



An Roinn Gnóthaí Eachtracha agus Trádála  
Department of Foreign Affairs and Trade

Mr Ken Foxe

E-mail: ken.foxe@gmail.com

Our Ref: Fol/Req/16/079

14th July 2016

Dear Mr Foxe,

I refer to the request which you have made under the Freedom of Information Act 2014 for access to records held by this Department, as follows:

***A list of hardship postings and the allowances paid in each case. I'm also seeking a total cost for how much was paid in 'hardship' in 2015 and so far in 2016.***

***Copy of any review, submissions, memoranda and so on relating to hardship postings and the possible reform of that system since 1 January 2015.***

I refer also to the acknowledgement of your request which was sent to you on 27th June 2016

I am the responding officer in this case.

Attached is a list of hardship locations and the total hardship allowances paid in 2015 and to date in 2016 at each mission. There are currently 91 officers from Headquarters serving abroad, from Clerical Officer to Head of Mission, who are currently in receipt of a hardship allowance.

Hardship allowances are designed to take into account significant factors at designated locations, including: personal security and political tension; climate/environment; health; language and culture; goods and services; housing, utilities and education; and isolation. They are calculated based on independently-sourced data and are subject to annual review. This means that the allowances payable can go up or down as locations move to a different category or out of the hardship category altogether. Category A lists the highest ranked hardship posts with Category E the lowest.

There has been no other reforms, submissions or memoranda in relation to hardship postings since 1 January 2015.

### **Right of Appeal**

Should you wish to appeal this decision, you may do so in writing to the Freedom of Information Unit, Department of Foreign Affairs and Trade, 76-78 Harcourt Street, Dublin 2 or by email to [foi@dfat.ie](mailto:foi@dfat.ie). A fee applies for an appeal for access to non-personal information; the level of this fee has been set at €30. For methods of payment, please contact FOI Unit at [foi@dfat.ie](mailto:foi@dfat.ie), or 01-4082857.

You should make your appeal within 4 weeks (20 working days) from the date of this notification. However, the making of a late appeal may be permitted in appropriate circumstances. The appeal will involve a complete reconsideration of the matter by a more senior member of the staff of this Department.

Yours sincerely



Teresa Sweeney  
Human Resources