

## Compensation and benefits for NORCAP deployees

A deployee on an international NORCAP contract is someone who has been, upon request, selected as an expert, contracted and deployed to work for a time-limited period to NORCAP partners. The expert will be deployed to a country in which they do not have citizenship and are not registered as a national. NORCAP deployees will leave their home, their social protection system, and in most cases, their family. Note that some NORCAP projects have special conditions.

<p><b>Deployee contract</b></p>	<p>All deployment contracts are temporary, lasting usually six months but subject to extension in certain cases.</p> <p>Terms of employment for NORCAP deployees are applicable for all duty stations. But note that some projects have special conditions.</p>
<p><b>Competitive salary and taxation</b></p>	<p>All jobs within NORCAP are evaluated and graded using the NRC Grade Profiling Structure.</p> <p>For each job grade, we offer salaries in line with the international market – but in the spirit of humanitarian work we do, not at the top of the market.</p> <p>Income tax is based on the local law in the country where the staff member is a tax resident. Thus, the tax rate varies from country to country.</p> <p>Staff on international deployment contracts are responsible for reporting on tax and paying their own tax returns.</p>
<p><b>Benefits and allowances</b> – will vary according to the duty station</p>	<p>Paid leave</p> <ul style="list-style-type: none"> <li>• <i>Holidays:</i> international deployees earn two leave days per month during the contract of employment. In addition, deployees get time off on public holidays at the duty station.</li> <li>• <i>Sick leave and sick pay:</i> NORCAP has its own standard of terms and procedures regarding sick leave and sick pay for international staff.</li> </ul> <p><b>Insurance:</b> NORCAP-deployed staff are covered by medical, travel, death and disability insurance.</p>



	<p><b>Home travel:</b> one free trip home will be granted after a six-month continuous contract period, provided that, before travelling, the deployee has accepted a contract extension for a minimum of three additional months after their leave period.</p>
	<p><b>Housing:</b> NORCAP refunds the cost of moderate housing at the duty station.</p>
	<p><b>Cost of living:</b> A flat monthly allocation is provided to NORCAP staff working in duty stations defined as more expensive than Norway.</p>
	<p><b>Hardship:</b> In some duty station, a monthly compensation recognises the difficulties of working and living under a certain level of physical threat, discomfort and inconvenience.</p>
	<p><b>Rest and recuperation (R&amp;R):</b> If the NORCAP partner organisation introduce R&amp;R, due to the security and/or working situation in the country of service, the deployee is entitled to the same number of days off as the partner organisation's own employees.</p>
	<p><b>Family duty stations:</b> a small number of our duty stations are designated as family duty stations. In these, school and nursery expenses are paid (up to a maximum annual amount). The employee and accompanying family members are entitled to one complimentary ticket home for each 12-month period of completed service.</p>