

MATRIX OF IACO NON-EXECUTIVE STAFF FUNCTIONAL CAREER

Mastery

Case 2 : Change of basic salary and housing allowance. The extra pay is linked to the evolution in the category

| College | Category or Grade | Grade | Evolution of Average Officer | Evolution Performing Agent | High Performance Potential | Title | Level of Education or Requirements | Basic Salary | Extra Paid | Transport | Housing Allowance | Gross Salary |
|----------------|--------------------------|-----------|------------------------------|----------------------------|----------------------------|--|--|--------------|------------|-----------|-------------------|---------------------|
| OFFICER | LOW MASTERY S3.6 | S3.4.1 | 4 | 3 | 2 | Agent | A-level or equivalent with 3 years experience or equivalent diploma. Recruited by the General Secretariat after a call for application. Under 30 years of age. Local permanent contract | 533,5716 € | 152,4490 € | 38,1123 € | 76,2245 € | 800,3574 € |
| | | S3.4.2 | 3 | 2 | 1 | | | 533,5716 € | 152,4490 € | 38,1123 € | 76,2245 € | 800,3574 € |
| | | S3.4.3 | 3 | 2 | 1 | | | 533,5716 € | 167,6939 € | 38,1123 € | 76,2245 € | 815,6023 € |
| | | S3.4.4 | 3 | 2 | 1 | | | 533,5716 € | 167,6939 € | 38,1123 € | 76,2245 € | 815,6023 € |
| | | S3.4.5 | 3 | 2 | 1 | | | 533,5716 € | 182,9388 € | 38,1123 € | 76,2245 € | 830,8472 € |
| | | S3.4.6 | 3 | 2 | 1 | | | 533,5716 € | 182,9388 € | 38,1123 € | 91,4694 € | 846,0921 € |
| | | S3.4.7 | 3 | 2 | 1 | | | 533,5716 € | 198,1837 € | 38,1123 € | 91,4694 € | 861,3370 € |
| | | S3.4.8 | 3 | 2 | 1 | | | 533,5716 € | 198,1837 € | 38,1123 € | 91,4694 € | 861,3370 € |
| | | S3.4.9 | 3 | 2 | 1 | | | 533,5716 € | 213,4286 € | 38,1123 € | 91,4694 € | 876,5819 € |
| | | S3.4.10 | 3 | 2 | 1 | | | 533,5716 € | 213,4286 € | 38,1123 € | 91,4694 € | 876,5819 € |
| | Total | 31 | 21 | 11 | | | | | | | | |
| | MASTERY S3.5 | S3.4.1 | 4 | 3 | 2 | Agent | A-level or equivalent with 2 years of work experience or equivalent degree. Recruited by the General Secretariat after a call for application. Under 30 years of age. Local permanent contract | 609,7961 € | 282,0307 € | 38,1123 € | 106,7143 € | 1 036,6534 € |
| | | S3.4.2 | 3 | 2 | 1 | | | 609,7961 € | 282,0307 € | 38,1123 € | 106,7143 € | 1 036,6534 € |
| | | S3.4.3 | 3 | 2 | 1 | | | 609,7961 € | 297,2756 € | 38,1123 € | 106,7143 € | 1 051,8983 € |
| | | S3.4.4 | 3 | 2 | 1 | | | 609,7961 € | 297,2756 € | 38,1123 € | 106,7143 € | 1 051,8983 € |
| | | S3.4.5 | 3 | 2 | 1 | | | 609,7961 € | 312,5205 € | 38,1123 € | 106,7143 € | 1 067,1432 € |
| | | S3.4.6 | 3 | 2 | 1 | | | 609,7961 € | 312,5205 € | 38,1123 € | 121,9592 € | 1 082,3881 € |
| | | S3.4.7 | 3 | 2 | 1 | | | 609,7961 € | 327,7654 € | 38,1123 € | 121,9592 € | 1 097,6330 € |
| | | S3.4.8 | 3 | 2 | 1 | | | 609,7961 € | 327,7654 € | 38,1123 € | 121,9592 € | 1 097,6330 € |
| | | S3.4.9 | 3 | 2 | 1 | | | 609,7961 € | 343,0103 € | 38,1123 € | 121,9592 € | 1 112,8779 € |
| | | S3.4.10 | 3 | 2 | 1 | | | 609,7961 € | 343,0103 € | 38,1123 € | 121,9592 € | 1 112,8779 € |
| | Total | 31 | 21 | 11 | | | | | | | | |
| | HIGH MASTERY S3.4 | S3.4.1 | 4 | 3 | 2 | Bilingual Secretary Support Technician. | Bilingual A-level or equivalent with 2 years of work experience or equivalent degree. Recruited by the General Secretariat after a call for application. Under 30 years of age. Local permanent contract | 686,0206 € | 449,7246 € | 38,1123 € | 152,4490 € | 1 326,3065 € |
| | | S3.4.2 | 3 | 2 | 1 | | | 686,0206 € | 449,7246 € | 38,1123 € | 152,4490 € | 1 326,3065 € |
| | | S3.4.3 | 3 | 2 | 1 | | | 686,0206 € | 457,3471 € | 38,1123 € | 152,4490 € | 1 333,9290 € |
| | | S3.4.4 | 3 | 2 | 1 | | | 686,0206 € | 457,3471 € | 38,1123 € | 152,4490 € | 1 333,9290 € |
| | | S3.4.5 | 3 | 2 | 1 | | | 686,0206 € | 495,4593 € | 38,1123 € | 152,4490 € | 1 372,0412 € |
| | | S3.4.6 | 3 | 2 | 1 | | | 686,0206 € | 495,4593 € | 38,1123 € | 190,5613 € | 1 410,1535 € |
| | | S3.4.7 | 3 | 2 | 1 | | | 686,0206 € | 533,5716 € | 38,1123 € | 190,5613 € | 1 448,2658 € |
| | | S3.4.8 | 3 | 2 | 1 | | | 686,0206 € | 533,5716 € | 38,1123 € | 190,5613 € | 1 448,2658 € |
| | | S3.4.9 | 3 | 2 | 1 | | | 686,0206 € | 571,6838 € | 38,1123 € | 190,5613 € | 1 486,3780 € |
| | | S3.4.10 | 3 | 2 | 1 | | | 686,0206 € | 571,6838 € | 38,1123 € | 190,5613 € | 1 486,3780 € |
| | Total | 31 | 21 | 11 | | | | | | | | |

NB: at IACO local agents are not only declared to social security (CNPS) but also insured as most companies and institutions in the country do