



Fixed-term contracts package

1. Salary

Officials' salaries are calculated based on the grade of the post offered in addition to previous work experience(s). By default, Step 1 is assigned. One additional step is granted for every 3 years of fully relevant full-time paid work or for every 4 years of partially relevant full-time paid work. In addition, solely half of internships', volunteering experiences' and traineeships' total durations will be considered, provided they were longer than six months. Official proofs – pay slips, employment certificates, internship agreements, etc. – ought to be provided.

2. Allowances

Expatriation allowance

An expatriation allowance shall be paid each month for a maximum duration of 6 years to officials who do not hold citizenship of the duty station and who have not resided in the latter for more than 3 years. This allowance is calculated based on the family status of the official. This allowance is currently set as a percentage of a grade 5 step 1 applicable salary scale.

Single official	20%
Married official	28%
Married official with dependent children	36%

Installation allowance

Officials living outside of 50 KM area of the duty station are entitled to an installation allowance based on their family status. They shall receive 10 days of *per diem* applicable to the duty station according to the UN monthly report. Additional three days of *per diem* shall be granted for their spouse and for each dependent child, up to 4.

3. Visa applications and Relocation expenses

The Organization sponsors the visa applications of officials who do not hold citizenship of the duty station. Assistance regarding the request of special residence permits for officials and their eligible family members, the opening of a bank account and car registration may be provided.

Officials are entitled to the reimbursement of relocation expenses (e.g. travel and removal of belongings)

both when taking up duties and upon cessation of employment. In cases of resignation, abandonment of post and disciplinary dismissal, departure costs shall not be covered by the Organization.

4. Annual leaves

Officials are entitled to:

- 30 leave days per year;
- Public holidays;
- Additional leave days granted by the Secretary General;
- Special leave days for religious and family reasons.

5. Taxation - Internal tax

INTERPOL officials are not liable to pay income tax in the duty station. Officials are taxed by INTERPOL on a monthly basis on the salaries and supplements received from the Organization. Upon cessation of duties or after having reached the age of 50, officials will be returned this amount as per applicable procedures.

6. Health insurance

INTERPOL officials are affiliated to the private health insurance company Henner. Depending on the duty station, they can also be affiliated to the national social security scheme.

7. Unemployment scheme

Officials benefit at no cost from the Organization's unemployment scheme.

8. Retirement

Officials are automatically affiliated to the INTERPOL Retirement Plan. Depending on the duty station, officials may opt for the National retirement regime.

9. Additional benefits and information

Depending on the duty station, additional benefits could be available such as, but not limited to, subsidized meals, transportation allowance, time balance, bike and car parking, leisure activities and special discounts organized by the Staff Committee.