

ICMP SALARY SCALES

PROFESSIONAL STAFF

Salaries for Professional Staff

ICMP effective date: 1 July 2017

Currency: **USD**

Level	Class						
	E4	E5	E6	E7	E8	E9	E10
1	34,697	44,764	57,982	70,681	85,967	99,846	139,498
2	35,738	46,107	59,722	72,801	88,546	101,343	143,683
3	36,810	47,490	61,514	74,985	91,203	104,384	147,994
4	37,914	48,915	63,359	77,235	93,939	107,515	152,434
5	39,052	50,382	65,260	79,552	96,757	110,741	157,007
6	40,223	51,894	67,217	81,938	99,660	114,063	161,717
7	41,430	53,451	69,234	84,397	102,649	117,485	166,568
8	42,673	55,054	71,311	86,928	105,729	121,009	171,565
9	43,953	56,706	73,450	89,536	108,901	124,639	176,712
10	45,271	58,407	75,654	92,222	112,168	128,379	182,014

THE HAGUE, HEADQUARTERS
 Salaries and Allowances for Locally Engaged Staff
 ICMP effective date: 1 August 2017
 Currency: **EURO**

Level	Class			
	L4	L5	L6	L7
1	32,756	37,097	42,037	47,570
2	33,738	38,210	43,298	48,997
3	34,750	39,356	44,597	50,467
4	35,793	40,537	45,935	51,981
5	36,867	41,753	47,313	53,541
6	37,973	43,005	48,733	55,147
7	39,112	44,295	50,195	56,801
8	40,285	45,624	51,701	58,505
9	41,494	46,993	53,252	60,260
10	42,739	48,403	54,849	62,068

Child Allowance: €1,134 one child or more
 €95/month

THE HAGUE, HEADQUARTERS
Salaries and Allowances for Technical Staff
 ICMP effective date: 1 January 2018
 Currency: **EURO**

Level	Class				
	T1	T2	T3	T4	T5
1	25,000	28,000	32,000	36,000	42,526
2	25,625	28,700	32,800	36,900	43,802
3	26,266	29,418	33,620	37,823	45,116
4		30,153	34,461	38,768	46,469
5		30,907	35,322	39,737	47,863
6		31,679	36,205	40,731	49,299
7		32,471	37,110	41,749	50,778
8		33,283	38,038	42,793	52,301
9		34,115	38,989	43,863	53,870
10		34,968	39,964	44,959	55,487

Child Allowance: €1,134 one child or more
 €95/month

WESTERN BALKANS PROGRAMS

Salaries and Allowances for Locally Engaged Staff

ICMP effective date: 1 January 2018

Currency: **BAM** (Bosnian Mark)

Level	Class							
	L1	L2	L3	L4	L5	L6	L7	LP
1	17,330	19,961	22,473	25,294	28,451	31,984	35,942	52,087
2	17,850	20,560	23,147	25,053	29,305	32,943	37,021	53,649
3	18,386	21,177	23,842	26,835	30,184	33,931	38,131	55,259
4	18,937	21,812	24,557	27,640	31,090	34,949	39,279	56,916
5	19,506	22,467	25,294	28,469	32,022	35,998	40,453	58,624
6	20,091	23,141	26,052	29,323	32,983	37,078	41,667	60,383
7	20,693	23,835	26,834	30,203	33,972	38,190	42,917	62,194
8	21,314	24,550	27,639	31,109	34,992	39,336	44,205	64,060
9	21,954	25,287	28,468	32,042	36,041	40,516	45,531	65,982
10	22,612	26,045	29,322	33,003	37,123	41,731	46,897	67,961

Child Allowance: 1,149 BAM one child or more
96 BAM/month

IRAQ PROGRAM

Salaries and Allowances for Locally Recruited Staff

ICMP effective date: 1 August 2017

Currency: **USD**

Level	Class							
	L1	L2	L3	L4	L5	L6	L7	LP
1	9,853	11,817	14,178	17,128	20,707	24,581	28,877	41,124
2	10,149	12,171	14,604	17,642	21,328	25,318	29,744	42,358
3	10,453	12,536	15,042	18,171	21,968	26,078	30,636	43,629
4	10,767	12,912	15,493	18,716	22,627	26,860	31,555	44,937
5	11,090	13,300	15,958	19,277	23,305	27,666	32,502	46,286
6	11,422	13,699	16,437	19,856	24,005	28,496	33,477	47,674
7	11,765	14,110	16,930	20,451	24,725	29,351	34,481	49,104
8	12,118	14,533	17,438	21,065	25,466	30,232	35,515	50,578
9	12,482	14,969	17,961	21,697	26,230	31,138	36,581	52,095
10	12,856	15,418	18,500	22,348	27,017	32,073	37,678	53,658

Child Allowance: \$695 one child or more
\$58/month

Danger pay: \$125/month

MENA REGIONAL PROGRAM
 Salaries and Allowances for Locally Recruited Staff
 ICMP effective date: 1 August 2017
 Currency: **USD**

Level	Class								
	L1	L2	L3	L4	L5	L6	L7	LP	
1	12,722	15,061	17,817	21,045	24,848	29,593	35,235	57,784	
2	13,103	15,512	18,351	21,676	25,594	30,480	36,292	59,518	
3	13,496	15,978	18,902	22,326	26,362	31,395	37,381	61,304	
4	13,901	16,457	19,469	22,996	27,153	32,337	38,502	63,143	
5	14,318	16,951	20,053	23,686	27,967	33,307	39,657	65,037	
6	14,748	17,459	20,655	24,396	28,806	34,306	40,847	66,988	
7	15,190	17,983	21,274	25,128	29,670	35,335	42,072	68,998	
8	15,646	18,523	21,913	25,882	30,560	36,395	43,334	71,068	
9	16,115	19,078	22,570	26,659	31,477	37,487	44,634	73,200	
10	16,599	19,651	23,247	27,458	32,422	38,612	45,973	75,396	

Child Allowance: \$966 one child or more
 \$80/month