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Supporting our FSN Colleagues in Ukraine

Dear colleagues,

I know that each and every one of us is concerned for the safety and well-being of our Foreign Service National (FSN) colleagues in Ukraine, and so I wanted to follow up on Administrator Power's note from yesterday with an update on the specific actions we are taking to support them.

First, I want to assure you that we are in constant touch with our Ukrainian colleagues. Mission Director Jim Hope and his leadership team have been communicating with them on a nearly 24-hour basis to check on their safety, provide information, and offer support. The Ukraine FSN community has demonstrated remarkable care for each other, staying in close contact and maintaining a critical network of support.

This horrific and unprovoked war has already had a devastating impact on all of our Ukrainian colleagues, their families, and their communities. And while all FSNs are accounted for as of this morning, they still need our support. USAID leadership has been working with a dedicated cross-agency team, and our State Department counterparts, on a package of support for our Ukrainian colleagues.

- We have authorized an extraordinary payment for all of our local employees to help cover relocation costs and other immediate expenses.
- The Department of State will also be adjusting the local compensation plan to include a Unique Conditions of Work Allowance, known better as danger

pay, both retroactively to the start of the current pay period and for the foreseeable future.

- We have approved salary advances, administrative leave, and workplace flexibility, and will continue to work closely with our State Department colleagues to provide additional resources and flexibilities.
- Knowing that accessing funds held in banks has become extraordinarily challenging, we are working to identify safe locations to provide access to cash, as well as other options to assist our staff with immediate needs.
- Recognizing the importance of communication and access to current information, we have provided laptops and cell phones and established several lines of communication, including a secure communication channel, to enable our staff to stay connected and have access to 24/7 support from both Mission leadership and Washington
- We have provided emergency-preparedness training and first aid trauma training for our staff in Kyiv.
- As many of our FSN colleagues are eligible for Special Immigrant Visas (SIVs) thanks to their longstanding service with USAID, we continue to encourage those interested to apply.
- And we are also working to identify temporary duty (TDY) opportunities for staff.

This is by no means the end of our support, and we recognize that what we are providing can in no way account for the incalculable distress our colleagues are facing. I know you all join me in keeping our colleagues and their families in our thoughts as we work tirelessly to support them in their time of need.

Deputy Administrator Paloma Adams-Allen

Any questions concerning this notice may be directed to:

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