

# REGIONAL STAFF BENEFITS & ALLOWANCES



**Salary** Paid monthly through the US-based Association of International Agricultural Research Centers (AIARC) in US Dollars. Free of tax in Sri Lanka.

**Pension** The institute's contribution to the retirement plan is determined by the employee's age and is a percentage of his/her salary. Currently the rates are:

Age	% of Salary
32-34	8
35-39	12
40-44	16
45-65	20

**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\$12,000 p.a. (Paid monthly with salary \$1,000 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** A 4 door Toyota Corolla (or equivalent) car for official and personal use OR a vehicle allowance of US\$350 per month.

**Education** Education assistance is limited to 3 children of a staff member and schooling covers **kindergarten** 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			
Grades 9-10	17,037	12,778	4,259

School	Grades 11-12	17,197	12,898	4,299
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The education allowance is **not payable** to staff posted to their recognized home base/country of nationality.

**Shipping** 20’ container by sea plus 100 kg by air for staff member/spouse, and 25 kg by air for each dependent. This is applicable only if posted to a duty station outside the recognized home base.

**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** 30 days per annum with least cost economy airfare paid for staff and family to home base.

**Home Leave Travel** 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.