

Staff Benefits Summary Tanzania

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

- **Pension:** GAIN contributes 10% and you contribute 10%
- **Global Life insurance** covering 3x your annual salary in case of death whilst in employment 
- **Family Bereavement benefit:** in case of death of any insured person: TZS 1,000,000
- **Global Personal accident and disability insurance**
- **Business Travel insurance**
- **Comprehensive Health insurance** covering your spouse and up to 4 children 

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, 25 days of annual leave
- **Enhanced Maternity Leave provision**, up to 3 months at full pay + 1 additional month at 50% pay and 2 months unpaid leave
- 20 days of **Paternity Leave**
- **family-related emergency leave**, up to 10 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**
 - **Covid-19: free vaccination and PCR tests**
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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 **Jubilee Insurance**
- Within network hospital, clinic or pharmacy: no advance payment

Hospitalization	Surgery	Outpatient/ General Medical	Prescription Medicines	Dental Care	Vision	Maternity
ceiling: 50,000,000 TZS	ceiling: 50,000,000 TZS	ceiling : 1,800,000 TZS	ceiling: 1,500,000 TZS	ceiling: 350,000 TZS	ceiling: 350,000 TZS	ceiling: 1,500,000 TZS