

## **CONDITIONS OF SERVICE**

### **Grade : A3**

(The general conditions of service are set out in the WCO Staff Manual, a copy of which has been issued to all Member Administrations.)

### **Emoluments**

At present, the A3 monthly salary scale is €5,851.01 to €7,910.26 (11 steps).

Where appropriate, a household allowance of 6 % of the salary and an expatriation allowance of 18 % (14 % for unmarried officials) are paid in addition. Dependants' and education allowances are available and there are extensive sickness and life insurance schemes. Officials and their dependants are entitled to home leave travel expenses every two years.

All emoluments are free of tax.

### **Terminal Allowance**

A deduction of 9 % is made from the official's salary as a contribution towards the terminal allowance. This allowance is equal to 3 times the official's contributions during the last 12 months of service multiplied by the number of years of service.

By way of example, the monthly net pay of an expatriate official, married with two young children, would be around €7,050; and on leaving the service after five years, he would be entitled to a terminal allowance of approximately €111,000.

### **Duration of appointment**

Five years. The first six months of service will be a probationary period.

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**October 2011.**