



**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 (45.09 Euro for every day spent in Theatre)
- Austere conditions allowance (33.81 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