



Executive Director – Health Care Without Harm Europe

Employment Benefits

Standard Benefits (Applicable in Belgium):

- **13th-Month Salary Bonus:** A pro-rata bonus paid out in December, adjusted to the number of days worked in the current year in Belgium.
- **Double Holiday Pay:** Double pécule de vacances paid out in May/June, pro-rata to the number of days worked in the previous year in Belgium.
- **Meal Vouchers:** Provided with a face value of 8€ for each day worked, with an employee contribution of €1.09.
- **Monthly Transport Allowance:** €49 per month for employees based in Brussels.
- **Monthly Home Working Allowance:** €120 per month.
- **Hospital Insurance:** Provided through DKV.
- **Pension Plan Scheme:** Managed by NN Group.
- **20 Legal Holidays:** Pro-rata to the number of days worked the previous year in Belgium.
- **5 Extra-Legal Holidays:** Pro-rata to the number of days worked the previous year at Health Care Without Harm Europe.
- **Christmas Break:** The office is closed between Christmas and New Year inclusive, with paid holidays.
- **4-Day Workweek:** Every Friday is a paid day off without the need for extra hours, resulting in 32 efficient hours of work instead of 38 hours.

UK Benefits:

- **Pension Plan:** Up to 5% matched by the company.
- **25 Days Holiday:** Provided annually.
- **Christmas Break:** The office is closed between Christmas and New Year inclusive, with paid holidays.
- **4-Day Workweek:** Every Friday is a paid day off without the need for extra hours, resulting in 32 efficient hours of work instead of 38 hours.