

**Gulf English School**  
مدرسة الخليج الإنجليزية



# Employment FAQs

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**Reviewed by:** HR  
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This fact sheet is designed to help you better understand the benefits package offered at Gulf English School. GES has nearly 225 staff members drawn from the UK, Ireland, Canada, Australia, Netherlands, South Africa and the Middle East. The school accepts applications throughout the year for any listed vacancies.

### **Summary of the salary and benefits package (overseas)**

Overseas hired staff is those whose qualification is from Western countries which are UK, Ireland, USA, Europe, Canada, Australia, South Africa, etc.

#### **Salary:**

All salaries are paid in Kuwaiti Dinars - tax free and transferable. We are an equal opportunity employer and provide competitive salaries based on qualifications and experience. Salary is paid for 12 months beginning September of contract year through August of each academic year.

#### **Airfare:**

Annual IATA economy class round trip air transportation.

#### **Health Insurance:**

All Gulf English School sponsored staff will have National Health Insurance and those who completed 2 Academic years and continuing staff will have private Health Insurance.

#### **Tuition Fee Benefit:**

The Employer shall provide you with a 100% School Tuition Fee discount for first 2 children and 50% discount for the third child in the school, as per the HR policies and procedures.

#### **Allowances:**

Reimbursement of KWD 100 will be paid against the receipts for Medical, Police Clearance and attestation. Salary Advance of KWD 100 is paid upon arrival to the School which will be deducted from the first salary with GES.

#### **Transportation:**

The Employer shall provide free Transportation (from the school provided accommodation to work place and return) for the conditions as below:

- The employee shall avail free Transportation from the start of Academic Year till 31st December or until the Civil ID/Residence is issued (whichever is earlier).
- If the Employee wishes to avail the school provided transportation after the above, shall be charged and the rate will be circulated at a later stage.

#### **Visa Sponsorship:**

Visa related fees (medical examination, police clearance, visa fee charged by Kuwait Embassy, attestation, etc.) are paid by the school in addition to Kuwait residency and Civil ID related fees.



### **Other Benefits:**

Employees offering co-curricular activities, serving as HOD/HOY etc. are adequately compensated. Sick leave as per Kuwait Labor Law. Indemnity is as per the Kuwaiti Labor Law. The monthly salary is based upon 26 working days and is paid at the end of service according to Kuwait Labor Law for the Private Sector. Support for professional development opportunities.

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### **Summary of the salary and benefits package (non-overseas)**

Non-overseas hired staff are those Qualification is not from the western countries mentioned above.

#### **Salary:**

All salaries are paid in Kuwaiti Dinars - tax free and transferable. We are an equal opportunity employer and provide competitive salaries based on qualifications and experience. Salary is paid for 12 months beginning September of contract year through August of each academic year.

#### **Housing:**

Housing/ Housing Allowance is not provided by School.

#### **Health Insurance:**

All GES sponsored staff will have National Health Insurance and those who completed 2 Academic years and continuing staff will have private Health Insurance.

#### **Tuition Fee Discount:**

The Employer shall provide you with a 40% School Tuition Fee discount for first 2 children and 20% discount for the third child in the school, as per the HR policies and procedures.

#### **Visa Sponsorship:**

Residency visa and Civil ID related fees are paid by the school.

### **Other Benefits:**

Employees offering co-curricular activities, serving as HOD/HOY, etc. are adequately compensated. Sick leave as per Kuwait Labour Law. Indemnity is as per the Kuwaiti labour Law. The monthly salary is based upon 26 working days and is paid at the end of service according to Kuwait Labor Law for the Private Sector.

Support for professional development opportunities.