IOM International Organization for Migration
OIM Organisation Internationale pour les Migrations
OIM Organización Internacional para las Migraciones

BELGIAN JPO - Ms. Camille BALFROID
Cost Estimate for First Year of Service (April 2021 - March 2022)
IOM Bamako, Mali
P2 Step 1

					USD Per Annum
1.	**Salary, Net Per Annum**	P2/S1			48,805
2.	**Post Adjustment (March 2021)**		47.30%		23,085
3.	**Hardship Allowance**	Category D			14,230
4.	**Non-Family Service Allowance**				7,500
5.	**Rental Subsidy**		Indicative		5,000
6.	**Health Insurance calculated on the pensionable salary of:**	105,446			
	IOM Share for Staff Member:		2.70%		2,847
7.	**Incapacity and Partial Disability Insurance IOM's share calculated on the pensionable salary of:**	105,446			
	IOM Share:		0.98%		1,033
8.	**Settling-In Grant**				
	a) For Staff Member				
	- 30 days DSA at	$242			7,260
	- Lump Sum (One Month Salary + Post Adjustment)				5,991
9.	**Travel Upon Appointment For :**		Indicative		
	a) Airfare For JPO				1,500
	b) Excess Baggage, 20 kgs				500
	c) Miscellaneous Expenses				200
10.	**Shipment Upon Appointment**		Indicative		4,000
	Removal of household goods, personal effects				
	By surface: 600 kgs				
	(exclusive of packaging and crating), plus insurance				
11.	**Travel Upon Repatriation:**		Indicative		
	a) Airfare for JPO (From Home Station or Place of Study or Place of Recruitment)				1,500
	b) Excess Baggage, 20 kgs				500
	d) Miscellaneous Expenses				200
12.	**Shipment upon Repatriation**		Indicative		4,000
	By surface: 600 kgs				
	(exclusive of packaging and crating), plus insurance				
13.	**Induction Course**				4,000
14.	**Duty travel and Training allowance (DTTA)**				3,000
				Total	135,151
15.	**Administrative Fee**		12%		16,218
				GRAND TOTAL	**151,369**

OTHER POSSIBLE ENTITLEMENTS:
Home Leave Travel

Prepared by:
Digitally signed by Roselyn Manas
Date: 2021.03.31 17:29:34 +08'00'
Roselyn MANAS
MHRO PSU - Payroll Analyst

Reviewed by:
Digitally signed by DIZON Edita
Date: 2021.03.31 18:34:52 +08'00'
Myrna GOMEZ
MHRO PSU - National Payroll Officer