

Staff Benefits Summary Nigeria

April 2023



Your Total Rewards package at GAIN





Competitive salaries and financial security - we know how important these are to you and your family.

Compensation

- **Salaries** that match the local market 
- **Annual salary review** based on cost of living in your location
- **Annual Salary increase** based on annual performance review 

Insurances

- **Retirement savings:** GAIN contributes 10%, you contribute 8% of 92% of your salary 
- **Group Life insurance** covering 3x your annual salary in case of death whilst in employment
- **Group Personal Accident insurance** covering permanent disability, temporary disablement and burial expenses
- **Workman compensation**
- **Comprehensive Health insurance** covering your spouse and children 
- **Business Travel insurance**

Paid Leave

We recognize you have priorities outside of work. Our flexible paid time off package gives you the flexibility you need.

- **37 Paid Holidays** including 12 public holidays and 25 days of annual leave
- **Enhanced Maternity Leave provision**, up to 3 months at full pay + 1 additional month at 50% pay and 3 months unpaid leave
- 20 days of **Paternity Leave**
- **Family-related emergency leave**, up to 10 days
- **Sick Leave at full pay**, up to 15 days

Flexibility

- **Hybrid working:** Combination of working from home and working from the office. Most jobs have an entitlement to work remotely 2 days per week.
- **Flexible working:** When possible, adjusted working hours and/or reduced working hours.

Wellness

We care about your health and wellbeing. We offer a comprehensive health package and initiatives to support your wellbeing.

- **Mental health initiatives**
 - **Counselling service**
 - **Breastfeeding support**
 - **Workplace healthy nutrition**
 - **Global pause and Wellbeing Wednesday**
 - **Comprehensive Covid-19 policy with free vaccination is available**
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Learning & Development

GAIN is committed to developing and supporting staff through continuous learning that fosters the technical, managerial and leadership skills needed to help us realise our vision of a world without malnutrition.

- **Professional development programme and support** with part-funding for a relevant qualification
- **Study leave**
- **Training and coaching modules**
- **Cross-organisational or cross-regional project work**
- **Secondment opportunities**





Health insurance information

- All employees are enrolled in the below plan with **Venus Medicare**
- Employee and adult dependents receive an Insurance card
- Outside of network, reimbursement of claims is made within 10 days
- Disclosed pre-existing conditions covered upon approval from Venus Medicare
- Medical Check up for the employee, the spouse and children

Hospitalization	Surgery	Outpatient/ General Medical	Prescription Medicines	Dental Care	Vision	Maternity
covered	covered	covered	covered	covered	Ceiling for annual optical glasses of N15,000 and of N40,000 (Super Health Plus)	covered