

## **BENEFITS AND COMPENSATION FOR LOCALLY EMPLOYED STAFF**

- Probation period is 6 months.
- Superannuation: The U.S. Government contributes 12%. Employees are required to contribute a minimum of 3%.
- Annual Leave: 160hours/4 weeks of annual leave are accrued per year.
- Annual Leave Loading, which is 17.5% of four weeks' pay, is paid at the end of the calendar year (December).
- Sick Leave: 91hours are accrued per year (Accrual rate increases with years of service).
- Long Service Leave: 65 workdays/520hours paid leave after 11 years of service. Employees separating after 8 years of service receive a pro-rata lump sum.
- Maternity Leave: 42 days of parental leave is available for those employees who have completed 12 months of service.
- Paternal Leave: 5 days of paternal leave is available for those employees who have completed 12 months of service.
- All Locally Employed (LE) employees have an obligation to pay taxes which can be withheld from their salary.
- LE's receive all U.S. and Local public holidays.