Benefits & Allowances – Internationally Recruited Staff

**APPLICABLE TO INTERNATIONAL STAFF WITH 3-YEAR APPOINTMENTS**

**Salary**
- Paid monthly through the US-based Association of International Agricultural Research Centers (AIARC) in US Dollars.
- Paid free of tax.
- Staff members who are expatriates are individually responsible for compliance with the income tax laws of their home countries.
- Staff members who are nationals or residents of the host country may be required by their government to pay normal taxes of the country unless they are specifically exempted.

**Pension**
- The institute contributes 15% of staff member’s base salary to the retirement plan.

**Life & Health Insurance**
- An insurance package, which includes life insurance and accidental death & dismemberment (AD&D) at 3x base salary, long-term disability, and travel accident insurance for staff member. Health insurance provided for staff and eligible dependents.

**Vehicle Allowance**
- US$400 per month.

**Home Leave**
- 30 days per annum*

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**APPLICABLE TO INTERNATIONAL STAFF POSTED OUTSIDE THEIR HOME BASE/COUNTRY OF NATIONALITY**

**Housing & Utilities**
- US$18,000 p.a. (US$1,500 paid monthly with salary.)
- This is designed to cover the cost of appropriate housing for internationally recruited staff working in donor funded, not-for-profit research organizations.

**Education**
- Reimbursement of 75% of the authorized costs, up to a maximum limit. Education assistance is limited to 3 children of a staff member and schooling covers from Age 5 to Grade 12 in secondary school. *

**Shipping**
- 20’ container by sea plus 100 kg by air for staff member/spouse, and 25 kg by air for each dependent.*

**Shipping Insurance**
- Insurance cover is based on the value of the goods. Up to a maximum of US$25,000 (if by surface or boat) and up to a maximum of US$5,000 (if by air). *

**Furniture**
- A once-off non-accountable grant of US$4,000 (single), US$6,000 (married), to purchase furniture and furnishings for personal use.
- Staff whose dependents do not join them at the duty station will be treated as ‘single’ for the purpose of this allowance. *

**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 recognized home base. *

* Remuneration packages associated with IRS employment assignments of less than three years will have allowances that differ from shown here. Check with the Human Resources Office for more details.

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