BELGIAN JPO - Ms Camille Adeline C. BALFROID
Cost Estimate for 2nd Year of Service (12 April 2023 - 11 April 2024)
IOM Cotonou, Benin
P2 Step 3

					USD Per Annum
1.	**Salary, Net Per Annum**	P2/S3			53,161
2.	**Post Adjustment (February 2023)**		41.00%		21,796
3.	**Hardship Allowance**	Category B			5,930
4.	**Rental Subsidy**		Indicative		5,000
5.	**Health Insurance calculated on the pensionable salary of:**	122,824			
	IOM Share for Staff Member:		2.19%		2,690
	Administrative Fee (February 2023 Rate)		0.923		86
6.	**Incapacity and Partial Disability Insurance IOM's share calculated on the pensionable salary of:**	122,824			
	IOM Share:		0.49%		602
7.	**Settling-In Grant**				
	a) For Staff Member				
	- 30 days DSA at (February 2023)	$201			6,030
	- Lump Sum (One Month Salary + Post Adjustment)				6,246
8.	**Travel Upon Appointment For :**		Indicative		
	a) Airfare For JPO				1,500
	b) Excess Baggage, 20 kgs				500
	c) Miscellaneous Expenses				200
9.	**Shipment Upon Appointment**		Indicative		4,000
	Removal of household goods, personal effects By surface: 600 kgs (exclusive of packaging and crating), plus insurance				
10.	**Duty travel and Training allowance (DTTA)**				3,000
				Total	110,741
11.	**Administrative Fee**		12%		13,289
				GRAND TOTAL	**124,030**

OTHER POSSIBLE ENTITLEMENTS:
Home Leave Travel

Prepared by:
Rona Jessica MANALILI
Digitally signed by Rona Jessica MANALILI Date: 2023.03.01 08:02:32 +08'00'
Rona Jessica Manalili
MHRO PSU - Assistant Payroll Analyst

Reviewed by:
GOMEZ Myrna
Digitally signed by GOMEZ Myrna Date: 2023.03.01 11:06:52 +08'00'
Myrna GOMEZ
MHRO PSU - National Payroll Officer

Concurred by
SARAF Komal
Digitally signed by SARAF Komal Date: 2023.03.01 13:06:54 +08'00'
Komal SARAF
MHRO- Payroll Manager