



**MINISTRY OF FOREIGN AFFAIRS
OF DENMARK**
Danida

Staff Regulations

Advisers on DANIDA Long-Term Assignments

Part 2 of 2

MINISTRY OF FOREIGN AFFAIRS OF DENMARK
Asiatisk Plads 2
DK-1448 Copenhagen
Tel.: +45 33 92 00 00
E-mail : DANIDAadvisers@um.dk
www.um.dk

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March 2026

ANNEX 1 - DECLARATION OF COHABITATION

We, the undersigned, hereby solemnly and jointly declare that for the past 12 months we have continuously cohabited without legal impediment at the same physical address in a relationship equivalent to marriage/registered partnership. The attached documentation is provided in affirmation of this declaration.

Documentation attached: ☐ National Registration Office (Folkeregister) certificate
(Tick where appropriate) ☐ Other (specify) _____

* * *

Adviser's name:

Name of the cohabiting partner:

Date of Birth

Date of Birth

Posted to: _____
(country)

as at _____
(date)

Date:

Place where signature given:

Date:

Place where signature given:

(Adviser's signature)

(Signature of the cohabiting partner)

ANNEX 2 – REIMBURSEMENTS

Reimbursement of Duty Travel

Advisers must arrange all outward and homeward journeys by themselves through the Ministry of Foreign Affairs' travel agency, Carlson Wagonlit Travel, e-mail: UM.dk@contactcwt.com.

Remember to cc.DANIDA-LTA@NIRAS.DK.All air tickets must be purchased making use of any special offers and discount schemes - both in Denmark, country of permanent residence and in the country of service. In the country of service, the Embassy may require the Adviser to use established discounts arranged with airlines or travel agencies.

1. **Reimbursement can only take place provided that:**

- 1) the travel has been authorised beforehand by the Embassy or Niras A/S
- 2) expenses have not been covered by the local authorities

A request for authorisation must state the purpose of the duty travel, its duration and estimated cost.

For duty travel in the duty station or from the duty station of less than 24 hours' duration, only documented expenses for meals will be refunded.

Per diem allowances are not payable when free accommodation or meals are provided, and only at duty travel at the duty station or participation in local Adviser Meetings, "in-country" courses and seminars.

2. **Hotel:** Niras A/S will refund documented expenses for hotel accommodation during travel during the contract according to current travel rules. Hotels must not be luxury or high class.

3. **Main meals on per diem allowance:** The Embassy in the country of service will pay per diem allowance on the basis of actual rates for duty travel in the duty station or from the duty station

Per diem allowance is calculated for each commenced hour of the duration of duty travel, i.e. from departure from home/workplace to return to home/workplace, as $\frac{1}{24}$ of the reduced rate stated for the country of service. Meals provided free by the airline must be deducted from the per diem rate as follows: 15% (breakfast), 30% (lunch) and 30% (dinner).

If only some of the meals are provided without cost to the adviser, the per diem allowance will be reduced as follows: 15% (breakfast), 30% (lunch) and 30% (dinner).

4. **Transport:** Documented expenses for transport by public transportation to and from the destination, typically airport/hotel, will be refunded.

5. **Presentation of accounts:** Observing the rules for reimbursement set out in items 3 and 4, Advisers must on completion of the duty travel submit full and itemised travel accounts, together with numbered vouchers stating their total outlay, to the Embassy.

ANNEX 3 - EDUCATION COSTS

Reimbursement of School Fees

School Attendance in the Country of Service

- Max. reimbursement of actual cost per child for school fees, including board and lodging at boarding school is subject to Embassy's decision

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School attendance outside the country of service

- Max. reimbursement of costs for child placed at boarding school provided both parents are resident in the country of service is DKK 134,340 per year.

ANNEX 4 - PRE-DEPARTURE PREPARATION

The Process

During the recruiting process, all involved, including the Adviser, are expected to identify needs for competence development in relation to taking up the position as Adviser. In most cases, no pre-departure preparation is needed.

The Adviser shall follow the code of conducts as attached namely on anti-corruption and on working in public sector.

ANNEX 5 - INTERNAL REPORTING

Unless otherwise agreed, all reports must be submitted to the Embassy.

Performance Dialogue Reports

A sample report is shown on the following page. A copy of the report will be kept at the Embassy.

ANNEX 5.1

INCEPTION REPORT

Long-term adviser

Adviser's name

Position

Contract period

Counterpart/local authority

Private address at the Duty Station

Work address at the Duty Station

Telephone :

Telephone :

Fax:

Fax:

E-Mail:

E-mail:

The inception report must be submitted to the Danish Embassy in your country of service after three months at the Duty Station and must as an enclosure to this page include the following:

- How the recruitment process was experienced
- Programme/project information
- Information concerning post, incl. job description
- Relevance of pre-departure preparation

Local authorities

- Arrival and introduction programme
- Information concerning the local organisation's structure, distribution of responsibilities and duties
- Counterpart
- Office facilities
- Contact/relations with local authorities
- Departure procedures

The Danish Embassy

- Arrival and introduction programme
- Programme/project information
- Information concerning post, incl. job description
- Contact/relations with the Danish Embassy

General

- How long did it take you to become effective in your work?
- How did your family adapt to the Duty Station?
- Was the received information useful and relevant for your introduction to the host organisation?

Date _____ Signature _____

Annex 5.2**FINAL ASSIGNMENT REPORT****Adviser's name****Position****Contract period****Counterpart/local authority****Anticipated address in home country****Address at the Duty Station****Telephone :****Telephone :****E-Mail:****E-mail:****JOB DESCRIPTION (most important assignments)****CONTACT WITH SPECIALIST INSTITUTIONS**

Have you felt a need to seek specialist advice? If yes, in what areas? From what institutions?

TRANSFER OF EXPERIENCE FROM THIS REPORT

Do you consent to information from this report being passed on to future advisers or to others?

ASSIGNMENTS

Give a brief description of your placing in the institution you work in, your work assignments and the recommendations and reports you have submitted to local authorities.

WORKING CONDITIONS AND FORMS OF COOPERATION

Give a brief description of your working conditions and your cooperation with colleagues and authorities and the extent to which one or more counterparts have been trained.

PERFORMANCE OF ASSIGNMENTS AND APPROPRIATENESS OF ASSISTANCE ACTIVITIES

1. To what extent was it feasible to carry out the assigned tasks?
2. Will a counterpart be able to continue the work or would you recommend a continuation of the assistance?
3. In the latter case, what tasks might a possible replacement for you expect to be assigned, and what experience and education should such a person be in possession of?

Date _____ Signature _____
(Adviser)

The embassy will confirm receipt of this report but will not comment on it unless so requested by you.

ANNEX 6 - PERFORMANCE DIALOGUE WITH HOST ORGANISATION

1. Introduction

The performance dialogue aims at strengthening the performance of the Adviser. This requires optimal contextual conditions for the adviser's work. Furthermore, it requires continuous feedback on the Adviser's performance as a basis for sustaining and developing advisory skills.

The performance dialogue is intended as a tool to enable the involved parties to identify and develop the necessary elements leading to positive and effective cooperation and good advisory performance. The tool is developed for situations where dialogue will lead to solutions on practical problems, develop processes and enhance performance. It is not suited for actual conflict resolution.

2. The Use of the Performance Dialogue Tool

This performance dialogue tool is intended for use between the following actors:

- the individual Adviser,
- a representative from the partner institution and
- a representative from the local Danish representation.

The involved parties should fill out the performance dialogue tool as preparation for a meeting, which should not have other issues on the agenda. Alternatively, the involved parties may each fill out their part of the tool at the dialogue meeting. The respective assessments are discussed and joint comments are formulated. Comments may specify either agreements or disagreements. A joint report sheet should be filled out and signed by all participants at the end of the dialogue meeting to ensure that all participants agree to the observations and conclusions. The joint report should be sent to the Danish representation.

If there is more than one partner institution, the Representation and the institution responsible for programme implementation will decide how the dialogue is best organised. A representative from the local Danish representation should always participate in the dialogue meeting acting on behalf of the contract holder (the Danish Ministry of Foreign Affairs).

At the performance dialogue meeting the involved parties will evaluate the relevance of the individual job description and work plan of the Adviser, the specific institutional set-up and give the Adviser focused feedback on his/her job-related performance. This input should lead to a joint description of strengths and challenges; an agreement on specific actions to undertake as well as a follow-up status on previously agreed specific actions.

The dialogue should take place three times during a standard 3-year contract period: After the first year of the contract, after two years, and finally before the end of the contract period. If the contract is extended beyond 3 years, the performance dialogue is continuously undertaken every 12 months. Representations are to submit the completed tool to The Ministry of Foreign Affairs following each performance dialogue.

The dialogue tool contains 15 statements. The involved parties should indicate to what extent they agree with the statements on a 6-step scale (from 1: “Disagree” to 6: “Agree”). The parties should choose the number on the scale that most closely represents their view. The numbers 1-3 represent varying degrees of disagreement and numbers 4-6 varying degrees of agreement. All statements should be filled out and the full range of the scale for responses should be used in order to provide a nuanced understanding of respondent’s viewpoints.

The statements fall in two sections.

Section A concerns contextual conditions for the Adviser’s input. These statements will be used to evaluate the relevance of the Adviser’s job description and programme context and other conditions for the Adviser’s performance. Section B concerns the performance of the adviser. These statements will be used to give the Adviser focused feedback on his/her technical-professional performance (section B1) and cooperating performance (section B2).

The parties should add joint comments where appropriate in relation to all sections. The joint comments are divided into three parts. The first part covers identified strengths and challenges based on the replies to the statements. The second part covers specific actions for the next period agreed between the parties at the meeting. Part 3 covers the follow-up status on previously agreed specific actions.

Danish Ministry of Foreign Affairs**Performance Dialogue on Technical Assistance**

Name of adviser:

File number, adviser:

Name of the programme:

File number, programme:

Name and institution of representative
from the partner institution:Name of representative from the
local Danish representation:

Period under assessment:

Date:

Representative from partner
institutions' signature

Adviser's signature

Representative from local Danish
representations' signature

Performance Dialogue on Technical Assistance

Section A – Contextual conditions

A1. Job description and programme context

Statements/Issues	Representative of partner institution's assessment						Adviser's assessment						Representative of local Danish representation's assessment					
	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6
1. Need to revise the present job description?																		
2. A clear and agreed workplan outlining the adviser's tasks exists.																		
3. The agreed physical working conditions (logistics, work space, equipment) for task accomplishment are provided to the adviser																		
4. The necessary information for task accomplishment is provided to the adviser																		
5. Relevant national decision makers and other partner staff are accessible																		

Comments and follow up

Identified strengths and challenges	
Agreed specific actions for the next period	

Follow-up status on previously agreed specific actions	
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Section B – Adviser's job related performance

B1. The Adviser's technical-professional performance

Statements/Issues	Representative of partner institution's assessment						Adviser's assessment						Representative of local Danish representation's assessment					
	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6
1.The Adviser's performance is of high technical-professional standard																		
2.The Adviser is performing as agreed in the job description and work plan																		
3.The adviser stimulates development of processes, products and services																		
4.The adviser demonstrates a good understanding of national policies and strategies																		
5.The adviser demonstrates a good understanding of the policies and practices of the partner institution																		

Comments and follow up

Identified strengths and challenges	
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Agreed specific actions for the next period	
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Section B – Adviser's Job-Related performance

B2. The Adviser's cooperating performance

Statements/Issues	Representative of partner institution's assessment						Adviser's assessment						Representative of local Danish representation's assessment					
	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6
1.The adviser shows flexibility in accomplishing tasks																		
2.The adviser demonstrates a high level of commitment																		
3.The adviser is proactive in accomplishing tasks																		
4.The adviser addresses challenges in a constructive manner																		
5. The adviser is cooperating satisfactorily with other staff																		

Comments and follow up

Identified strengths and challenges	
Agreed specific actions for the next period	
Follow-up status on previously agreed specific actions	

ANNEX 7 - VACCINATIONS AND MINOR HEALTH CONSULTATIONS BY PHONE

Vaccinations Prior to Posting

For Danish citizens or foreign nationals living in Denmark, it is possible to receive a vaccination at the below address when the work contract has been signed by both parties. **The Adviser shall pay the invoice and claim reimbursement through ERV.**

For Danish citizens or foreign nationals living in Denmark:

Rigshospitalet

(Copenhagen University Hospital) <https://www.rigshospitalet.dk/english/Pages/default.aspx>

Epidemiology Outpatient Unit

Blegdamsvej 9

Entrance 86

Dept. 8622, 2nd Floor

2100 København Ø

Phone 29 35 50 15

Mon-Thur 11.00 – 14.45

Fri 11.00 – 14.00

Non-Danish Residents

Foreign nationals not living in Denmark may contact ERV for a list of clinics or hospitals in their home country or country of residence.

Costs of vaccination will be reimbursed by ERV.

Consultation Regarding Infectious Diseases

Prior to and during posting, the Department of Infectious Diseases at Copenhagen University Hospital may also be contacted by mail or telephone from Monday – Friday from 09.00 -15.00 CET regarding advice on infectious diseases.

Contact information:

Marie Helleberg

Direct: + 45 35 45 85 55

Cell: + 45 40 47 37 76

Mail: marie.helleberg@regionh.dk

Health Examination After Return from Posting

As regards posting to and return from countries outside Europe and North America, expenses for an examination at a hospital specified by the Ministry of Foreign Affairs are reimbursed, provided that such examination takes place no later than 3 months after the return. Please contact ERV for more information.

ANNEX 7.1*QUESTIONNAIRE*

Before the health consultation at Copenhagen University Hospital, please complete the form below if you are interested in

- ☐ blood test (if you do not already know your blood group);
- ☐ vaccination against relevant tropical diseases;
- ☐ necessary malaria prophylaxis.

Surname: _____

First name: _____

Civil registration no.: _____

Address: _____

Phone number where we can reach you _____

Names and ages of accompanying children:

Names	Civil registration nos.

Have you experienced any allergic reactions to any medicine?

Health problems experienced in hot climates:

What country are you going to?

Previous posts in the tropics:

In cases of doubt, it is possible to contact the Ministry of Foreign Affairs' medical Adviser at Copenhagen University Hospital, telephone +45 35 45 85 55