



INTERNATIONAL
COFFEE
ORGANIZATION

Members' Orientation Session: BUDGET

London, 4 February 2019

José Sette – Executive Director

Sean Garden – Head of Finance & Administration

Tomoko Hayashi – Finance & Budget Officer

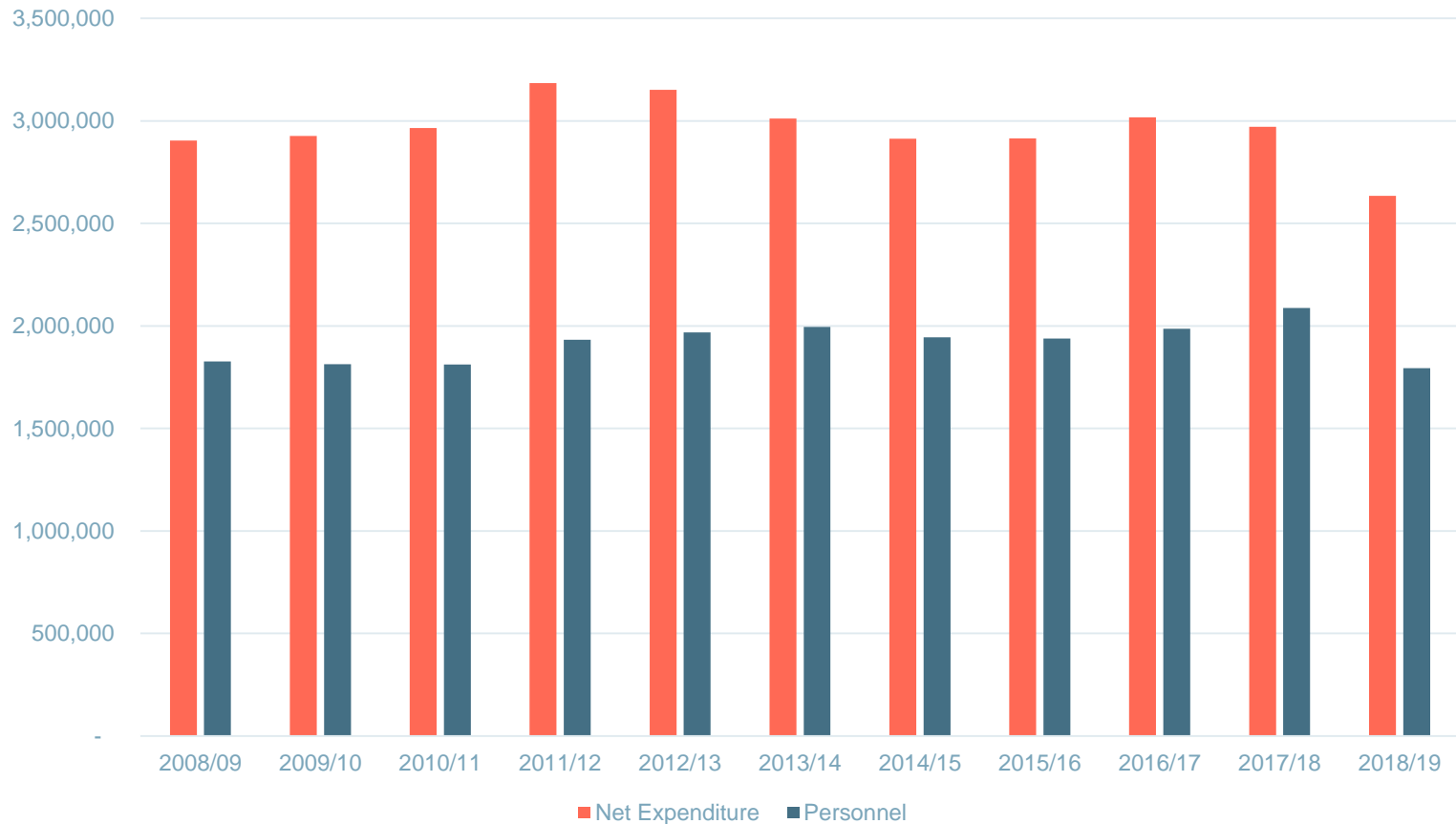
Members' Orientation Session

Budget

- Overview: macro to micro
- Relevant governance and rules
- Questions from ICC 123
- Panama query
- Sample calculation of salary
- Questions and answers



Net Expenditure and Personnel Historical Perspective



Budget – Principles used

- **Top-down budget:**
 - Top-down budgeting is a budgeting method in which develops a high-level budget for the company. Once the top-level numbers are created, amounts are allocated to each individual department of the organization creating a detailed budget with their allocation.
- **Bottom-up budget:**
 - Bottom-up budgeting is a budgeting method that attempts to determine the underlying costs for each individual department of the organization and then total up each department. This type of budgeting works in contrast to top down budgeting.
- **Incremental budget:**
 - Incremental budgeting is the traditional budgeting method whereby the budget is prepared by taking the current period's budget or actual performance as a base, with incremental amounts then being added for the new budget period.



Budget Summary

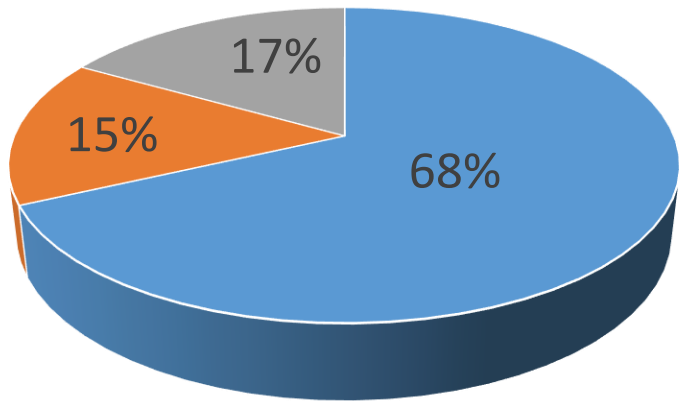
ADMINISTRATIVE BUDGET 2018/19

SUMMARY OF EXPENDITURE BY ITEM (FIGURES IN £ STERLING)

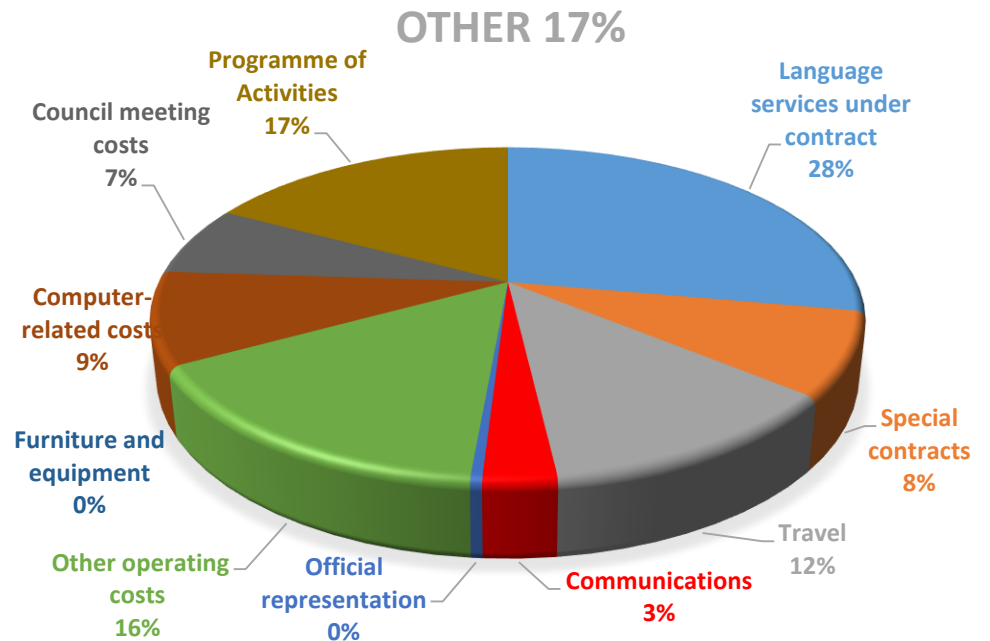
Item	Proposed 2018/19
1. Personnel	1,794,000
2. Language services under contract	123,000
3. Special contracts	36,000
4. Travel	54,000
5. Communications	12,500
6. Official representation	2,000
7. Premises	398,500
8. Other operating costs	69,000
9. Furniture and equipment	0
10. Computer-related costs	40,000
11. Council meeting costs	30,000
12. Programme of Activities	76,000
Total	2,635,000



Budget Summary



■ Personnel ■ Premises ■ Other



Why concentrate on Personnel?

68% of the 2018/19 Budget are Personnel costs

- **73%** of these Personnel costs are Basic Salaries (Net) and Post Adjustments
- There are **13** Sub-categories under Personnel costs
- **8** of these Sub-categories are affected by FX rates



Personnel Costs

Item and sub-item	Authorized 2018/19
1. Personnel	1,794,000
1.1 Basic salaries (Net)	806,500
1.2 Post adjustments	498,000
1.3 Termination indemnity	0
1.4 Personal representation allowance	5,000
1.5 Dependency allowance	42,500
1.6 Education grant	45,000
1.7 Provident Fund	318,000
1.8 Insurance	71,000
1.9 Initial installation and termination of contracts	0
1.10 Fares for home leave	6,000
1.11 Overtime	0
1.12 Language allowance	2,000
1.13 Temporary staff	0



Rules Governing Personnel

- Rules of the ICO
 - Chapter V – The Executive Director: Rules 43-48
- ICO Staff Regulations and Staff Rules - 2017
 - Chapter 2: Classification of Posts and Staff
 - Chapter 3: Salaries and Related Allowances
 - Chapter 4: Appointment and Promotion
 - Chapter 5: Leave
 - Chapter 6: Social Security
 - Chapter 7: Travel and Removal Costs



Personnel Costs Table

Item	Proposed	ICSC* / ICO SR&SR	Currency	Periodicity
1.1 Basic salaries (Net)	806,500	ICSC & ICO Rule 103.2, 103.3	GBP/USD	Annual
1.2 Post adjustments	498,000	ICSC & ICO Rule 103.3	USD	2 x per month
1.3 Termination indemnity	0	ICSC & ICO Rule 111.11	GBP	Intermittent
1.4 Personal representation allowance	5,000	ED contract	GBP/USD	Term
1.5 Dependency allowance	42,500	ICSC & ICO Rule 103.1	GBP/USD	2 x per month
1.6 Education grant	45,000	ICSC & ICO Rule 103.7	USD	5 years
1.7 Provident Fund	318,000	ICSC & ICO Rule 106.1	USD	Annual (2 x per month)
1.8 Insurance	71,000	ICO Rule 106.4	GBP	Annual and Monthly
1.9 Initial installation and termination of contracts	0	ICSC & ICO Rule 103.9, 107.1, 107.20	GBP/USD	Intermittent
1.10 Fares for home leave	6,000	ICSC & ICO Rule 105.3	GBP	Biennial (Annual)
1.11 Overtime	0	ICO Rule 103.4	GBP	Monthly
1.12 Language allowance	2,000	ICSC & ICO Rule 103.6	GBP	Intermittent
1.13 Temporary staff	0	ICO Regulation 3.4	GBP/USD	Intermittent

* ICSC (International Civil Service Commission) documents located at <https://icsc.un.org> and at <https://icsc.un.org/handbook/category>



Links

Links to documents relating to Personnel:

- <http://www.ico.org/documents/cy2016-17/Restricted/icc-119-17e-staff-regulations-rules.pdf>

Password: ico2017

- <https://icsc.un.org>
- <https://hr.un.org/handbook/category>



Questions from ICC 123

Questions:

- on the breakdown of costs for each category of staff
- on the Establishment Table



Personnel Costs

Breakdown of costs for each category of staff

- Following a number of redundancies, the ICO staff has now been reduced to 14
- The Secretariat is determined to continue to provide the services expected by Members and make savings wherever possible
- While the headcount has been significantly reduced, this does not automatically translate to a corresponding reduction in expenditure, due to a number of factors:
 - composition of staff ‘professional/general services’ (Regulation 4.2)
 - costs related to recruiting staff internationally
 - honouring staff contractual obligations
 - having to outsource some services (such as translation) due to staff redundancies



Establishment Table

2017/18	2018/19	Post title	Classification
21	14	TOTAL	
2	2	OFFICE OF THE EXECUTIVE DIRECTOR	
1	1	Executive Director	USG
1	1	Personal Assistant	P-2 / P-3
10	8	OPERATIONS DIVISION	
1	1	Head of Operations	D-1
1	1	Chief Economist	P-4 / P-5
1 *	1	Chief, Statistics Section	P-3 / P-4
1 **	1	Senior Economist	P-3 / P-4
1 * **	1	Secretariat and Communications Officer	P-2 / P-3
1	1	Economist	P-1 / P-2
3 * ***	2	Senior Statistical Associate	G-6 / G-7
1 * ***	0	Knowledge Management Associate	G-6 / G-7
9	4	ADMINISTRATION DIVISION	
1 **	1	Head of Finance and Administration	P-5 / D-1
1 *	1	Finance and Budget Officer	P-3 / P-4
1 *	1	Translation and Documents Coordinator	P-2 / P-3
1 *	1	Administrative Manager	P-2 / P-3
1 * ***	0	Finance and Procurement Associate	G-6 / G-7
3 * * * * *	0	Associate Translator	G-6 / G-7
1 * * * * *	0	Reprographics Operator	G-6 / G-7

- * *Change of post title*
- ** *Regrading of classification*
- *** *Redundancy*
- **** *Abolition of post*



Panama Query

Variiances between 2018/19 Budget Rev 2 and Rev 3:

- 1) The error occurred in the split between categories of staff. The high level figures remain unchanged.

Personnel

6. Annex II shows the proposed Establishment Table of the Organization for 2018/19. The following table gives a breakdown of the cost of personnel for each category of staff in the financial years 2016/17 to 2018/19.

Rev 2	<i>Number of posts</i>			<i>Personnel cost</i>		
	<i>2016/17</i>	<i>2017/18</i>	<i>2018/19</i>	<i>2016/17</i>	<i>2017/18</i>	<i>2018/19</i>
				<i>£000</i>	<i>£000</i>	<i>£000</i>
Total	24	22	14	1,987	2,088	1,794
<i>Professional staff</i>	<i>13</i>	<i>13</i>	<i>12</i>	<i>1,382</i>	<i>1,493</i>	<i>1,502</i>
<i>General Service staff</i>	<i>11</i>	<i>9</i>	<i>2</i>	<i>605</i>	<i>595</i>	<i>292</i>

Rev 3	<i>Number of posts</i>			<i>Personnel cost</i>		
	<i>2016/17</i>	<i>2017/18</i>	<i>2018/19</i>	<i>2016/17</i>	<i>2017/18</i>	<i>2018/19</i>
				<i>£000</i>	<i>£000</i>	<i>£000</i>
Total	24	22	14	1,987	2,088	1,794
<i>Professional staff</i>	<i>13</i>	<i>13</i>	<i>12</i>	<i>1,382</i>	<i>1,493</i>	<i>1,655</i>
<i>General Service staff</i>	<i>11</i>	<i>9</i>	<i>2</i>	<i>605</i>	<i>595</i>	<i>139</i>



Panama Query

2) These errors followed through in Table C, Personnel items 1.1 and 1.2 (Annex I-3)

Rev 2	<i>Actual</i>	<i>Authorized</i>	<i>Proposed</i>
<i>Item and sub-item</i>	<i>2016/17</i>	<i>2017/18</i>	<i>2018/19</i>
1. Personnel	1,853,049	2,088,000	1,794,000
1.1 Basic salaries (Net)	1,055,372	1,108,000	849,000
1.2 Post adjustments	292,591	425,000	455,500

Rev 3	<i>Actual</i>	<i>Authorized</i>	<i>Proposed</i>
<i>Item and sub-item</i>	<i>2016/17</i>	<i>2017/18</i>	<i>2018/19</i>
1. Personnel	1,853,049	2,088,000	1,794,000
1.1 Basic salaries (Net)	1,055,372	1,108,000	806,500
1.2 Post adjustments	292,591	425,000	498,000



Panama Query

3) These errors followed through in items Personnel 1.2.1 and 1.2.2 in the breakdown of expenditure by item and sub-item (Annex I-6).

Rev 2

1.2 Basic salaries and post adjustments (Net): £1,304,500 (£1,533,000):

- 1.2.1 General Service staff: £271,500 (£410,000) Provision has been made for a revision of the salary scale for staff in this category by the IMO as well as normal step increments for staff as provided for under the Staff Rules.
- 1.2.2 Professional and higher categories: £1,033,000 (£1,123,000) Provision has been made for normal step increments for staff as provided for under the Staff Rules.

Rev 3

1.2 Basic salaries and post adjustments (Net): £1,304,500 (£1,533,000):

- 1.2.1 General Service staff: £94,500 (£410,000) Provision has been made for a revision of the salary scale for staff in this category by the IMO as well as normal step increments for staff as provided for under the Staff Rules.
- 1.2.2 Professional and higher categories: £1,210,000 (£1,123,000) Provision has been made for normal step increments for staff as provided for under the Staff Rules.



Panama Query

Variances between to 2018/19 Rev1 and Rev2 as per previous slides

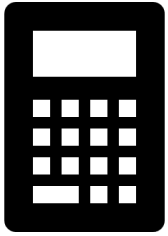
Variances in personnel costs

- Exchange rate and post adjustment
- Promotions
- Insurance and other cost adjustments



Sample Calculation of Salary





**How are
salaries and
benefits
calculated?**

**ICO's salary is based
on UN Common
System of Salaries,
Allowances and
Benefits.**



SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES

Salary scale for the Professional and higher categories:
Annual gross salaries and net equivalents after application of staff assessment
In US dollars - effective 1 January 2018

Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG	Gross	194,329												
	Net	143,757												
ASG	Gross	176,292												
	Net	131,853												
D-2	Gross	140,984	144,059	147,133	150,223	153,488	156,750	160,011	163,273	166,535	169,795			
	Net	108,189	110,341	112,493	114,647	116,802	118,955	121,107	123,260	125,413	127,565			
D-1	Gross	126,150	128,851	131,554	134,257	136,951	139,654	142,356	145,053	147,757	150,483	153,347	156,209	159,074
	Net	97,805	99,898	101,588	103,480	105,368	107,258	109,149	111,037	112,930	114,819	116,709	118,598	120,489
P-5	Gross	108,633	110,930	113,230	115,524	117,824	120,119	122,420	124,716	127,013	129,310	131,609	133,903	136,203
	Net	85,543	87,151	88,761	90,367	91,977	93,583	95,194	96,801	98,409	100,017	101,628	103,232	104,842
P-4	Gross	89,253	91,295	93,337	95,379	97,421	99,462	101,636	103,853	106,069	108,284	110,506	112,717	114,936
	Net	71,332	72,884	74,436	75,988	77,540	79,091	80,645	82,197	83,748	85,299	86,854	88,402	89,955
P-3	Gross	73,225	75,114	77,005	78,893	80,784	82,674	84,563	86,457	88,345	90,234	92,128	94,016	95,908
	Net	59,151	60,587	62,024	63,459	64,896	66,332	67,768	69,207	70,642	72,078	73,517	74,952	76,390
P-2	Gross	56,542	58,233	59,922	61,612	63,304	64,996	66,688	68,375	70,067	71,757	73,446	75,139	76,828
	Net	46,472	47,757	49,041	50,325	51,611	52,897	54,183	55,465	56,751	58,035	59,319	60,608	61,889
P-1	Gross	43,792	45,106	46,419	47,734	49,046	50,395	51,829	53,264	54,699	56,134	57,568	59,001	60,437
	Net	38,347	37,438	38,528	39,619	40,708	41,800	42,890	43,981	45,071	46,162	47,252	48,341	49,432

Note: Shaded steps are granted biennially

Staff members in the Professional and higher categories are are paid on the basis of salary scales applied worldwide, and established by the General Assembly of the United Nations on the recommendation of International Civil Service Commission (ICSC).



Sample Calculation of Salary

Net Base Salary

Hypothetical Staff: P-2, Step 1 with Spouse and a child (7 years old) Home leave year

	Apr-18		May-18
Net Base Salary			
Net Salary	46,472.00	USD	46,472.00
Post Adjustment	34,389.28	USD	32,530.40
Total Salary before Allowance & Deductions	80,861.28	USD	79,002.40
	PF Exch rate 1.40995		PF Exch rate 1.40995
	UN Exch Rate 1.4100		UN Exch Rate 1.3774
	Post Adj 0.74		Post Adj 0.70



What is the Post Adjustment?



The post adjustment is a variable component that is adjusted periodically to reflect changes in the cost of living in a duty station.

It is applicable to the United Nations Common System staff in the Professional and higher categories.

<https://icsc.un.org/Home/DataPostAdjustment>



What is the Post Adjustment?

The post adjustment system helps to ensure that no matter where United Nations common system staff work, their take-home pay has a purchasing power equivalent to that at the base of the system, New York. Post adjustment is an amount paid in addition to salary that accounts for the following elements:

- 1) Differences in prices between the location where the staff member works and New York
- 2) local inflation
- 3) The exchange rate of local currency relative to the United States Dollar
- 4) The average expenditure pattern of staff members at a given location.



Sample Calculation of Salary Allowances

	<u>Apr-18</u>		<u>May-18</u>												
Total Salary before Allowance & Deductions	<u>80,861.28</u>	USD	<u>79,002.40</u>												
Dependency Allowance	2,929.00	USD	2,929.00												
Spouse Allowance	4,851.68	USD	4,740.14												
Education Grant	12,730.00	USD	12,730.00												
Home Leave	1,500.00	USD	1,500.00												
Total Allowances	22,010.68	USD	21,899.14												
Salary before Deductions	102,871.96	USD	100,901.54												
Salary before Deductions	72,958.83	GBP	73,255.08												
<p>Difference of £ 296.25</p> <div style="border: 1px solid black; padding: 5px; background-color: #e0f0e0; width: fit-content; margin: 0 auto;"> <p>Due to the differences of Post Adjustments and the UN exch. Rate in April and May 2018.</p> </div>															
	<table> <tr><td>PF Exch rate</td><td style="text-align: right;">1.40995</td></tr> <tr><td>UN Exch Rate</td><td style="text-align: right;">1.41</td></tr> <tr><td>Post Adj</td><td style="text-align: right;">0.74</td></tr> </table>	PF Exch rate	1.40995	UN Exch Rate	1.41	Post Adj	0.74		<table> <tr><td>PF Exch rate</td><td style="text-align: right;">1.40995</td></tr> <tr><td>UN Exch Rate</td><td style="text-align: right;">1.3774</td></tr> <tr><td>Post Adj</td><td style="text-align: right;">0.70</td></tr> </table>	PF Exch rate	1.40995	UN Exch Rate	1.3774	Post Adj	0.70
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Post Adj	0.70														



Dependency and Child Allowances for Professional Staff

Dependent spouse allowance is payable at a rate of **six per cent** of net remuneration, i.e. net base/floor salary plus post adjustment, to eligible staff members whose spouse's annual earnings does not exceed an established limit

For **Child allowance**, at hard-currency (Group I) location including UK, the United States dollar amount of the allowance, currently **\$2,929**, is converted to local currency using the official United Nations exchange rate.



Education Grant

Education expenses: Amount in US dollars

Tuition (including mother tongue tuition)	<input type="text" value="15000"/>
Enrollment related fees	<input type="text" value="0"/>

Calculate

Total admissible expenses	\$15,000
Estimated Reimbursement	\$12,730

Bracket	at least	but less than	Expenses	Percent	Reimbursement paid
1	\$0	\$11,600	\$11,600	88%	\$9,976
2	\$11,600	\$17,400	\$3,400	81%	\$2,754
3	\$17,400	\$23,200	\$0	76%	\$0
4	\$23,200	\$29,000	\$0	71%	\$0
5	\$29,000	\$34,800	\$0	66%	\$0
6	\$34,800	\$40,600	\$0	61%	\$0
7	\$40,600	\$999,999	\$0	0%	\$0

Reimbursement amount :	\$12,730
Total education grant :	\$12,730





The Operational Rates of Exchange are intended only for the internal record-keeping of the United Nations.

Currency Code	Operational Rate	Effective Date
GBP	0.765	01 Feb 2019
GBP	0.78	15 Jan 2019
GBP	0.791	31 Dec 2018
GBP	0.783	01 Dec 2018
GBP	0.784	01 Nov 2018
GBP	0.757	15 Oct 2018
GBP	0.761	01 Oct 2018
GBP	0.769	01 Sep 2018
GBP	0.782	15 Aug 2018
GBP	0.761	01 Aug 2018
GBP	0.764	30 Jun 2018
GBP	0.748	14 Jun 2018
GBP	0.752	01 Jun 2018
GBP	0.726	01 May 2018
GBP	0.709	01 Apr 2018



Pensionable remuneration for the Professional and Higher categories

PENSIONABLE REMUNERATION FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES
(in United States dollars)
Effective 1 February 2018

Level	STEPS												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG	311,276												
ASG	287,705												
D-2	233,802	239,233	244,671	250,109	255,540	260,976	266,410	271,845	277,278	282,711			
D-1	207,980	212,583	217,446	221,906	226,365	230,815	235,274	239,953	244,733	249,511	254,281	258,586	263,184
P-5	180,942	184,732	188,523	192,321	196,110	199,903	203,692	207,489	211,279	215,072	218,864	222,666	226,731
P-4	147,697	151,352	154,999	158,648	162,307	165,953	169,606	173,261	176,909	180,557	184,206	187,870	191,515
P-3	121,389	124,491	127,589	130,682	133,785	136,880	139,979	143,081	146,324	149,714	153,101	156,486	159,875
P-2	94,047	96,819	99,587	102,365	105,131	107,904	110,675	113,445	116,216	118,985	121,759	124,531	127,298
P-1	72,214	74,566	76,919	79,270	81,623	83,975	86,327	88,679	91,031	93,384	95,735	98,087	100,439



Sample Calculation of Salary Deductions

Hypothetical case 1: P-2, Step 1 with Spouse and a child (7 years old) , Home leave year

	<u>Apr-18</u>		<u>May-18</u>
Salary before Deductions	<u>72,958.83</u>	GBP	<u>73,255.08</u>
Deductions			
Less: Staff contribution to Provident Fund	-6,670.24	GBP	-6,670.24
Less: Insurance	-910.32	GBP	-910.32
Total Deductions	<u>-7,580.56</u>		<u>-7,580.56</u>
Net Annual Salary	<u>65,378.27</u>	GBP	<u>65,674.52</u>
	Difference of £ 296.25 Due to the differences of Post Adjustments and the UN exch. Rate in April and May 2018.		
	PF Exch rate 1.40995 UN Exch Rate 1.410 Post Adj 0.74		PF Exch rate 1.40995 UN Exch Rate 1.3774 Post Adj 0.7



Sample Calculation of GS Salary Net Base Salary and Allowances

Salary and Allowances - General Staff

Earnings & Deductions (Annually)

Hypothetical case : G-5, Step 1 with one child, joined in ICO in 2015, certified for the 2nd UN language

	<u>Apr-18</u>		<u>May-18</u>
Net Base Salary	28,978.00	GBP	28,978.00
Allowances			
Dependancy Allowance	1,434.00	GBP	1,434.00
Language Allowance	1,388.00	GBP	1,388.00
Total Allowances	2,822.00	GBP	2,822.00
Total Net Salary before Deductions	31,800.00	GBP	31,800.00



SALARY SCALE FOR THE GENERAL STAFFS

UNITED NATIONS  NATIONS UNIES

London (United Kingdom)

General Service Category - Annual Salaries and Allowances
(in Pounds) a/

Effective 1 May 2018

S T E P S

Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI
1	(Gross)	23153	24118	25080	26044	27007	27971	28935	29922	30924	31927	32930
	(Gross Pens.)	22872	23836	24799	25763	26727	27690	28654	29618	30580	31544	32508
	(Total Net)	18414	19156	19898	20640	21382	22124	22866	23608	24350	25092	25834
	(Net Pens.)	18414	19156	19898	20640	21382	22124	22866	23608	24350	25092	25834
2	(Gross)	26023	27098	28168	29241	30354	31470	32588	33703	34819	35935	37051
	(Gross Pens.)	25746	26818	27890	28962	30032	31105	32177	33248	34321	35392	36464
	(Total Net)	20624	21450	22276	23102	23928	24754	25580	26406	27232	28058	28884
	(Net Pens.)	20624	21450	22276	23102	23928	24754	25580	26406	27232	28058	28884
3	(Gross)	29235	30482	31734	32985	34236	35488	36739	37991	39242	40493	41745
	(Gross Pens.)	28958	30159	31361	32562	33765	34967	36168	37369	38571	39772	41008
	(Total Net)	23097	24023	24949	25875	26801	27727	28653	29579	30505	31431	32357
	(Net Pens.)	23097	24023	24949	25875	26801	27727	28653	29579	30505	31431	32357
4	(Gross)	32981	34378	35776	37173	38570	39968	41365	42762	44172	45671	47170
	(Gross Pens.)	32557	33900	35242	36585	37927	39270	40633	42030	43427	44823	46221
	(Total Net)	25872	26906	27940	28974	30008	31042	32076	33110	34144	35178	36212
	(Net Pens.)	25872	26906	27940	28974	30008	31042	32076	33110	34144	35178	36212
5	(Gross)	37178	38745	40311	41877	43443	45084	46764	48443	50123	51803	53483
	(Gross Pens.)	36588	38094	39599	41143	42710	44276	45844	47410	48977	50543	52110
	(Total Net)	28978	30137	31296	32455	33614	34773	35932	37091	38250	39409	40568
	(Net Pens.)	28978	30137	31296	32455	33614	34773	35932	37091	38250	39409	40568
6	(Gross)	41884	43636	45491	47371	49251	51130	53010	54890	56770	58649	60529
	(Gross Pens.)	41149	42902	44656	46408	48162	49916	51668	53421	55175	56927	58681
	(Total Net)	32460	33757	35054	36351	37648	38945	40242	41539	42836	44133	45430
	(Net Pens.)	32460	33757	35054	36351	37648	38945	40242	41539	42836	44133	45430
7	(Gross)	47380	49481	51583	53684	55786	57887	59988	62090	64191	66293	68394
	(Gross Pens.)	46415	48375	50336	52294	54255	56213	58174	60133	62228	64330	66431
	(Total Net)	36357	37807	39257	40707	42157	43607	45057	46507	47957	49407	50857
	(Net Pens.)	36357	37807	39257	40707	42157	43607	45057	46507	47957	49407	50857



Dependency and Child Allowances for General Staff (ICSC&ICO Rule 103.1)

Dependent Child

- First dependent child of a married staff member
GBP 1,434
- First dependent child of single, widowed, or divorced staff member
GBP 1,434



Language allowance for General Staff (ICSC&ICO Rule 103.6)

Language allowance is included as a part of pensionable remuneration.

- **First Language**
GBP 1,388 net per annum
- **Second Language**
GBP 694 net per annum



Sample Calculation of Salary Deductions

Hypothetical case : G-5, Step 1 with Spouse and a child, joined in ICO in 2015, certified for the 2nd UN language

	Apr-18		May-18
Total Net Salary before Deductions	31,800.00	GBP	31,800.00
Deductions			
Less: Staff contribution to Provident Fund	-3,797.60	GBP	-3,797.60
Less: Insurance	-910.32	GBP	-910.32
Net Annual Salary	27,092.08	GBP	27,092.08
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> No difference as the General Staff Salary is in GBP. </div>			



Personnel Links

Item	ICSC* / ICO SR&SR	Currency	Notes
1.1 Basic salaries (Net)	ICSC & ICO Rule 103.2, 103.3	GBP/USD	https://icsc.un.org/Home/GetDataFile/5011
	UN Exchange Rate		https://icsc.un.org/Home/GetDataFile/5011
1.2 Post adjustments	ICSC & ICO Rule 103.3	USD	https://icsc.un.org/Home/DataPostAdjustment
1.5 Dependency allowance	ICSC & ICO Rule 103.1	GBP/USD	2 x per month
1.6 Education grant	ICSC & ICO Rule 103.7	USD	http://commonsystem.org/cp/
1.7 Provident Fund	ICSC & ICO Rule 106.1	USD	Annual (2 x per month)
1.8 Insurance	ICO Rule 106.4	GBP	Annual and Monthly
1.10 Fares for home leave	ICSC & ICO Rule 105.3	GBP	Biennial (Annual)
1.12 Language allowance	ICSC & ICO Rule 103.6	GBP	Intermittent

* ICSC (International Civil Service Commission) documents located at <https://icsc.un.org> and at <https://icsc.un.org/handbook/category>





Questions and Answer Session



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Thank you