



ISAF
International Civilian Consultant
Pay Scale and Benefits 2012
ICC Salary scale EURO

Levels	EURO								
	Step 1	Step Increase	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
IA	€ 4,013.00	€ 202.00	€ 4,215.00	€ 4,417.00	€ 4,619.00	€ 4,821.00	€ 5,023.00	€ 5,225.00	€ 5,427.00
IB	€ 4,683.00	€ 236.00	€ 4,919.00	€ 5,155.00	€ 5,391.00	€ 5,627.00	€ 5,863.00	€ 6,099.00	€ 6,335.00
IIA	€ 5,354.00	€ 270.00	€ 5,624.00	€ 5,894.00	€ 6,164.00	€ 6,434.00	€ 6,704.00	€ 6,974.00	€ 7,244.00
IIB	€ 6,025.00	€ 304.00	€ 6,329.00	€ 6,633.00	€ 6,937.00	€ 7,241.00	€ 7,545.00	€ 7,849.00	€ 8,153.00
IIIA	€ 6,695.00	€ 338.00	€ 7,033.00	€ 7,371.00	€ 7,709.00	€ 8,047.00	€ 8,385.00	€ 8,723.00	€ 9,061.00
IIIB	€ 7,366.00	€ 373.00	€ 7,739.00	€ 8,112.00	€ 8,485.00	€ 8,858.00	€ 9,231.00	€ 9,604.00	€ 9,977.00
IIIC	€ 8,037.00	€ 407.00	€ 8,444.00	€ 8,851.00	€ 9,258.00	€ 9,665.00	€ 10,072.00	€ 10,479.00	€ 10,886.00
Years of service	0		1	2	4	6	8	10	12

ISAF International Civilian Consultant Benefits:

- Installation allowance equal to one-month salary (50% to be reimbursed if two years of service has not been completed)
- Start and End of Contract paid transportation from residence to theatre and return
- Hazard allowance (44.51 Euro for every day spent in Theatre)
- Austere conditions allowance (33.38 Euro for every day spent in Theatre)
- Two days of annual leave per month
- 5 + 2 days "Leave from Theatre" plus reimbursement of travel expenses up to 1000 Euro for every 6 months spent in Afghanistan
- Medical Insurance from Van Breda International (including death and disability coverage), small fee charged plus 50% of monthly premium covered by ISAF HQ
- Free accommodation in the camp
- Meals of good/reasonable quality available to purchase
- Laundry is at a nominal charge through the contracted laundry company
- Clothing Allowance of 400 Euro per year
- Medical and Immunization package prior to deployment