

APPLICABLE TO ALL POSTDOCTORAL FELLOWS

Salary	<p>Paid monthly through the US-based Association of International Agricultural Research Centers (AIARC) in US Dollars.</p> <p>Staff members who are expatriates are individually responsible for compliance with the income tax laws of their home countries.</p> <p>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.</p>
Life & Health Insurance	<p>An insurance package which comprises of life, accidental death & dismemberment (AD&D) at 3x annual base salary, long-term disability, and travel accident insurance for staff member, and hospital and major medical for self and eligible dependents. Health insurance is provided for staff and eligible dependents.</p>
Vehicle Allowance	<p>US\$4,800 p.a. (US\$400 paid monthly with salary.)</p> <p>Postdoctoral Fellow also have the option of taking an interest-free loan of US\$6,000 to purchase a vehicle, repayable over a two-year period.</p>
Annual Leave	<p>24 days per annum</p>

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Housing & Utilities	<p>US\$18,000 p.a. (US\$1,500 paid monthly with salary.)</p> <p>This is designed to cover the cost of appropriate housing for internationally recruited staff working in a donor funded not for profit research organizations.</p>
Education	<p>Reimbursement of 75% of the authorized costs.</p> <p>Education assistance is limited to 3 children of a staff member and schooling covers from Age 5 to Grade 12 in secondary school.</p>
Shipping	<p>400 kg by air for staff member/spouse, and 100 kg by air for each dependant.</p>
Shipping Insurance	<p>Insurance cover for goods is based on the value of the goods up to a maximum of US\$10,000 (by air).</p>
Furniture	<p>A once-off non-accountable grant of US\$4,000 (independent), US\$6,000 (partnered), to purchase furniture and furnishings for personal use.</p> <p>Staff whose dependants do not join them at the duty station will be treated as 'independent' for the purpose of this allowance.</p>
Home Leave Travel	<p>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.</p>