

MATRIX OF IACO PROFESSIONAL STAFF FUNCTIONAL CAREER

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

College	Category o Grade	Grade	Evolution of Average Officer	Evolution Performing Officer	High Performance Potential	Title	Level of Education or Requirements	Basic Salary	Extra Paid	Transport	Housing Allowance	Responsibility Allowance	Expatriation Allowance	Gross Salary	
EXECUTIVE	EXECUTIVE S3.3	S3.3.1	4	3	2	Documentation / Communication Officer	Bilingual. BSc with 5 years of work experience; MSc with no work experience; or equivalent degree Recruited by the General Secretariat after a call for application. Under 30 years of age. Local permanent Contract	762,2451 €	609,7961 €	38,1123 €	304,8980 €			1 715,0515 €	
		S3.3.2	4	3	2			762,2451 €	609,7961 €	38,1123 €	304,8980 €			1 715,0515 €	
		S3.3.3	4	3	2			762,2451 €	686,0206 €	38,1123 €	304,8980 €			1 791,2760 €	
		S3.3.4	4	3	2			762,2451 €	686,0206 €	38,1123 €	304,8980 €			1 791,2760 €	
		S3.3.5	4	3	2			762,2451 €	762,2451 €	38,1123 €	304,8980 €			1 867,5005 €	
		S3.3.6	4	3	2			762,2451 €	762,2451 €	38,1123 €	304,8980 €			1 867,5005 €	
		S3.3.7	4	3	2			762,2451 €	838,4696 €	38,1123 €	304,8980 €			1 943,7250 €	
		S3.3.8	4	3	2			762,2451 €	838,4696 €	38,1123 €	304,8980 €			1 943,7250 €	
		S3.3.9	4	3	2			762,2451 €	914,6941 €	38,1123 €	304,8980 €			2 019,9495 €	
		S3.3.10	4	3	2			762,2451 €	914,6941 €	38,1123 €	304,8980 €			2 019,9495 €	
	Total	40	30	20											
	EXECUTIVE S3.2	S3.2.1	4	3	2	Executive Assistant. Accountant Statistician Translator IT	Bilingual. MSc (4 years) with 5 years of work experience; MSc (5 years) with 3 years of work experience or equivalent degree Recruited by the General Secretariat after a call for application. Under 35 years of age. Local permanent contract	838,4696 €	838,4696 €	38,1123 €	381,1225 €			2 096,1740 €	
		S3.2.2	4	3	2			838,4696 €	838,4696 €	38,1123 €	381,1225 €			2 096,1740 €	
		S3.2.3	4	3	2			838,4696 €	914,6941 €	38,1123 €	381,1225 €			2 172,3985 €	
		S3.2.4	4	3	2			838,4696 €	914,6941 €	38,1123 €	381,1225 €			2 172,3985 €	
		S3.2.5	4	3	2			838,4696 €	990,9186 €	38,1123 €	381,1225 €			2 248,6230 €	
		S3.2.6	4	3	2			838,4696 €	990,9186 €	38,1123 €	381,1225 €			2 248,6230 €	
		S3.2.7	4	3	2			838,4696 €	1 067,1431 €	38,1123 €	381,1225 €			2 324,8475 €	
		S3.2.8	4	3	2			838,4696 €	1 067,1431 €	38,1123 €	381,1225 €			2 324,8475 €	
		S3.2.9	4	3	2			838,4696 €	1 143,3676 €	38,1123 €	381,1225 €			2 401,0720 €	
S3.2.10		4	3	2	838,4696 €			1 143,3676 €	38,1123 €	381,1225 €			2 401,0720 €		
Total	40	30	20												

The category is the subdivision of the given college.

The grade is a subdivision of the category concerned. It is designated by a code in its category followed by a number. The number places the rank in the category. Example: CL 5.1

Advancement: Advancement is to move from one lower level to another higher level within the same category.

Promotion: Promotion is the passage of a lower category to another higher level. At the end of the category, the beneficiary will be aligned in the upper grade to his last ranking

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

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