

# Staff Benefits Summary Kenya

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 Scheme: GAIN** contributes 7% and you contribute minimum 3% 
- **Global Life insurance** covering 3x your annual salary in case of death whilst in employment
- **Funeral grant: KES 100,000** as part of the health insurance
- **Global Personal accident and disability insurance**
- **Business Travel insurance**
- **Comprehensive Health insurance** covering your spouse and children 

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## 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
- 4 weeks of **Paternity Leave**
- **Family-related emergency leave**, up to 10 days
- **Sick Leave at full pay**, up to 30 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 staff are enrolled in the below plan with **Old Mutual**
- No waiting period
- Medical Cards shall be issued to all members of the scheme.
- All disclosed pre-existing conditions covered up to 800,000 KES

## Benefits schedule:

Hospitalization	Surgery	Outpatient/ General Medical	Prescription Medicines	Dental Care	Vision	Maternity
Inpatient shared ceiling of 3,500,000 KES/family/Yr	Inpatient shared ceiling of 3,500,000 KES/family/Yr	Outpatient ceiling of 100,000 KES/person/Yr	Fully covered - shared ceiling with Inpatient of 80,000 KES/family/Yr	Fully covered - ceiling of 40,000 KES	Fully covered - ceiling of 40,000 KES	Fully covered - ceiling of 200,000 KES