



British  
International School  
Riyadh

## British International School Riyadh Compensation and Benefits Package for Sponsored Teaching Staff - August 2021

Thank you for considering the British International School Riyadh as your next employment venture. In addition to all of the fabulous opportunities that working at our school and living in the Middle East has to offer, we have a very attractive compensation and benefits package that we feel recognises the passion, excellence and commitment of our highly qualified and experienced practitioners.

Please visit our [website](#) where you will find a warm welcome from Helen Olds, BISR Principal, and a wealth of information about our school.

### Compensation

Our teacher pay scale is based on the M1-M6 UK salary pay scales as published by the Department for Education in the UK. We enhance the teacher pay scale with an overseas allowance, equivalent to 30% of the basic salary rates. All elements of pay under current Saudi Legislation are tax-free! Teachers are appointed to the relevant pay point based on their teaching experience, qualifications, skills and responsibilities, with the maximum appointment being the M6 scale.

The initial contracts are for two years and are subject to review thereafter; which means that a significant benefit to the salary package is that all payments are free of UK taxes.

The pay scales are shown below in **Saudi Arabian Riyals** as this is how the payments will be made into your Saudi bank account. The total amounts shown below are divided into 12 monthly payments (with a combined payment June for the months of June and July).

2021/2022 TAX FREE SALARY				
Spine Point	Annual Salary (SAR)	Overseas Allowance (SAR)	Total (SAR)	Monthly Amount (SAR)
M1	139,215	41,765	180,980	15,082
M2	150,223	45,067	195,290	16,274
M3	162,302	48,690	210,992	17,583
M4	174,786	52,436	227,222	18,935
M5	188,561	56,568	245,129	20,427
M6	203,471	61,041	264,512	22,043

We also offer a Position of Responsibility (POR) payment where an individual is successful against an internal POR opportunity and assumes the additional POR duties. The POR payment scale is shown below; payments are divided into 12 payments and are paid monthly with the salary payments.

<b>POR TAX FREE Payments</b>		
	<b>Annual</b>	<b>Monthly</b>
PoR 1	SAR 10,000	SAR 833
PoR 2	SAR 15,774	SAR 1,315
PoR 3	SAR 25,000	SAR 2,083
PoR 4	SAR 31,224	SAR 2,602
PoR 5	SAR 41,088	SAR 3,424

### **End of Service benefit (EOSB)**

Whilst our employees tend to stay above the average length of time for working in an international school, staff do decide to move on to their next venture and at the end of service with BISR, we pay an 'End of Service Benefit' payment. This payment provides 2 weeks salary for each year of service worked up to 5 years, then a full month's salary for each year of service worked after 5 years. The EOSB payment is paid free of tax.

## **Benefits Package**

Our generous benefits package comprises of the following items:

### **Dependents Sponsorship**

BISR will sponsor the employee, their spouse and a maximum of two dependent children up until the age of 18. These are referenced as 'agreed dependents'.

### **BISR Free School Places for agreed dependents**

Free education at BISR is available for up to 2 agreed dependents under the age of 18, subject to the admissions criteria being met.

**Visa Funding**– BISR will fund the following for staff for staff and agreed dependents

- the costs associated with the working /entry visa (medical, certificate attestations, visa agent charges)
- an annual single exit/re-entry visa on renewal of the staff contract
- a final exit visa

All business travel visas and associated business travel insurance is funded by the school for the employee.

BISR can also support with the visa process for visiting family members (only family members are permitted to visit).

**Flights and baggage allowance** – BISR will arrange and pay for economy tickets for arrival flights into Saudi Arabia for the employee and their agreed dependents, along with a baggage allowance of SAR 2,000 per employee and per agreed dependent.

**Annual Flight allowance** - For each completed school year, employees and their agreed dependents will be entitled to a travel allowance. The amount is agreed by the Board of Governors (2020/2021 rates: Adult SAR 10,000, Children Age 3-11 SAR 7,500, Children Aged up to 3 years SAR 1,000).

**Accommodation Provision** – If you are assigned to the Al Hamra Main Site Campus or the Salwa Campus, furnished accommodation is provided on the Al Hamra compound ([www.alhamra.com.sa](http://www.alhamra.com.sa)), according to the number of sponsored persons in the family, for example:

- a one bedroom apartment applies for single person
- a two bedroom apartment applies for a married couple with up to two children
- For a family with children of each gender who are over the age of 12, or for families with three children, we will discuss the accommodation arrangements in line with our policy.

All utility costs (gas, electric, water) are funded by BISR. Internet arrangements/charges and telephone charges are the employees responsibility.

If you are assigned to the Diplomatic Quarter Campus the accommodation currently assigned to the DQ Campus is the District Compound <https://districtcompound.com/>

If you are assigned to Salwa, Taif or Tabuk, then the accommodation will be on the BAE compounds, occasionally new Salwa staff may be assigned to the Al Hamra campus. There are no specific website links to the BAE compounds, but general information can be found through a Google search about these BAE owned compounds.

**Private Medical Insurance** – BISR provides its sponsored staff and agreed dependents with comprehensive private medical and dental cover using a reputable international company.

#### **Other Insurances**

BISR provides insurance cover up to set limited values for the following:

- Personal effects cover whilst on school premises
- Household contents of a small value
- Personal accident Cover
- Life Cover

**Leave Provisions** – Whilst our teachers work very hard during the year, they are rewarded with long holiday periods as defined in the [Term Dates on the BISR website](#).

There are various other leave and benefit entitlements such as maternity, paternity and paid sick leave benefits.

**Dependant Tax** - Families who reside in KSA are required to pay dependent tax fees (published rate @ 2021 is SAR 4,800 per dependent, the fee is likely to be subject to future increases). The school reviews this fee requirement annually, and for the Academic Year 2021-2022, school will cover the costs of the dependent tax for a spouse and 2 eligible child dependents as named on the employment contract.

**Exit allowances** – 50% of the annual flight allowance is paid to the employee and their agreed dependents on final exit, along with a baggage allowance of SAR 3,000 per employee and per agreed dependent.

**We thank you for your interest in the British International School Riyadh and we look forward to receiving your application.**

