even faster opportunities of promotion.
- to compensate the feeling of intellectual deprivation a system of distribution of medical journals and publications should be instituted as well as access to libraries. Another means would be to group as far as possible in the same rural setting the health worker, the agricultural worker, the school teacher, etc. to palliate cultural deprivation.
- 2/3 years of services in rural areas will give priority for further training (post-graduate studies or specialization) within the country and abroad, as well as in-service training for all categories of personnel, thus granting them better opportunities as rewards for harder postings.
- uniforms for auxiliary staff.

Some other incentives could eventually be considered though with some caution, such as :

- advantages in the calculation of retirement pension, for instance for each year of service in rural areas one and a half years should be counted.
- dispensation from certain income taxes.
- right to private practice which should be envisaged with much caution as it might lead to abuse.

On the whole it is believed that work in rural areas should not automatically be compulsory or reserved for junior medical officers but rather seen as a means of enlarging knowledge and experience (and this should be part of the orientation of all categories of health workers) without loss of opportunities for normal promotion or further education. On the contrary, those having worked in rural or remote areas should be rewarded with such priorities as better opportunities for promotion and the award of fellowships or other higher education.

INCENTIVES OFFERED TO CIVIL SERVANTS IN THE MEDICAL FIELD
FOR SERVICES IN REMOTE, SEMI-RURAL AND RURAL AREAS

1 REGIONS & COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
A F R I C A BOTSWANA	Medical Officers	Allowance of Bot.Rands 700 per year (US\$800) in lieu of private practice.	None	Government transport available. Medical Officers are encouraged to buy their own vehicles and are paid a mileage allowance for official travel.	Housing allowance ranging from Bot. Rands 540 to 1140 per year (US\$623 to 1315)
	Nurses	Desert (Kalahari) allowance of Bot.R 240 (US\$ 277) if married and of Bot.R 120 (US\$ 138) if single	Uniform allowance Bot. R. 48 (US \$ 55)	Government transport available	Housing allowance ranging from Bot.R.240 to 984 (US\$ 277 - 1135) per year.
	Enrolled Nurses	"	"	"	Housing allowance ranging from Bot.R.168 to 360 (US\$ 193-415) per year.
	Health Inspectors	"	None	Government transport available. Health inspectors are encouraged to buy their own vehicles and are paid a mileage allowance for official travel.	Housing allowance ranging from Bot.R. 168 to 540 per annum (US\$ 193 to 623).
Health Assistants	"	None	Government transport available		

BURUNDI

No information received

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
CENTRAL AFRICAN REPUBLIC					
No information received					
CHAD	Medical Officers	None except that B.E.F. Prefecture (Far north of the country comprising of Borkou-Ennedi-Tibesti) offers a special monthly allowance of CFAFr. 4500 (US\$20)	None	Service vehicles provided	Chiefs of health centres are provided with rent-free housing
	Nurses from mobile units		Special allowances when on tour for nursing staff of "Service Mobile des Grandes Endémies"	Service vehicles provided	
	All Categories	"			
COMOROS	Medical Officers, certain categories of nurses and midwives	Unknown	Unknown	Service vehicles provided	Rent - free housing
CONGO	All categories	None	None	None	None
BENIN (People's Republic of)	Medical Officers Others	None	None	Only the chief of a post is provided with a service vehicle. As above, if functions as chief	Rent-free housing or housing allowance if chief of post. As above, if functions as chief.

1 SECTIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 CITY-SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
GABON No information received					
GAMBIA No information received					
GUINEA	All categories	None	Policy of Government is that before a health centre is constructed in the rural areas, good water supply should be made available.	None	Rent-free housing as a sign of appreciation on the part of the Government to doctors and para-medical staff working in rural areas, the Government has decided to furnish the staff living quarters at Government expense. An appeal was made to all health personnel to offer themselves for services in the rural areas.
GUINEA	Medical Officers Others	None	None	Service vehicles provided Same advantage as above when functioning as chief of a health unit.	Rent-free housing As above when functioning as chief of a health unit.
GUINEA-BISSAU No information received					
IVORY COAST No information received					

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
LIBERIA	Medical Officers Others	None None	Hardship allowance of LBA \$ 500 p.a. for posting in Sanniquellie, Capemount, Robert-touring duties, sport and Buchanan; LBA \$ 600 p.a. for posting to Cape Palmas, of LBA \$ 650 for posting to Sinoe, LBA \$ 750 for posting to Tchien and LBA \$ 1,125 p.a. for posting to Voinjama None	A government vehicle may be assigned to the medical centre for touring duties.	Rent-free housing provided In certain areas housing is provided for categories that would not otherwise be entitled to them in Monrovia.
MADAGASCAR	All categories	None	None	Service vehicles provided	Personnel is usually housed in the premises of rural hospitals or health posts against a preferential rent which normally remains unpaid.
MALAWI	None	None	None	None	None
MALI	None	None	None	None	None

REGIONS AND COUNTRIES	CATEGORIES OF PERSONNEL	SALARIES AND SPECIAL ALLOWANCES	OTHER SPECIAL SERVICE INCENTIVES	TRANSPORTATION FACILITIES	HOUSING
MAURITANIA	Medical Officers	Special hardship allowance equal to Ouguiyas 1500 (US \$ 33.33) per month (indemnité de sujétion)	Furniture for housing provided	None	Rent-free housing, where available (including free water and electricity)
	State nurses	Special hardship allowance (indemnité de sujétion) equal to Mau OU. 700 (US \$ 15.55) per month. It decreases by OU.100 every two years until it stops after 14 years of service	According to financial disponibility	An amount of OU.40.000 (US\$ 900) is given twice a year to state nurse of the Nomadic team to ensure his duty travel in terms of fuel only.	Rent-free housing, when available (excluding water and electricity).
MAURITIUS	Assistant Nurses (infirmiers polyvalents)	OU.400 (US\$ 9) per month, stable			
	Health auxiliary	OU.200 (US\$ 4.5) per month, stable.			
MAURITIUS	Medical Officers	During the terms of their posting to the island dependency of Rodrigues, medical officers receive a 25% increase of their normal salaries	Special monthly allowance paid to medical officers employed in hospitals in lieu of overtime work.	None	Government quarters provided at normal rent.
	Other categories	As above	None	None	Some senior non-medical personnel working in hospitals are also provided with Government quarters at normal rent.

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MOZAMBIQUE					
No information received					
NIGER	All categories	None	None	None	Rent-free housing as far as possible.
NIGERIA	All categories	No special incentives at present; some proposals under study.			
RWANDA	Medical Officers Other categories	as other civil servants a seniority step every four years	None	Generally speaking hospitals are provided with ambulances that can be used for personal transport of medical officers (representing 10% of salary) None	Rent-free housing (owned by Government or rented by it). (representing 25 - 30% of salary). None
SENEGAL					
No information received					
SOUTH AFRICA					
No information received					

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SIERRA LEONE	All Categories	None	Medical officers of health and other officers with a P.H. diploma receive a compensatory allowance in lieu of private practice as follows: less than 5 years' experience: Leones 1,000 (US\$ 1020), as MOH between 5-10 years = Leones 1,600 (US\$ 1632), more than 10 years = Leones 2,400 (US\$ 2450) (This is payable to all MOH and others irrespective of their posting).	None	None
SWAZILAND Information not released for dissemination					
TOGO	Medical Officers	None	None	Transportation facilities available to CMOs of subdivision and director of hospitals.	Rent free housing for those working in the hospitals and Chief MOs of medical circumscriptions. Sometimes rent-free housing
	Other categories	None	None	None	
UGANDA	Medical Officers	None	Salaries range between 22,560/- to 63,000/- per annum (US\$ 3175 to 8860)	None, except for Karamoja Province where a special allowance of 10% is offered (substantive basic salary) to a max. of 100/- per month (US\$ 14).	When occupying Government houses rent paid ranges between 17/50 and 170/- (US\$ 2.45 to 24) per month.

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UNITED REPUBLIC OF CAMEROON	All Categories	None	None	None	Chief Medical Officers of district (or Department) hospitals benefit from rent-free housing.
UNITED REPUBLIC OF TANZANIA	All Categories	None	None	None	None
UPPER VOLTA	Medical Officers Other categories	None None	None None	Transportation facilities, including petrol are provided. None	Rent-free housing None
ZAIRE No information received					
ZAMBIA	All categories	None	None	None	None
NAMIBIA No information received					
SOUTHERN RHODESIA No information received					

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THE AMERICAS ARGENTINA	Medical Officers Other categories		Hardship allowance continuing education "	Understudy : free transportation	Rent-free housing (understudy; loan for own house purchase)
BAHAMAS	Medical Officers	The Ministry of Health has recently approved an increase in salary of all members of the Public Service, including doctors. All allowances such as 5% housing allowance and the non-pensionable cost of living allowance have been removed and incorporated into the total increase in pay. When a doctor is married to a nurse or a midwife, or a teacher, the two are usually assigned to the same district in order not to disturb the family ties.	Doctors assigned to rural areas are allowed to charge nominal fees, after office hours, for patients who are able to pay.	Service vehicles provided	Rent-free housing provided and free utilities.
<p style="text-align: center;">No information received</p> <p>BARBADOS</p>					

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BOLIVIA	All categories	None	None	None	None
BRAZIL	Medical Officers	Special "hardship" allowance for posting in the Transamazonian region and in Cuiabá-Santarem.	SESP Foundation offers additional allowances for specialization in Public Health, hospital administration, health planning. Also fellowships for studies inside and outside the country are offered by SESP foundation and SUCAM (Superintendencia de Campahas de Saude Publica) both organizations of the Ministry of Health	Transport facilities provided for both SESP Foundation and SUCAM.	None
	Sanitary Engineers Nurses Health Educators Admin. Staff	As above	As above As above	As above	None
CANADA	No information received				
CHILE	Medical Officers and Dentists	A "hardship" allowance representing 60-160% of basic salary, calculated in terms of location of the posting; assignments farther from urban zone receive more. There is also another allowance amounting to 30% - 100% of basic salary	On return from outside posting, are entitled to a fellowship; also after 3 years of service in rural areas, preferential admission to higher posts through a system of marks (3 marks per annum served in rural	Those posted outside the country get return trip paid for both themselves and their families as well as personnel belongings. Service vehicles are provided.	In 103 out of 130 health establishments in rural areas, rent-free housing is provided. Under study a special housing allowance for those not benefiting from free lodgings.

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CHILE contd.	(Medical Officers)	In terms of geographic location; e.g. a M.D. in the Easter Island gets 200% gratuity and in the Antarctic 600% - (this also applies to pharmacists)	areas and 3 marks per annum of fellowship following an outside posting up to a maximum of 15 marks).	Service vehicles are provided.	
	Other categories	"hardship" allowances	None	As above	None
COLOMBIA	No information received				
COSTA RICA	Medical Officers	An annual increase is granted on the basic salary irrespective of the posting. In certain areas, hardship is compensated by payment of overtime or facilities to work also for social security or have private practice.	None	Free transport to assignment area. Service vehicle provided according to functions. Per diem while on duty travel, varying according to region visited.	Rent-free housing.
	Other categories	None	None	Transport and per diem	None
	Field auxiliaries for malaria programmes	None	None	None	Housing facilities (local municipalities & Ministry of Health).
	Nurses, Nutritionists and Sanitary Inspectors	Receive a special allowance up to a max. of US\$ 30 monthly, which varies according to posting.	None	Free transport to assignment area. Service vehicles provided according to functions	

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COSTA RICA (contd.)	Nursing Auxiliaries in rural health programme	Special monthly allowance of US\$12 in addition to basic salary of \$ 52 which exceeds the salaries of other auxiliaries by \$35.	3 uniforms per year	Per diem when on duty travel.	
CUBA	All categories	None	None	None	None
DOMINICAN REPUBLIC	Medical Officers	None	None as the private practice privilege applicable to all MOs throughout the country.	Transportation is available for visits to rural clinics in 2 provinces out of 27 political units in the country.	None
	Nursing Auxiliaries	None	None	Per diem for visits to rural clinics in two provinces. This also applies to nurse supervisors.	Sleeping quarters of single occupancy, with minimum furnishings for nursing auxiliaries assigned to rural clinics.
	Others	None	None	None	None

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COSTA RICA	Medical officers Nursing auxiliaries	None The Government usually increases the salaries of nurses and technical officers every 2/3 years.	The Social Security offers incentives to medical officers The Social Security pays an allowance to the auxiliary nurses.	Some transportation facilities in the bounding regions. Social Security pays all transportation and allowance. Allowances and trips are paid by the ex-Andean Mission. As above	Rent-free housing for 2% of M.Os. particularly those working with the national rural plan. In the ex-Andean Mission auxiliary nurses live in the Centre.
EL SALVADOR	All categories	None	None	Transport facilities according to Region visited.	None
GRENADA No information received					
GUATEMALA	All categories	None	None	Service transportation provided	None
GUYANA	All categories	None	None	None	None
HAITI No information received					
HONDURAS	All categories	None	None	Service transportation provided in rural as well as urban areas.	Rent-free housing is provided in a few cases but not as a rule.

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JAMAICA	Medical Officers	None at present but under study	Doctors who serve one year in rural areas are offered post graduate training opportunities.	None	At preferential rate if provided by Government. If necessary housing is rented from private sector, it is subsidized by Government.
	Other categories	None	None	None	None
MEXICO	Medical Officers	Rural doctors receive a salary higher by 50% (normal salary per month per 8-hour day is, in urban areas, US\$640.00 and for community or rural doctor US\$ 960.00	After a year's work or more, they are given scholarship to study public health. After 2 or 3 years, priority is given if they wish to be transferred to health centres of urban zones.	Transportation provided	None
	All categories	None	None	None	None
NICARAGUA	All categories	Staff working in certain most remote areas (Provinces of Darién, Boca del Toro and the San-Blas area) receive a basic salary higher by 20%.	Apart from the special allowance offered to personnel working in most remote areas, staff working in those areas and in other rural areas are given the opportunity to participate in priority in seminars, short courses and other training activities; they are also considered with priority for fellowships outside the country.	None	None
PANAMA	All categories				

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PARAGUAY					
No information received					
PERU	Medical Officers	Medical personnel receive an allowance for duty station.	There is a programme of in-service training in rural areas benefit from specialization or further training or fellowships, although not with priority.	In some health centres service vehicles supplied by UNICEF, WHO or the Government are available, such as automotor vehicles and boats.	In some medical centres and sanitary posts rent free housing for doctors and for auxiliary personnel.
	Others	None	As above	None	As above
SURINAM	Medical Officers	Extra allowance to all health workers varying between US \$ 17 and US \$ 31 per month. Amounts depend on distance from capital city and on isolation. Physicians obtain a "cultural deprivation" allowance of up to 25% of their salary depending on the location.	Private practice is permitted	Car allowance representing 9-11% of basic salary or approx. US\$ 55 per month. Government pays transport and household removals to/from duty stations at beginning and end of assignments.	Free housing or rental allowance.
	Other categories	Extra allowance to all health workers varying between US \$ 17 and 31 per month depending on distance from capital city and on "isolation".	Private practice permitted to midwives and pharmacists.	Motorcycle allowance to nurses, midwives and sanitary inspectors - approx. US\$ 15 per month.	Free housing or rental allowance.
TRINIDAD & TOBAGO					
No information received					

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U.S.A.		No information received			
URUGUAY		No information received			
VENEZUELA		No information received			
WEST INDIES ST LUCIA		<p>MOs are given an option of two salary scales; without private practice where salary is higher and with private practice. Officers appointed on contract receive 25% gratuity of total emoluments free of income tax on satisfactory completion of contract; cost of living allowance equals 20% of basic salary.</p>	<p>Allowances under OSAS for consultants recruited by Ministry of Overseas Development, London.</p>	<p>Advance given for the purchase of motor cars. Basic travelling allowance of \$105 per month in addition to mileage allowance of 21 cents per mile.</p>	<p>Free housing in rural areas of Dennery and Soufriere. In other districts furnished quarters against a rental not exceeding 20% of basic salary plus 12.5% of the current value of the furniture supplied.</p>

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EASTERN MEDITERRANEAN EMRO*		Adequate remuneration	Orientation of medical and para-medical (including nursing) students to the importance of work in rural areas. Pre-service training of medical and para-medical personnel. Assignments to work in the rural areas must be seen to be fair and just. Equal opportunities for post-graduate study and for promotion and specialization with those working in urban areas. Provision of up-to-date manuals of instruction, access to libraries and professional journals and publications.		Adequate living accommodation

* These incentives were recommended to encourage staff to work in rural areas by the WHC regional (EMRO) Seminar on Health Services in rural areas. Tunis, 7-16 October 1968. (EMRO/69/588 page 18).

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AFGHANISTAN	All Categories	None	Orientation and in-service courses for medical and para-medical personnel (including nursing and nursing education) on a regular yearly arranged basis. UNICEF provides stipends for such personnel.	Service vehicles provided by UNICEF for health centres.	Adequate living accommodation wherever a new health centre construction is completed.
BAHRAIN	Medical Officers Other categories	A special allowance of BHR Dinars 20.- (US \$ 50) per month for those living in remote rural areas. None	None None	Either free transportation is provided, or an allowance is granted. None	Free for expatriates (non nationals) None
CYPRUS	Medical Officers Dental Officers Other categories	None None None	Extra allowance of CYP £270 (US \$ 756) per year over their salary. Extra allowance CYP £120 (US \$ 336) per year over their salary. None	Departmental car is provided; if not available, travelling allowance is payable for using own car. As above None	Civil servants may receive a housing allowance, irrespective of their posting under the scheme in force As above None

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EGYPT	<p>Medical Officers</p> <p>Other categories</p>	<p>Salaries are subject to special increases (e.g. 35% increase in 1972).</p> <p>None</p>	<p>Rural units' physicians receive 50% of the proceeds of the contraceptive sales funds under Family Planning Project and 40% of the proceeds of domiciliary examinations carried out by him after clinic hours. Some changes are being considered such as granting all the proceeds of domiciliary examinations to the physicians.</p> <p>None</p>	<p>Transport facilities provided for service.</p> <p>None</p>	<p>Rent-free housing when it exists - two residences are being built in health centres where they do not yet exist. A small fee will be charged for building maintenance.</p> <p>Free residence will be given to the non-resident health workers.</p>
ETHIOPIA	Medical Officers	<p>The salary scale is different for expatriates ranging from Eth.\$ 1500 to 2000 (US\$ 730 to 975) and nationals ranging from Eth.\$ 800 to 1350 (US \$ 390 to 660). No differences in salary for posting in rural areas.</p>	<p>All newly graduated physicians at least two years in a provincial or rural hospital. Allowance for climatic conditions hardship areas varying from 30-40% of basic salary for all medical health workers.</p>	<p>Car and petrol for all authorised official duties.</p>	<p>Expatriate M.O.'s are provided with house or Eth \$ 200 (US \$ 98) in lieu. Ethiopian M.O. have rent-free housing when available. If not available no compensation.</p>

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ETHIOPIA (contd.)	Other categories	<p>Position allowance for provincial medical officers of Health, M.D. provincial health officers and hospital medical directors ranging from Eth \$150 to 250 (US \$75 to 120)</p> <p>Allowance for climatic conditions hardship areas varying from 30 - 40% of basic salary for medical health and administrative workers.</p>	<p>Health officers, community nurses and sanitarians spend at least four years in rural health centres from areas "C" to "A". Registered nurses; at least two years in a provincial capital or rural hospital.</p>	<p>Car and petrol for all authorized official duties.</p>	<p>Living accommodation may be granted to all categories of health workers on priority basis whenever available.</p>
IRAN	All categories	<p>There is a classification of the country areas into nine echelons on the basis of hardship posts. The range of monthly salaries for the different categories of personnel is as follows: Physician specialists: IRA rials 35,000 to 130,000 (US\$ 510 to 1890) General practitioner: IRA rials 35,000 to 90,000 (US \$510 to 1310).</p>	<p>There is also a classification based purely on climatic conditions (1) areas of healthy climate (minimum) where during the first and second year of employment doctors get a gross pay of IRA rials 49,498 (US\$ 720) and nurses and midwives IRA rials 32,502 (US\$473); during third year, doctors get IRA rials 51,309 (US\$747) and nurses and midwives IRA rials 36,193</p>		

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
IRAN (contd.)	<p>Laboratory specialist with doctorate degree: IRA rials 35,000 to 90,000 (US\$ 510 to 1310)</p> <p>with master's degree: IRA rials 27,500 to 60,000 (US\$ 400 to 875)</p> <p>Nursing instructor with master's degree: IRA rials 27,500 to 60,000 (US\$400 to 875)</p> <p>Nurse or midwife with master's degree:IRA rials 20,000 to 50,000 (US\$ 290 to 727)</p> <p>Nurse or midwife with B.A. degree:IRA rials 20,000 to 50,000 (US\$ 290 to 727)</p> <p>Nurses or various technicians with A.A. degree: IRA rials 12,000 to 40,000 (US\$ 175 to 582)</p> <p>Midwife of diploma:IRA rials 9,000 to 30,000 (US \$ 131 to 437).</p>	<p>(US\$ 527)</p> <p>(2) Temperate areas (average) where during the first and second year of employment doctors get gross pay of IRA rials:53,628 (US\$780) and nurses and midwives IRA rials 38,090 (US\$ 555); during third year, doctors get IRA rials 55,784 (US\$ 812) and nurses and midwives IRA rials 40,148 (US\$ 585)</p> <p>(3) Hardship areas (maximum) where during the first and second year of employment doctors get a gross pay of IRA rials 61,961,988 (US\$ 902) and nurses and midwives IRA rials 45,265 (US \$660); during third year, doctors get IRA rials 64,814 (US\$945) and nurses and midwives IRA rials 48,058 (US \$ 700).</p>			

REGIONS AND COUNTRIES	1	CATEGORIES OF PERSONNEL	2	SALARIES AND SPECIAL ALLOWANCES	3	OTHER SPECIAL SERVICE INCENTIVES	4	TRANSPORTATION FACILITIES	5	HOUSING	6
IRAQ		Medical Officers		Extra allowance ranging from 50 - 150% of the basic salary depending on work load.		Special allowances of 7-15% of the basic salary for working in certain remote areas. Priority given for nomination for fellowships as well as post-graduate education.		None except for some very remote areas.		Furnished houses at reduced rent of 5-9% of the basic monthly salary. The smallest percents for the smaller rural areas.	
		Other categories		Extra allowance ranging from 25-70% depending on the category of staff.		Special allowance of 7 - 15% of the basic salary for working in certain remote areas.		As above		As above	
ISRAEL		Medical Officers		Special allowances in development areas, promotion at accelerated pace; exemption from income tax.		Permanency of employment granted quicker than usual; Facilities for intensified post-graduate training; kindergarten facilities; meals for members of the family.		Service transport provided by agency concerned or mileage allowance given		Reduced rent in most cases; in some cases rent-free housing.	
		Other categories		Similar facilities and allowances are granted to other health workers, such as nurses, pharmacists, x-ray and laboratory technicians.							
JORDAN		Medical Officers		A special allowance for those working in remote areas is under consideration (of the order of Jor.Dinars 20 (US\$ 61) per month		Priority given to be admitted to hospitals as residents.		None		Rent-free housing provided in health centres and sub-centres whenever space is available.	

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
JORDAN (contd.)	Other categories	None	None	None	In the districts of Talfish, Maan and Akkaba, a special allowance called "allowance for the South" is paid at a rate of 5 Jor.Di. (US \$ 15), to staff nurses and 3 Jor Di. (US \$ 9) to practical nurses per month on condition that they do not normally reside in these districts.
KUWAIT	Medical Officers Other categories	Village allowance of K.W.Dinars 3,750, 7,500 and 11,250 (US\$ 12,930, 25,862 and 38,793) is paid, depending on remoteness. Other health workers are granted village allowances of K.W.Dinars 3,750, 7,500 and 11,250 (US \$ 12,930, 25,862 and 38,793) depending on remoteness.	None None	Allowance granted to all M.O.s working in rural-as well as in the urban -areas. None	Rent-free housing including water and electricity. None
LEBANON	Medical Officers Other categories	Higher salary and indemnity granted for work in rural areas. As above	New graduates must work in rural areas for two years before opening a clinic in an urban area.	Transport facilities in 90% of the territory.	None

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
LIBYAN ARAB REPUBLIC	Medical Officers Other categories	None None	None None	Transport provided for official use. None	None None
OMAN (Sultanate of)	All categories	None	National Medical Officers are given a special allowance to encourage them to serve in their country.	Medical officers get free transport ir- respective of posting	Unlimited supply of water and electricity given free. All medical officers irrespective of their posting have rent-free furnished accommodation plus an allowance of water and electricity. All expatriate (non nationals) health personnel get rent-free housing.
PAKISTAN	No information received				
QATAR	This country does not have "remote areas" in the real sense, as the country is small and concentrations of populations can be easily reached through good roads. The Government, therefore, does not regard work outside Doha as a hardship to the staff necessitating incentives -privileges and allowances, such as free housing and car allowance are common to all staff irrespective of their posting.				

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
SUDAN	<p>Medical Officers</p> <p>Other categories</p>	<p>Those working in preventive and social medicine receive an annual clinical allowance of LS.900 (US \$ 360)</p> <p>None</p>	<p>In three Southern Provinces service is limited to three years</p> <p>None</p>	<p>Provided for doctors in rural areas</p> <p>None</p>	<p>All doctors, in rural as well as in urban areas receive a housing allowance of LS 30. per month (US \$ 12)</p> <p>None</p>
SYRIAN ARAB REPUBLIC	<p>Medical Officers</p> <p>Others</p>	<p>Special allowance of 30% of basic salary in the form of travel expenses in the area. M.O.s on contract receive a salary equal to double that of their civil service counterparts. They may also do private practice. If they choose to work on a full time-scale, they receive a salary between double and treble that of their civil service counterparts.</p> <p>None</p>	<p>It is proposed to give priority for fellowships to rural medical officers.</p> <p>None</p>	<p>Official transport provided.</p> <p>None</p>	<p>Rent-free housing provided.</p> <p>None</p>

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
TUNISIA	Medical Officers Others	An allowance of Tun. Dinars 2 per day (US \$ 4.65) is paid in "hardship" areas. 20 Tun. Dinars monthly "remoteness" allowance (US \$ 46.5).	None None	None None	Rent-free housing provided. Foreign doctors who are under contract are provided with free furniture, fridge, gas, electricity and water. A return trip to their country of origin is paid every two years. None
UNITED ARAB EMIRATES No information received					
YEMEN, (PEOPLE'S DEMOCRATIC REPUBLIC OF)	Medical Officers Other categories	None None	Non-practicing allowance is provided, amounting to 100% of basic salary and, in some cases, even more.	Land-Rover provided for M.O.'s for official and personal use. None	Rent-free housing where ever available. Provision was made in the health development plan for building accommodation. Rent-free housing.
YEMEN	Medical Officers Other categories	Special allowance of Yem.Rials 150.00 per month (US\$ 33) Laboratory technicians and sanitarians receive a special allowance of Yem.Ri 90 per month (US \$ 20), nurses, if originally from outside the area, Yem.Ri 50.- (US \$ 11).	Priority for post-graduate fellowships	Automobile and airplane facilities for official use provided.	Free hospital or Government houses usually provided.

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
<p><u>E U R O P E</u> GREECE</p>	<p>Medical Officers</p>	<p>There are three categories according to the location :</p> <p>Dispensaries in mountainous areas (basic monthly salary : drachmas 8250 or US \$ 275).</p> <p>Middle altitude areas (basic salary Dr.6050 or US \$ 202).</p> <p>Plain areas (basic salary Dr.4950 or US \$ 165).</p> <p>After 1 year of service, salaries of M.O.s posted in rural dispensaries and health stations increases to Dr.8250 irrespective of their locations. For those in mountainous areas there is a special hardship allowance of Dr.3000 (US\$ 100) per month and those in semi-mountainous areas of Dr.1500 (US \$ 50) per month. After three years of service, they obtain a special allowance amounting to 10% of</p>	<p>According to order in council no. 67 of 1968, 1/3 of the duration of services of M.O. at rural dispensaries and health stations, i.e. 4 months, is acknowledged as special training for the granting of specialization.</p>	<p>Medical officers of medical dispensaries are granted a transport allowance amounting to 30% of their salaries and are exempted from certain taxes on motor vehicles.</p>	<p>No special allowance for housing for staff of rural dispensaries but personnel of health stations benefit from rent-free housing in the premises of the station.</p>

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
GREECE (contd.)	Nurses and Midwives	salaries which increases to 40% after 12 years of service. (10% every 3 years) During their posting at rural dispensaries and health posts enjoy same advantages as permanent civil servants. Those who are married can get a pension after 15 years of service.			
TURKEY	Medical Officers and other categories	High salary scales offered. A special allowance amounting to about 30% of basic salary is paid to staff working in rural areas.	Full-time employment offered	Service vehicles provided	Free lodging in rural areas where health services are nationalized against a symbolic rent of 10 Kurns (US \$ 0.007) per sq.Metre.
UNITED KINGDOM (England, Wales and Northern Ireland)	Medical Officers Other categories	A special allowance is granted to M.O.s posted to hospitals in rural areas. The allowance ranges from £96 to £204 per annum, according to the category (US \$ 195 - 415). None	None	Service vehicles are provided to the staff. Staff using their own vehicles receive a mileage allowance. Money can also be borrowed at low rate for car purchase. These provisions, however, apply to all staff and are not particularly for the encouragement of rural medical services. Service vehicles provided.	None None

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
(Scotland)	Medical Officers	<p>Inducement payments, assessed annually to provide a specific net income, to those practicing in sparsely populated and remote areas. Removal expenses are paid to doctors who take up remote island inducement payment practices.</p>	None	<p>Mileage payments from a Central Rural Practice Fund are granted for visits to patients living at some distance from their surgeries. An air-ambulance service is available, the cost being borne by the Department as well as a helicopter for critical emergencies.</p>	<p>The Secretary of State may provide both living accommodation for doctors or dentists or other health workers in certain remote and sparsely populated areas.</p>
U S S R	Medical Officers	<p>Doctors working in rural or remote areas receive better salaries than their colleagues who work in urban areas. The difference in salary depends upon a doctor's qualifications, experience, duration of stay in this area, etc. and will increase from 10 to 100%.</p>	<p>The average duration of work for a graduated doctor is about three years in rural or remote areas after which they are entitled to go and work in any other place they choose. Their holidays are longer than their city counterparts'. They have more privileges to be promoted as well as getting fellowships or post graduate training, during which time they are entitled to, plus their salary, free transport to and from their place of residence, hostel</p>	<p>Doctors have full use of all transport facilities which are run by medical institutions in which they work, free of charge, or their travel expenses are reimbursed.</p>	<p>Housing, lighting and heating expenses are all given free by the local administration.</p>

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
USSR (contd.)	Other categories of health workers (feldsher, mid-wife, nurse, x-ray, laboratory and dental technician, pharmacist, etc.)	As above	As above during training and a monthly stipend.	As above	As above

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
SOUTH EAST ASIA <hr/> BANGLADESH	Medical Officers Health Assistants	None at present - under study: a rural allowance of Takas 200.- per month (US \$ 13.60)	None at present - under study: any medical officer having served in rural areas for two years will get some concession (grant) on compulsory attendance for postgraduate qualification, like F.C.P.S. None at present- under study = Health Assistants will be given the opportunity for sanitary inspectors training course, thus, giving them an enhanced status.	None	None
BURMA	Medical Officers	No incentive for work in rural areas but after one or two years service in remote areas they are transferred to bigger hospitals to gain clinical experience which is most beneficial to those wishing to take up post-graduate studies.	None	Unicef vehicles maintained by the Government are provided for rural work.	None

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
BURMA (Contd.)	Lady Health Visitors and Midwives	<p>If M.Os. have served on a voluntary basis in remote areas, such services are acknowledged and considered in the keen competition for post graduate studies.</p> <p>Lady Health Visitors and Midwives are warned at the beginning of their studies that they will have to serve in rural areas. Generally, they are selected from the local area in which they will have to work.</p>		Unicef vehicles maintained by the Government are provided for rural work.	None
INDIA	Medical Officers	None	None	State Governments do not normally provide transport for rural staff, but primary health centres, assisted by Unicef, are given a vehicle. Government pays for driver and maintenance. Off-duty the doctor may be given permission to use it, provided he pays for petrol, oil and any immediate charges for maintenance.	None

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
INDONESIA	All categories	None	None	Incentives in the form of housing and transport are given according to the nature of the work, e.g. health centres in both urban and rural settings. With the trend to give high priority to Primary Health Care, these incentives are sometimes more readily available in the rural areas.	
KOREA, (DEMOCRATIC PEOPLE'S REPUBLIC OF)		No information received			
MALDIVES	Medical Officers Other categories	(1) Allowance paid in addition to basic salary for periods spent out of the capital, Male Rupees 6 (US\$ 1.50) per day. (1) as above. For health assistants, workers and labourers Rupees 5 (US\$1.25) per day. (2) Special allowances paid to health assistants for regular / permanent posting in health centres not in their home atoll: Rupees 2.50 per day (US \$ 0.6).	None	Transport provided None	No housing rent given, but living accommodation provided. None

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
MONGOLIA, (PEOPLE'S REPUBLIC OF)	<p>Medical Officers</p> <p>Feldshers</p> <p>Nurses</p>	<p>Salary scale in Gobi aimaks, Somons and Hangaj somons is higher by 11.1 %</p> <p>Feldshers get salaries higher by 12.5% in rural health centres.</p> <p>The salary of the rural nurse is 6% less than that of the urban nurse.</p>	<p>None</p> <p>None</p> <p>None</p>	<p>Each rural health centre has its own transport, which is given by the Government as a priority to rural areas.</p> <p>As above</p> <p>As above</p>	<p>Rent-free housing in rural health centres.</p> <p>As above</p> <p>As above</p>
NEPAL	Medical Officers	Remote area allowance is payable. The amount varies from 25 - 100 % of basic salary, depending upon the remoteness of area.	None	None	None
SRI LANKA	<p>Medical Officers</p> <p>Other categories</p>	None	<p>The selection of candidates for the award of fellowships is based on a point - system. Extra points are given for working in rural areas.</p> <p>None</p>	None	<p>None</p> <p>None</p>

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
THAILAND	<p>Medical Officers</p> <p>Other categories (Nurses, senior and junior sanitarians, midwives of health centres).</p>	<p>For non-sensitive areas, an allowance of bahts 1,000 (US \$50) is paid for each M.O. of first year service and bahts 1,200 (US \$ 60) for those of other years.</p> <p>In sensitive areas bahts 1,500 (US \$75) for first year of service and bahts 1,700 (US \$ 85) for other years.</p> <p>Basic salary varies from bahts 2,370 (US \$118)(second grade) to bahts 6,875 (US \$ 342)(first grade) including tax.</p> <p>Special allowance varying from Bahts 25 to 40 (US \$ 1.5 - 2) in case of working off-limits.</p> <p>Basic salary varies from bahts 750 (US \$37)(fourth grade) to bahts 3 850 (US \$192) (second grade) including tax.</p>	<p>None</p> <p>None</p>	<p>Vehicles maintained by the Government and donated by UNFPA are available to some health centres in non-sensitive areas and a United States Operations Mission (USOM) vehicle in sensitive areas.</p> <p>Motorcycles donated by UNFPA through UNICEF are available for each nurse and midwife, while sanitarians at district level get a motorcycle from UNICEF. Expenditure of gasoline and repair costs are paid by the health workers themselves.</p>	<p>Rent-free housing provided for M.Os. of health centres.</p> <p>Rent-free housing provided.</p>

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
WESTERN PACIFIC AMERICAN SAMOA	All categories	Salaries are above average compared with other developing territories - annual leave - social security.	Continued education - seminars - fellowships and medical meetings	Adequate service provided by the government.	Low - cost government housing for contract employees.
AUSTRALIA	All categories	None	None	Areas difficult of access have staff transportation provided free of charge.	None
BRITISH SOLOMON ISLANDS PROTECTORATE	All categories	None	A limited monthly quantity of air-freight is granted at government expense, to allow staff at Santa Cruz to obtain frozen supplies from Honiara.	None	None
BRUNEI	All categories	None	None	None	None
CAMBODIA	No information received				
CHINA	No information received				

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
COOK ISLANDS	Medical Officers Other categories	Special allowance amounting to \$200 is added to annual salary (US \$ 250). None	Six-month post-graduate studies overseas after three to five years spent in rural areas. Post-graduate studies overseas.	Free service transport	Rent-free housing. None
FIJI	Medical Officers Nurses Ancillary staff	No special allowance for rural work but negotiations are taking place with government. Consolidated allowance granted for work in certain rural areas Overtime is paid if required to work outside normal office hours.	After a certain period of rural service, opportunity is offered for specialist training locally and abroad. Annual leave is ten days and vacation leave is forty-two days after three years tour. None None	Vehicles and boats provided by government for service purpose None None	Housing is provided against payment of a percentage of basic annual salary: 10% of salary on the first Fiji \$2400 (US \$2990) and 3% on that part of salary which is in excess of Fiji \$2400. If staying in own house, the Government helps in guaranteeing housing loans. None None
GILBERT and ELLICE	All categories	None	None	None	None

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
HONG KONG	Medical Officers and nursing staff	No special allowance, except travelling expenses if they live away from their place of work.	Removal allowance and free transportation of personal effects when they are posted to remote areas and required to live in quarters.	Mileage allowance when using their own cars.	Rent-free housing normally provided at or near place of work.
JAPAN	All categories	None	None	Vehicles are supplied by Government to health centres for duty travel of staff.	None
KOREA, (REPUBLIC OF)	Medical Officers	<p>In addition to basic salary of Won 51,090 (US \$ 106.26), there is, according to posting, a special allowance:</p> <ul style="list-style-type: none"> a. remote areas Won 20,000 to 150,000 (US \$ 42 to 312) b. rural and semi-rural areas Won 20,000 to 110,000 (US \$ 42 to 230). <p>Each provincial government decide on the allowance rate in their province.</p>	None	None	None

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
LAOS	<p>Medical Officers</p> <p>Nursing staff</p>	<p>On top of salary, cost of housing and family allowance is granted.</p> <p>An incentive of US \$ 2.50 per month is paid to nursing staff irrespective of grade. This represents an average of 15 - 20% of basic salary.</p>	<p>Special allowance according to functions for:</p> <p>Chief medical officers of provinces; Chief medical officers of health centres; "On call" allowance for chief medical officers of health centres.</p> <p>Special allowance for overtime for nurses responsible for sub-centres of health or rural dispensaries.</p>	<p>Transportation generally provided.</p> <p>None</p>	<p>Rent-free housing or housing allowance.</p> <p>None</p>
MACAU	<p>Medical Officers</p> <p>Nurses, midwives and others.</p>	<p>None</p>	<p>None</p>	<p>For Macau, official cars provided for service.</p> <p>Taipa and Coloano Islands = boats for liaison between islands and Macau, transportation within the islands and for visits to patients in rural areas.</p> <p>Transportation provided on the islands.</p>	<p>Macau = none</p> <p>semi - rural areas around Macau and Taipa and Coloano Islands rent-free furnished housing.</p> <p>Rent-free housing in posts' quarters.</p>

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
MALAYSIA	<p>Medical Officers</p> <p>Other categories</p> <p>Midwives</p>	<p>Special allowance of M \$ 175 (US \$67) if without D.P.H. and of M \$ 350 (US \$ 135) if possessing D.P.H. or M.P.H. for medical officers of health.</p> <p>None</p> <p>None</p>	<p>Medical officers who work 9 months or more in a rural health centre are eligible to apply for the post of medical officer of health which carries with it incentive allowance.</p> <p>None</p> <p>None</p>	<p>Vehicles are available at all main and sub-health centres for use by health staff for official travelling.</p> <p>None</p> <p>Are provided with bicycles and scooters</p>	<p>Housing provided again- st 3% of salary for health workers posted to main health centres, sub-centres and mid-wives clinics consider- ed "on call". Other government officers not on call pay 10% of their salary for hous- ing.</p> <p>As above</p> <p>As above</p>
NEW HEBRIDES CONDOMINIUM	All categories	No special incentives for work in rural areas; all facilities offered are granted to staff irrespective of their posting to rural or urban areas. An additional amount of \$ 0.30 to 0.80 (US \$0.40 to 0.80) per night is paid for hard-touring.			
NEW ZEALAND	Medical Officers	<p>(a) Private practice doctors. General medical service bene- fit plus 10% rural practice bonus.</p> <p>(b) Special area doctors. Twenty spec- ial areas throughout the country serviced by salaried medical officers - salary range from \$9,445 to \$14,494 according to area, population.</p>	<p>(a) Private practice doctors: - assistance towards employment of regis- tered nursing staff in a paramedical capacity - subsidy towards em- ployment of locum tenens. - telephone consultat- ions = 35 cents for patients ten miles or more from rural doctor (US \$ 0.45).</p>	<p>(a) Private practice doctors: 25% bonus on mileage fees for general med- ical services. - mileage allowance for attendance at clinical meetings. - car loans in special cases to establish doctors. (b) special area doctors: car loans car allowance</p>	<p>(a) Private practice doctor: Government loan to local author- ities to provide housing and surgery accomodat- ion. (b) special area doctors: rent-free furnished houses.</p>

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
NEW ZEALAND (contd.)	Other categories: Public Health Nurses	remoteness and local needs (US \$ 12,373 - \$ 18,987). An additional allowance ranging from \$ 66.95 (US \$87.70) to \$ 133.90	Assisted passage scheme for doctors from U.K. - grant totalling \$ 5,950 (US\$7,795) payable in approved cases to junior medical officers who, after four years hospital service elect to enter private rural practice in lieu of taking up post-graduate fellows. (b) special areas doctors: Post-graduate study leave after completion of five years service, two weeks post-graduate study leave on full pay each year of special area service with a maximum of 14 weeks. Fares (for the practitioners only) payable to and from study centre in New Zealand or overseas, plus subsistence allowance \$ 10 per day (US \$ 13.1).	The nurses are either provided with a departmental vehicle or they receive a scale	An allowance at the rate of \$ 3.42 (US \$ 4.48) per week shall be payable in lieu of free

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
NEW ZEALAND (contd.)		(US \$ 175) shall be payable, in addition to any remote allowance to employees located in certain areas.	social hygiene work as a regular and substantial part of normal duties. Laundry allowance of \$ 28.84 per annum (US\$ 37.78) where no public facilities and where the nurses are required to wash their own protective gowns and sterilize dressings. A protective clothing allowance of \$ 9.27 (US \$ 12.14) per annum. In approved rural areas, one pair gumboots to be replaced on a fair wear-and-tear basis.	mileage allowance computed to cover running costs and depreciation.	furnished residential accommodation when free furnished residential accommodation is not available, the nurse being on call 7 days per week.
PAPUA/NEW GUINEA	All categories	None	None	None	None
PHILIPPINES		No information received			
REPUBLIC OF SOUTH VIET-NAM		No information received			
SINGAPORE		No information received			

1 REGIONS AND COUNTRIES	2 CATEGORIES OF PERSONNEL	3 SALARIES AND SPECIAL ALLOWANCES	4 OTHER SPECIAL SERVICE INCENTIVES	5 TRANSPORTATION FACILITIES	6 HOUSING
TONGA	Medical Officers and Nurses	Assignment allowance Ton.Pa'anga 21.00 per annum (US \$ 30).	None	Transport provided by Department and varies from land rovers, minimokes to motor cycles or bicycles depending on the size of the islands.	Furnished housing provided against payment of percentage of salary which varies according to the quarters (whether fully or partially furnished). Usual rent represents 7.5% of basic salary.
TRUST TERRITORY OF THE PACIFIC ISLANDS	Medical Officers Other categories	Post differential allowances amounting to 15% of annual salary. Hardship allowance of 20% annually for duty in Ebeye, Kwajalein and other areas outside the district centres determined to be hardship areas. 25% of annual salary for hazardous work.	20% annual salary on a regularly scheduled standby duty. Note: In no case may an employee receive payment for combined differentials for the preceding standby hardship post, night work or hazardous duty in excess of 30% of the current basic salary rate. 20% per annum salary as stand-by duty (see note above).	Transportation facilities provided by the government.	Rent-free housing provided. None

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WESTERN SAMOA	<p>Medical Officers</p> <p>Public Health Inspectors</p> <p>District and Staff Nurses</p>	<p>An allowance of WS \$ 100 (US \$ 165) per annum is paid to medical officers working in the main hospital and also in district hospitals.</p> <p>None</p> <p>It is intended that positional allowances should be given to the district and staff nurses working in the rural health services.</p>	<p>Medical officers are given opportunities to attend courses overseas, for post-graduate studies or to attend seminars sponsored by various organizations.</p> <p>Overtime allowance when in the field. They are also given opportunities for further studies overseas.</p> <p>They are given opportunities for further studies.</p>	<p>District medical officers have been given transport for their use to facilitate their work.</p> <p>None</p> <p>None</p>	<p>Those working in the Apia General Hospital pay a minimum rent of WS \$ 15 (US \$ 25) per month while unmarried men only pay WS \$ 6 (US \$ 10) per month with meals. All district medical officers in the rural health services are given rent-free housing.</p> <p>None</p> <p>None</p>