

## **ERP STAFF PAY & BENEFITS PACKAGE**

### **Holiday Entitlement:**

As an ERP, you will be entitled to 35 working days annual leave per annum (no more than 20 working days may be taken at any one point). Leave will be pro-rated for part years.

You must ensure that you have enough leave to take immediately after each deployment (dependant on the duration and circumstances of the deployment). This ensures that you will have sufficient rest after each deployment.

### **Flights and Baggage:**

You will be entitled to economy class return tickets from your country of domicile to each country of deployment. Travel arrangements for are made by the Emergencies Travel Administrator in the Emergencies Section.

An excess baggage allowance on personal belongings is not payable by Save the Children to you due to the short term nature of deployments. However we understand that some low cost airlines have very limited baggage allowances. The need for excess baggage will be reviewed exceptionally for the approval of the Head of Response based in the Emergencies Section of the London office.

### **Allowances:**

Hardship Allowance applies to you after one month's deployment to the location that attracts this allowance. All ERPs working in locations which meet the specified criteria will be eligible to receive an Expensive Posting Allowance, pro-rated for the period you are deployed to that location. This will be paid with your monthly salary.

### **Accommodation:**

Save the Children will cover the cost and make all arrangements for appropriate accommodation for you in your country of deployment.

### **Expenses:**

ERP salaries incorporate an element for food and living expenses. Therefore, you are only able to claim for food expenses in certain locations where other International Staff can claim. For those countries which do have a per diem policy in place, you are entitled to the same per diem that International Staff are entitled to in the country of deployment.

### **Education:**

Educational support is not applicable to you as the positions are unaccompanied.

### **Childcare Support:**

Childcare support is not applicable to you as the positions are unaccompanied.