



Compensation and benefits for national field staff at the Norwegian Refugee Council

All national employee is someone who has citizenship or who is registered as a national in the country where they are employed.

Employment contract	Contract length will vary from fixed term to open-ended. The national contracts and the terms of employment are based on NRC standards, but adapted to the local laws.
Competitive salary	<p>All jobs within NRC are evaluated and graded using the NRC Grade Profiling Structure.</p> <p>For each job grade, we offer salaries in line with the local market – but in the spirit of the humanitarian work we do, not at the top end of the market.</p> <p>Our lowest pay grade takes into account the need to provide a living wage within each country.</p>
Benefits and allowances – will vary according to the duty station, but minimum standards will apply	Paid leave: <ul style="list-style-type: none">• <i>Holidays:</i> full-time employees are entitled to a minimum of 20 days per year. In many countries this will be higher, based on local labour laws. In addition, employees are entitled to approximately ten public/religious holidays each year in accordance with regulations decided by the Country/Regional Director.• <i>Sick leave and sick pay:</i> this is usually regulated by the social security in the country of work. However, if there are no appropriate systems in place, NRC has its own standard terms and procedures regarding sick leave and sick pay for national staff.• <i>Maternity leave:</i> minimum 14 weeks (and granted time for nursing when returning to work).
	Pension: according to local laws and systems.
	Insurance: all staff are covered by death and disability insurance. National staff on international business travel are covered by the same travel and medical insurance as staff on international contracts.
	Medical support: all staff receive medical support, but the arrangement varies from country to country.



NORWEGIAN
REFUGEE COUNCIL

	<p>Allowances: when travelling, you receive daily and lodging allowances according to the national labour law.</p>
	<p>Severance package: this is regulated by the social security in the country of work. If no appropriate systems exist, NRC may offer a severance package of up to three months' pay.</p>