## Benefits & Allowances – Post-Doctoral Fellows

### APPLICABLE TO ALL

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

**Life & Health Insurance**  
An insurance package which comprises of life, accidental death & dismemberment (AD&D), long-term disability, and travel accident insurance for self, and hospital and major medical for self and immediate family.

**Automobile**  
US$4800 p.a. (US$400 paid monthly with salary.)  
The option of taking an interest-free loan of US$6,000 to purchase a vehicle, repayable over a two-year period.

**Home Leave**  
24 days per annum

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

**Housing & Utilities**  
US$12,000 p.a. (US$1,000 paid monthly with salary.)  
This is designed to cover the cost of appropriate housing for internationally recruited staff working in a donor funded not for profit research organizations.

**Education**  
Reimbursement of 75% of the billed costs, up to a maximum limit.  
Limited to 3 children of a staff member.  
Schooling covers from **Age 5 to Grade 12** in secondary school.

**Shipping**  
400 kg by air for staff member/spouse, and 100 kg by air for each dependant.

**Shipping Insurance**  
Insurance cover for goods is based on the value of the goods up to a maximum of US$10,000 (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 dependants do not join them at the duty station will be treated as ‘single’ for the purpose of this allowance.

**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 dependant, between duty station and the staff member’s recognized home base.