

**Salary** is in euros and is **net monthly salary** for International staff. For Swedish nationals or those resident in Sweden prior to joining GWPO (taxed staff), a gross calculation will be made based on the salary offer.

In addition to salary, International staff are entitled to the following benefits which may include:

- Installation and Separation grants
- 100 EUR Child allowance per month/child
- 7.5 % of monthly salary Dependency allowance in the first 18 months
- Education allowance – 75% up to max based on UN ceilings
- Rent subsidy: 80% of rent above set threshold up to max 40% of total rent. Set threshold is min to max EUR 612-1,505 per month

Both staff categories are entitled to:

- Pension – 2/12 of **yearly net/gross salary** excluding benefits for **international/taxed** staff
- Insurances
- Health Promotion - circa 25 EUR (250SEK) per month, reimbursed quarterly
- Broadband - circa 35 EUR (350SEK) per month

These are outlined below for reference. Detailed figures and information are provided at the offer stage as will depend on an individual's personal circumstances.

### **Installation Grant**

17.1.4 Staff Members who have been recruited for a Fixed Term Appointment of one year or longer and have relocated from outside Sweden to take up duty with the GWP Organisation are entitled to an Installation Grant as set out in an Administrative Instruction. The Installation Grant is intended to cover, reasonable costs for entry-on-duty travel, based on receipts for expenses for the Staff Member and his/her Eligible Dependants, transportation of personal belongings or alternatively purchase of new furniture and household items, deposits and advance rent and fees for professional relocation services.

### **Separation Grant**

17.1.5 International Staff Members who have been recruited for a Fixed Term Appointment of one year or longer, and are relocating outside Sweden, having completed their duty with the GWP Organisation, are entitled at the expiry of their contracts to a Separation Grant as set out in an Administrative Instruction. The Separation Grant is intended to cover reasonable costs for exit-from duty travel, based on receipts for expenses, for the Staff Member and his/her Eligible Dependants and transportation of personal belongings.

### **Dependency Allowance**

17.1.7 International Staff Members on contracts of one year or more, with one or more Eligible Dependants who are also resident at the Staff Members duty station, are entitled to a Dependency Allowance during the 18 months of their appointment. The amount of the Dependency Allowance is set out in an Administrative Instruction.

### **Education Allowance**

17.1.8 International Staff Members on contracts of one year or more are entitled to an Education Allowance in respect of each such dependant. The Education Allowance is intended to contribute to covering the costs of fees for the care and education of children in full time attendance at a pre-school, school, university or other similar educational institution up until the age of having turned 21 years. The amount of the Education Grant is set out in an Administrative Instruction.

### **Rental Subsidy**

17.1.9 International Staff Members who have been recruited for a Fixed Term Appointment and have relocated from outside Sweden to take up duty with the GWP Organisation are entitled to a monthly rental subsidy as set out in an Administrative Instruction.

### **Annual Leave**

18.1.1 Staff Members on Fixed Term Appointments or Short-term Contracts of more than three months shall accrue annual leave at the rate of 30 working days per calendar year, pro-rated to 2.5 days per contract month. Staff on such contracts working part-time shall accrue annual leave on a pro rata basis. The accrual of annual leave while on other forms of leave is covered under the relevant Regulations. Staff Members recruited on contracts of less than three month's duration shall not accrue annual leave. Their pay rate shall be deemed to include compensation for annual leave.

### **Child Allowance**

19.1.10 Staff Members on contracts of one year or more whose children are not entitled to receive child allowances under Swedish social security, are entitled to a Child Allowance for each dependent child until the child turns 18 or finishes secondary school at a maximum age of having turned 21, whichever is later. The amount of the Child Allowance is set out in an Administrative Instruction.

### **Medical Care<sup>1</sup>**

19.1.11 The GWP Organisation shall ensure the provision of medical care to all Staff Members and their dependants as required at the duty station. This medical care shall cover hospital, outpatient, and occupational health costs. Participation in any health scheme shall be compulsory. The GWP Organisation shall not be liable for any illness from which the Staff Member suffered before entering the service of the Organisation and which is not covered by the provision of health care provided by the GWP Organisation.

### **Group Life Insurance**

19.1.12 Group life insurance coverage shall be arranged for all Staff Members. These schemes shall not include family members. The plan shall provide term insurance coverage only (valid for the period of employment) amounting to the equivalent of one year's salary without entitlements, and shall have no cash value at the time of withdrawal.

### **Pension**

19.2.1 Staff Members shall be entitled to an employer-funded pension contribution equivalent to 2/12 of their yearly gross salary without entitlements. The pension contribution is payable bi-annually as set out in an administrative instruction. Pension contributions payable by the GWP Organisation shall be paid into a pension fund of the Staff Member's choice within the limit of options made available by GWPO.

### **Broad Band**

GWPO reimburses home broad band connections and firewall, up to 350 SEK/month if not included in the rent.

### **Health promotion**

Staff Members on fixed term contracts are entitled to reimbursement for health promotion activities up to 250 SEK/month. Health activities are sport activities and massages.

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<sup>1</sup> Health care is provided through the Swedish public medical insurance with GWPO providing a top-up insurance for staff as a complement. The top-up cover is for staff and their spouse/partner only. Certain limitations may include dental cover for over 23yrs, optical cover, pregnancy complications and emergency care depending on the provider