

Salary	Paid monthly through the US-based Association of International Agricultural Research Centers (AIARC) in US Dollars. Free of tax in Sri Lanka.			
Housing & Utilities	This is designed to cover the cost of appropriate housing for internationally recruited staff working in a donor funded not for profit research organizations. The allowance is currently US\$7,200 p.a. (Paid monthly with salary \$650 per month). This allowance is not payable to staff members posted to their home base/country of nationality.			
Life Insurance & Health	An insurance package which comprises of life, accidental death & dismemberment (AD&D), hospital and major medical, long term disability and travel accident insurance.			
Automobile	An interest free loan of US\$6,000 to purchase a vehicle, repayable over a two-year period.			
Education	Education assistance is limited to 3 children of a staff member and schooling covers kindergarten (from age five) to grade 12 in secondary school. The Overseas School in Colombo (OSC) determines the maximum limit for each grade. IWMI reimburses 75% of the billed cost up to the maximum amounts. The current rates at the OSC are as follows:			
		Total US\$	75% Contribution By IWMI	25% Cost to Parents
	Registration Fee (one time non-refundable charge)	4,600	3,450	1,150
	Annual Fees			
	Primary School (Kindergarten)	10,631	7,973	2,658
	Grades 1-5	13,299	9,974	3,325
	Middle School Grades 6-8	14,541	10,906	3,635
	High School Grades 9-10	17,037	12,778	4,259
	Grades 11-12	17,197	12,898	4,299
	The education allowance is not payable to staff posted to their recognized home base/country of nationality.			
Shipping	400 kg by air for staff member/spouse, and 100 kg by air for each			



dependent.

Insurance/Shipment of goods

Insurance cover for goods to be shipped by air, surface or boat is based on the value of the goods up to a maximum of US\$25,000.

Furniture

A once-off non-accountable grant of US\$4,000 single, US\$6,000 married, to purchase furniture and furnishings for personal use. The staff posted to their recognized home base/country of nationality will not be entitled to receive this grant. Staff whose dependents do not join them at the duty station will be treated as ‘single’ for the purpose of this allowance.

Home Leave

24 days per annum.

Home Leave Travel

During the two-year contract period, one round trip economy class travel by the most direct route, for staff member and each authorized dependent, between duty station and the staff member’s home base for home leave, if posted to a duty station outside the recognized home base.