

## **3 FAH-1 H-3720 REST AND RECUPERATION (R & R) TRAVEL**

*(CT:POH-103; 12-08-2004)  
(Office of Origin: HR/ER/EP)*

### **3 FAH-1 H-3721 REST AND RECUPERATION (R&R) TRAVEL DESIGNATION PROCEDURES**

*(CT:POH-102; 11-09-2004)  
(Uniform State/USAID/Commerce/Foreign Service Corps -USDA/BBG)  
(Applies to Foreign Service Employees Only)*

The procedures in this subchapter cover:

- (1) The initial designation of posts and relief areas;
- (2) The biennial certification of posts and relief areas; and
- (3) Changes in designated posts and relief areas.

#### **3 FAH-1 H-3721.1 Recommending Rest and Recuperation Designation**

##### **3 FAH-1 H-3721.1-1 Responsibility**

*(CT:POH-102; 11-09-2004)  
(Uniform State/USAID/Commerce/Foreign Service Corps -USDA/BBG)  
(Applies to Foreign Service Employees Only)*

- a. The Chief of the Diplomatic Mission, in consultation with the responsible representatives in the country of the:
  - U.S. Agency for International Development (USAID)
  - Broadcasting Board of Governors (BBG)
  - Department of Commerce (USDOC)
  - Department of Agriculture (USDA: FAS and/or APHIS)

may recommend to the Department the designation of posts for R&R and their relief areas.

- b. The Principal Officer at consular posts exercises this designation function in those countries where an Embassy does not exist.

### **3 FAH-1 H-3721.1-2 Submission of Recommendation**

*(CT:POH-102; 11-09-2004)*

*(Uniform State/USAID/Commerce/Foreign Service Corps -USDA/BBG)*

*(Applies to Foreign Service Employees Only)*

a. The recommendation shall be:

- (1) Based on criteria in 3 FAH-1 H-3721.2; and
- (2) Submitted by joint telegram to the appropriate regional bureau Executive Office in the Department. The subject is APER (Human Resources TAG), Rest and Recuperation Travel. Information copies are distributed to:
  - (a) USAID: PM;
  - (b) BBG: M/P;
  - (c) USDA: FAS/APHIS; and
  - (d) USDOC: OFSHR.

b. The supporting justification per 3 FAH-1 H-3721.2 must address each of the factors to establish eligibility for the travel benefit.

### **3 FAH-1 H-3721.2 Criteria**

#### **3 FAH-1 H-3721.2-1 Criteria for R&R Travel Designation**

*(CT:POH-102; 11-09-2004)*

*(Uniform State/USAID/Commerce/Foreign Service Corps -USDA/BBG)*

*(Applies to Foreign Service Employees Only)*

Conditions of life at the post present distinct and significant difficulties of sufficient severity to justify temporary relief for an employee and employee's eligible family members during a period of assignment. These conditions include but are not limited to such factors as:

- (1) Climate;
- (2) Isolation;
- (3) Inadequate transportation within the country;
- (4) Lack of adequate recreation facilities;
- (5) Housing conditions;
- (6) Unsanitary conditions;
- (7) Lack of essential services;
- (8) Lack of adequate medical or dental care;
- (9) Prevalence of communicable diseases;

- (10) Unusual personal hazards, and
- (11) Excessive cost of transportation from the post to a suitable relief area.

### **3 FAH-1 H-3721.2-2 Criteria For Designation of Relief Area**

*(CT:POH-102; 11-09-2004)*

*(Uniform State/USAID/Commerce/Foreign Service Corps -USDA/BBG)*

*(Applies to Foreign Service Employees Only)*

- a. To be designated as a relief point, a location must have a climate, altitude, or environment sufficiently different from that at post.
- b. In selecting a suitable relief point, an important factor is the cost of travel to the nearest point that will provide the necessary change from post.

### **3 FAH-1 H-3721.3 Decision Process**

*(CT:POH-102; 11-09-2004)*

*(Uniform State/USAID/Commerce/Foreign Service Corps -USDA/BBG)*

*(Applies to Foreign Service Employees Only)*

- a. The appropriate State Department regional bureau executive director will establish a committee, including members from outside the regional bureau, to review all incoming R&R requests.
- b. The committee will use an evaluation and scoring system to rank and review the conditions, which may establish eligibility for R&R including, but not limited to, the 11 R&R designation factors which are specified in 3 FAH-1 H-3721.2-1
- c. Upon completion of the review, the committee will make a recommendation for approval or denial of the R&R request and relief point to the regional bureau executive director who, in turn, will approve or deny the request for R&R, after obtaining clearances from:
  - (1) **USAID:** PM;
  - (2) **BBG:** M/P;
  - (3) **USDA:** FAS/APHIS; and
  - (4) **USDOC:** OFSHR.

**Note: These agencies clear on behalf of personnel that are stationed at the post.**

- d. The approving regional bureau forwards a copy of the decision document to HR/CDA/AD for inclusion in the bidding tool and to HR/ER to ensure prompt revision to the list of designated posts and relief points. The decision document must contain:

- (1) The name of the post and its proposed designated relief point;
  - (2) The names of the other foreign affairs agency officials, as appropriate, concurring in the proposed designation; and
  - (3) The criteria addressed by the committee.
- e. The regional bureau Executive Director will:
- (1) Advise the post of the decision on the designation request, and
  - (2) Establish an effective date, if the decision is to approve. (For designation of special R&Rs, (see 3 FAM 3728.)

### **3 FAH-1 H-3721.4 Re-designation of Eligibility**

*(CT:POH-102; 11-09-2004)*

*(Uniform State/USAID/Commerce/Foreign Service Corps -USDA/BBG)*

*(Applies to Foreign Service Employees Only)*

- a. All posts, which are currently approved for R&R travel, are required to submit biennially, documentation to the appropriate regional bureau Executive Office to justify continued eligibility for this benefit.
- b. Requests for a change to the primary relief point may also be proposed.
- c. Each post must fully address each of the eleven R&R eligibility factors which are listed in 3 FAH-1 H-3721.2-1 and may include additional information on factors not covered in that section which they believe are relevant to that submission.
- d. Post submissions may be reviewed and approved by the regional bureau Executive Director in accordance with the procedures established in 3 FAH-1 H-3721.3.
- e. To avoid imposing an unnecessary administrative burden, regional bureaus Executive Directors may waive submission requirements and recertify eligibility for Special Embassy Program posts where there has been no change in conditions at post since the time of the last certification.
- f. Regional bureaus must ensure that HR/CDA/AD is advised in writing of all R&R certifications.

### **3 FAH-1 H-3722 POSTS AND DESIGNATED RELIEF AREAS FOR R&R TRAVEL**

*(CT:POH-102; 11-09-2004)*

*(Uniform State/USAID/Commerce/Foreign Service Corps -USDA/BBG)*

*(Applies to Foreign Service Employees Only)*

Lists of the currently designated posts and relief areas for R&R:

- (1) Africa (See 3 FAH-1 Exhibit H-3722 (1));
- (2) Western Hemisphere (See 3 FAH-1 Exhibit H-3722 (2));
- (3) East Asia & Pacific (See 3 FAH-1 Exhibit H-3722 (3));
- (4) Europe (See 3 FAH-1 Exhibit H-3722 (4)); and
- (5) Near East & South Asia (See 3 FAH-1 Exhibit H-3722 (5)).

### **3 FAH-1 H-3723 REST AND RECUPERATION IN CONJUNCTION WITH A DIRECT TRANSFER**

*(CT:POH-102; 11-09-2004)*

*(Uniform State/USAID/Commerce/Foreign Service Corps -USDA/BBG)*

*(Applies to Foreign Service Employees Only)*

- a. There may be exceptional circumstances, when due to curtailment and direct transfer, workload, staff shortages or other situations, it may be in the agency's best interest for an employee to take R&R between assignments in conjunction with a direct transfer rather than during the course of an assignment due to curtailment, workload, staff shortages or other situations. In such cases:
  - (1) Both the gaining and losing post will normally be certified for R&R and;
  - (2) The designated relief area of the losing post will be used as the basis for travel to a point abroad.
- b. Provided that all R&R eligibility factors are met, each request for approval will be forwarded to Washington for consideration on a case-by-case basis by the appropriate foreign affairs agency responsible for issuing assignment orders for the employee concerned. Generally, the decision should be made in conjunction with the establishment of the official tour of duty, whether as a result of a curtailment or as a combined tour of duty for assignments at two designated posts, in order to maximize the employee's eligibility for R&R and home leave.
- c. Requests should be made far enough in advance of travel to permit a timely resolution of any difficulties so that travel will not be delayed.
- d. If such travel is approved, the losing post normally will be expected to pay for the R&R travel costs. However, there may be situations where it would be appropriate for the gaining and losing posts to negotiate a sharing of these costs or for the gaining post to cover the full cost.
- e. The R&R travel costs are those, which exceed the authorized direct, transfer costs. For example, after serving one year in Taipei for language

training, an employee is assigned to Beijing for a two-year tour. If R&R travel were approved in connection with the direct transfer, the post assignment orders would cover only the cost of travel from Taipei to Beijing.

- f. The R&R travel orders will cover any difference in travel costs to the designated R&R point for the losing post or to the selected designation of entry in the United States.

### **3 FAH-1 H-3724 LENGTH OF REST AND RECUPERATION TRAVEL**

*(CT:POH-102; 11-09-2004)*

*(Uniform State/USAID/Commerce/Foreign Service Corps -USDA/BBG)  
(Applies to Foreign Service Employees Only)*

- a. There is no prescribed minimum or maximum period of time that employees (or eligible family members) must spend on R&R travel. However, to meet the intent and purpose of this travel benefit, sufficient time must be allowed to gain a measure of relief from conditions at post. Normally, a period of 7 to 14 days would be deemed adequate to meet the intent of the regulations, but workload and other conditions at post will govern the actual amount of time of leave approved (see 6 FAM 125.17(c).)
- b. Employees and eligible family members must arrange R&R travel so that both legs of the trip occur within a reasonable period of time consistent with the intent of R&R travel.

### **3 FAH-1 H-3725 TAKING HOME LEAVE AT MID-TOUR**

*(CT:POH-102; 11-09-2004)*

*(Uniform State/USAID/Commerce/Foreign Service Corps -USDA/BBG)  
(Applies to Foreign Service Employees Only)*

- a. An employee assigned to a R&R post for four years with mid-tour home leave (HLRT) may take R&R before and after home leave, provided that the home leave travel splits the tour into two equal parts of twenty-four months each. Time spent on home leave is in addition to the two 24-month periods.
- b. If, after taking R&R, an employee takes home leave before completing two years of a four-year HLRT tour of duty, that employee is obligated to refund the cost of the R&R travel, unless the timing of the home leave was required by the needs of the service or for compassionate reasons

(to be determined on a case by case basis).

- c. If the employee has extended the tour to provide for a minimum period of 24 months at post following completion of home leave, the post can authorize R&R. If the timing of home leave was required by the needs of the service or for compassionate reasons (to be determined on a case-by-case basis), the foreign affairs agency office can make an exception and grant the issuance of R&R orders.
- d. Heads of individual agencies at post are authorized to adjust the HLRT up to 45 days on either side of the 24-month home leave anniversary date if required for service need or compassionate reasons (to be determined on a case by case basis).
- e. Adjustments of more than 45 days require the approval of the appropriate agency headquarters office as indicated in 3 FAH-1 H-3723b.

## **3 FAH-1 H-3726 REST AND RECUPERATION TRAVEL**

### **3 FAH-1 H-3726.1 Authorization**

*(CT:POH-102; 11-09-2004)*

*(Uniform State/USAID/Commerce/Foreign Service Corps -USDA/BBG)*

*(Applies to Foreign Service Employees Only)*

- a. Heads of individual agencies at a post with delegated authority per 6 FAM 121 may authorize or approve round-trip transportation for an employee and/or eligible family members to the designated relief area.
- b. Except as noted in this section, 6 FAM 100 will apply.

### **3 FAH-1 H-3726.2 U.S. Government Transportation and Other Accommodations**

*(CT:POH-102; 11-09-2004)*

*(Uniformed State/USAID/Commerce/Foreign Service Corps -USDA/BBG)*

*(Applies to Foreign Service Employees Only)*

The authorizing officer should schedule trips that are economical and reasonable to the U.S. Government.

### **3 FAH-1 H-3726.3 Elective Alternatives**

*(CT:POH-102; 11-09-2004)*

*(Uniformed State/USAID/Commerce/Foreign Service Corps -USDA/BBG)*

*(Applies to Foreign Service Employees Only)*

- a. Actual travel may be performed by employee and eligible family members:
  - (1) By other classes or modes of travel (including automobile); and
  - (2) From the post of assignment to a point other than the designated relief area (see 3 FAM 3725.3-1) provided that the purpose of R&R travel is met.
- b. If an employee exercises the option of travel under 3 FAM 3725.3-2 to a point in the United States. (the 50 states and the District of Columbia), the granting of leave is subject to 3 FAM 3410 and home leave eligibility is deferred in accordance with 3 FAM 3430. For USAID, (see AID Handbook 27.)
- c. All R&R travel must begin and end at the employee's post of assignment except under the provisions of 3 FAH-1 H-3723 when combined with other official travel or educational travel.
- d. The cost to the U.S. Government of such travel to any elective point may not exceed the transportation expenses that would have been incurred for direct travel between the point of origin and the designated relief area by the applicable mode and class of travel provided in 3 FAM 3720 and this subchapter. Additionally, it may not exceed allowable transportation expenses actually incurred.

### **3 FAH-1 H-3726.4 Other Travel Expenses**

*(CT:POH-103; 12-08-2004)*

*(Uniformed State/USAID/Commerce/Foreign Service Corps -USDA/BBG)*

*(Applies to Foreign Service Employees Only)*

- a. The following expenses will not be allowed for R&R travel:
  - (1) Per diem including rest stops;
  - (2) Miscellaneous expenses (as enumerated in 6 FAM 141 - 143) except for transportation to and from the airport and airport fees that are or would be incurred for direct travel to the designated R&R point, abroad or in the case of R&R taken in the United States, to the selected destination in the United States; and
  - (3) Unaccompanied or excess baggage.
  - (4) *Involuntary layovers resulting from circumstances beyond the traveler's control, e.g., local security reasons, cancelled flights or labor disputes, which involve additional expenditures for hotel accommodations and per diem may be approved at the discretion of the post's Financial Management Officer or Travel Officer. Additional expenditures for hotel accommodations, including per diem, incurred enroute to the designated or optional R&R*

*destination must be made only when no other choice or alternative is available to the traveler, and must not be incurred solely for the convenience or benefit to the traveler.*

## **3 FAH-1 H-3727 THROUGH H-3729 UNASSIGNED**

### **3 FAH-1 H-3722 EXHIBIT H-3722(1) POSTS AND DESIGNATED RELIEF AREAS FOR R&R TRAVEL – AFRICAN COUNTRIES**

*(CT:POH-102; 11-09-2004)*

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Angola Luanda	London, UK
Benin Cotonou	Paris, France
Botswana Gaborone	London, UK
Burkina Faso Ouagadougou	Paris, France
Burundi Bujumbura	Paris, France
Cameroon (All posts)	Paris, France
Cape Verde Praia	Paris, France
Central African Republic Bangui	Paris, France
Chad N'Djamena	London, UK

## CONTINUED 3 FAH-1 H-3722 EXHIBIT H-3722(1)

Congo, Democratic Republic of Kinshasa	Paris, France
Cote d'Ivoire Abidjan	Paris, France
Djibouti, Republic of Djibouti	Paris, France
Eritrea Asmara	Frankfurt, Germany
Ethiopia Addis Ababa	Frankfurt, Germany
Gabon Libreville	Paris, France
Gambia, The Banjul	London, UK
Ghana Accra	London, UK
Guinea, Republic of (All posts)	Paris, France
Guinea-Bissau Bissau	Paris, France

## **CONTINUED 3 FAH-1 H-3722 EXHIBIT H- 3722(1)**

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Kenya Nairobi	London, UK
Lesotho Maseru	London, UK
Liberia Monrovia	Paris, France
Madagascar Antananarivo	Paris, France
Malawi Lilongwe	Paris, France
Mali Bamako	Paris, France
Mauritania Nouakchott	Paris, France
Mauritius Port Louis	Vienna, Austria
Mozambique Maputo	London, UK

## **CONTINUED 3 FAH-1 H-3722 EXHIBIT H-3722 (1)**

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Namibia Windhoek	London, UK
Niger Niamey	Paris, France
Nigeria (All posts)	London, UK
Rwanda Kigali	Paris, France
Senegal Dakar	Paris, France
Sierra Leone Freetown	London, UK
Somalia Mogadishu	London, UK
South Africa (All posts)	London, UK
Sudan Khartoum	London, UK
Swaziland Mbabane	London, UK

## **CONTINUED 3 FAH-1 H-3722 EXHIBIT H-3722(1)**

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Tanzania Dar es Salaam	Zurich, Switzerland
Togo Lome	Paris, France
Uganda Kampala	London, UK
Zambia Lusaka	London, UK
Zimbabwe Harare	London, UK

## **3 FAH-1 H-3722 EXHIBIT H-3722(2) POSTS AND DESIGNATED RELIEF AREAS FOR R&R TRAVEL – WESTERN HEMISPHERE COUNTRIES**

*(CT:POH-102; 11-09-2004)*

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Argentina Buenos Aires	Miami, Florida
Barbados Bridgetown	Miami, Florida
Belize Belize City	Miami, Florida
Bolivia La Paz	Miami, Florida
Brazil Sao Paolo Recife Rio de Janeiro Brasilia	Miami, Florida Miami, Florida Miami, Florida Miami, Florida
Chile Santiago	Miami, Florida
Colombia Bogota	Miami, Florida

## CONTINUED 3 FAH-1 H-3722 EXHIBIT H-3722(2)

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Costa Rica San Jose	Miami, Florida Miami, Florida
Cuba Havana	Miami, Florida
Dominican Republic Santo Domingo	Miami, Florida
Ecuador Quito Guayaquil	Miami, Florida
El Salvador San Salvador	Miami, Florida
Grenada St. Georges	Miami, Florida
Guatemala Guatemala City	Miami, Florida
Guyana Georgetown	Miami, Florida
Haiti Port-au-Prince	Miami, Florida
Honduras Tegucigalpa	Miami, Florida
Jamaica Kingston	Miami, Florida

## **CONTINUED 3 FAH-1 H-3722 EXHIBIT H-3722(2)**

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Mexico Mexico City Merida	Houston, Texas Houston, Texas
Nicaragua Managua	Miami, Florida
Panama Panama	Miami, Florida
Paraguay Asuncion	Miami, Florida
Peru Lima	Miami, Florida
Suriname Paramaribo	Miami, Florida
Trinidad and Tobago Port-of-Spain	Miami, Florida
Uruguay Montevideo	Miami, Florida
Venezuela Caracas	Miami, Florida Miami, Florida

### **3 FAH-1 H-3722 EXHIBIT H-3722(3) POSTS AND DESIGNATED RELIEF AREAS FOR R&R TRAVEL – EAST ASIAN AND PACIFIC COUNTRIES**

*(CT:POH-102; 11-09-2004)*

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Brunei Bandar Seri Begawan	Sydney, Australia
Burma Rangoon	Sydney, Australia
Cambodia Phnom Penh	Sydney, Australia
China (All Posts)	Sydney, Australia
Federated Sttes of Micronesia Kolonia	Sydney, Australia
Fiji Suva	Sydney, Australia
Indonesia (All Posts)	Sydney, Australia
Japan Naha, Okinawa	Hong Kong
Korea Seoul	Sydney, Australia

## CONTINUED 3 FAH-1 H-3722 EXHIBIT H-3722(3)

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Laos Vientiane	Sydney, Australia
Marshall Islands Majuro	Sydney, Australia
Malaysia Kuala Lumpur	Sydney, Australia
Mongolia Ulaanbaatar	<i>Sydney, Australia</i>
Palau Koror	Sydney, Australia
Papua New Guinea Port Moresby	Sydney, Australia
Phillipines Manila	Sydney, Australia
Samoa Apia	Sydney, Australia
Thailand (All Posts)	Sydney, Australia
Vietnam Hanoi Ho Chi Minh City	Sydney, Australia Sydney, Australia

### **3 FAH-1 H-3722 EXHIBIT H-3722(4) POSTS AND DESIGNATED RELIEF AREAS FOR R&R TRAVEL – EUROPEAN COUNTRIES**

*(CT:POH-102; 11-09-2004)*

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Albania Tirana	London, UK
Armenia Yerevan	Rome, Italy
Azerbaijan Baku	Rome, Italy
Azores Ponta Delgada	London, UK
Belarus Minsk	Rome, Italy
Bosnia-Herzegovina Sarajevo	London, UK
Bulgaria Sofia	Frankfurt, Germany
Croatia Zagreb	Rome, Italy
Cyprus Nicosia	Rome, Italy

## CONTINUED 3 FAH-1 H-3722 EXHIBIT H-3722(4)

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Estonia Tallinn	London, UK
Georgia Tbilisi	Rome, Italy
Greece Kavala Athens Thessaloniki	Munich, Germany London, UK London, UK
Iceland Reykjavik	Rome, Italy
Kazakhstan Almaty	Rome, Italy
Kyrgyzstan Bishkek	Rome, Italy
Latvia Riga	London, UK
Lithuania Vilnius	London, UK

## CONTINUED 3 FAH-1 H-3722 EXHIBIT H-3722(4)

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Macedonia (fmr. Yugoslav Rep) Skopje	Frankfurt, Germany
Malta Valletta	London, UK
Moldova Chisinau	Rome, Italy
Poland (All posts)	Rome, Italy
Romania Bucharest	Frankfurt, Germany
Russian Federation Yekaterinburg St. Petersburg Moscow Vladivostok	Rome, Italy Rome, Italy Rome, Italy Los Angeles, CA
Serbia and Montenegro Belgrade Pristina	Paris, France London, UK
Tajikistan Dushanbe	Rome, Italy

## **CONTINUED 3 FAH-1 H-3722 EXHIBIT H-3722(4)**

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Turkey Ankara Istanbul Adana	Frankfurt, Germany Frankfurt, Germany Rome, Italy
Turkmenistan Ashgabat	Rome, Italy
Ukraine Kiev	Rome, Italy
Uzbekistan Tashkent	Rome, Italy

### **3 FAH-1 H-3722 EXHIBIT H-3722(5) POSTS AND DESIGNATED RELIEF AREAS FOR R&R TRAVEL – NEAR EASTERN AND SOUTH ASIAN COUNTRIES**

*(CT:POH-102; 11-09-2004)*

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Afghanistan (All posts)	London, UK
Algeria Algiers	London, UK
Bahrain Manama	London, UK
Bangladesh (All posts)	Sydney, Australia
Egypt (All posts)	London, UK
India (All posts)	London, UK
Iraq Baghdad	London, UK
Israel Tel Aviv	London, UK

## CONTINUED 3 FAH-1 H-3722 EXHIBIT H-3722(5)

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Jerusalem Jerusalem	London, UK London, UK
Jordan (All posts)	London, UK
Kuwait (All posts)	London, UK
Lebanon Beirut	London, UK
Morocco Rabat Casablanca	London, UK London, UK
Nepal (All posts)	London, UK
Oman Muscat	London, UK
Pakistan (All posts)	London, UK
Qatar Doha	London, UK
Saudi Arabia (All posts)	London, UK

## **CONTINUED 3 FAH-1 H-3722 EXHIBIT H- 3722(5)**

<b>Post Designated for R&amp;R</b>	<b>Designated Relief Area</b>
Sri Lanka Colombo	Sydney, Australia
Syria Damascus	London, UK
Tunisia Tunis	London, UK
United Arab Emirates (All posts)	London, UK
Yemen Sanaa	London, UK