



WorldFish Center
National staff
Basic Terms of Appointment, Salary and Benefits

- ✓ Basic salary paid in host country currency.
- ✓ 13th. months pay.
- ✓ Contribution to Pension Fund: 15% of annual basic salary.
Note : Staff members are responsible for any home country taxation on compensation.
- ✓ Holidays: 40 days (a combination of Public, Casual, Special Holidays, Annual and Home Leave) for each year of completed service.
- ✓ Medical Leave: 20 workdays every calendar year.
- ✓ Maternity Leave: 12 calendar weeks in general however will follow home country statutory benefits if this is more favorable.
- ✓ Paternity Leave : 10 days
- ✓ Adoption Leave : 10 days
- ✓ Compassionate Leave : 3 days
- ✓ Prolonged Medical Leave: May accumulate unused medical leave over previous years up to 120 days. Use of accumulated medical leave is only allowed if employees is hospitalized or engaged in a medically approved recuperation plan.
- ✓ Broad Band Subsidy, depending on the job nature.
- ✓ Group Medical Insurance Plan for staff and dependant.
- ✓ Group Life, Long Term Disability and Accidental Death and Disability Insurance Plan for staff.
- ✓ In the event travel assignment is requested by the Center, travel insurance will be covered by the Center.
- ✓ Yearly annual medical check-up claim of USD150 for staff over 40 years of age.
- ✓ Working Hours: in general 40 hours (excluding breaks), 5 days work week
Note : follows the customs and practices of host country
- ✓ Flexible working hour's arrangement as per supervisor approval.
- ✓ Employment medical checkup is required.

(Full detail of terms and benefits is available in staff appointment letter, Personnel Policy Manual and Supplement Benefits for Global Staff Benefits which will be disclosed to candidate upon hire)