

# Primary and secondary English Teacher

## Package details

The salary scales are detailed below. The starting salary calculations are based on qualifications and documented full academic years' experience (or equivalent) prior to joining CfBT in Brunei. During the approval process, the Ministry of Education determines whether applicants are assigned Honours or Non-Honours status.

	Non Honours status (NHS) BND\$		Honours status (HS) BND\$	
	Years	NHS	Years	HS
1	Up to 6+	3,500	Up to 6+	3,750
2	7 – 8	3,750	7 – 8	4,000
3	9 -10	4,000	9 -10	4,250
4	11 – 12	4,250	11 – 12	4,500
5	13 – 14	4,500	13 – 14	4,750
6	15+	4,750*	15+	5,000*
7		5,000		5,250
8		<b>5,250 BAR</b>		<b>5,500 BAR</b>

\* Top entry point possible

## Contract completion bonus (CCB)

This will be payable on completion of the contract period and will be formed of 1/6 of the **total accumulated** salary.

## Contract length

A 2 year contract from January. If teachers arrive mid year then the contract runs from their date of arrival up to the end of December in the following year. E.g. if someone arrives in June 2018 he/she will have a contract to December 2019

## Flights

Beginning and at end of contract for employee and family members. An annual travel allowance is paid thereafter if the employee renews contract

## Accommodation

Generously sized furnished accommodation (typically 3-4 bedrooms) is provided to teachers. Teachers are responsible for paying the utilities (gas, electricity, internet, TV etc). On arrival teachers are housed in either a hotel or an apartment for the period of the induction programme (IP). During the IP they will be shown a number of houses within driving distance of their school, that are within budget and can select their preferred accommodation.

## Dependant schooling

An Education Allowance for up to two children from the age of five (or three if a teaching couple). Approximately 80% of the fees are paid by CfBT Brunei. The teachers are responsible for a one

off entrance fee (which can be taken from the CCB) and a monthly contribution of about BND250 – BND350 per child dependent on their school year.

### Medical insurance

See below

### Car

Teachers will need to purchase a car and a loan of up to BND10,000 loan is available

### Baggage

Incoming baggage allowance: Between £200 and £500 (or equivalent currency) dependent on single or family status. Outgoing baggage allowance: 875BND - 1,200BND

### Spousal and dependant allowance

BND150 per month is provided for up to 3 pre-school dependants. There is no allowance for spouses

### Settling in allowance

BND 500 total allowance

### CfBT Brunei Group Medical Insurance

- i. CfBT provides medical insurance cover for all full-time employees other than Brunei citizens (yellow/red identity card holders), who are covered by the government health care provision. CfBT also provides fully subsidised medical cover for all dependents however, this is subject to change as CfBT reviews insurance cost annually.
- ii. Group Medical Cover is compulsory for all CfBT employees and dependents resident in Brunei. The policy is provided by AIA Co.Ltd, organised through BR-Nancy
- iii. Due to recent changes to policy implemented by the Ministry of Health, children under the age of 12 are not necessarily entitled to free government healthcare. CfBT, therefore, extends its AIA Insurance Policy to all children under 12 at no additional cost. However, it is recommended you make government clinics or hospitals as your first port of call for medical care for this age group as the Insurance Policy is only a safety measure and the majority of children still enjoy free health care in government hospitals and clinics.
- iv. Limit of indemnity: in addition to Room and Board benefit, B\$50,000 per person per disability and in the aggregate per policy period.
- v. B\$5,000 per person for outpatient treatment in the aggregate per policy period
- vi. The policy covers out-patient and in-patient treatments. An excess of B\$300 per claim is applicable for out-patient treatment. The policy also includes 24 hour worldwide cover.
- vii. Dependents over the age of 65 are not eligible to join the Group Medical Insurance scheme but CfBT will seek to source the best value insurance for the age group and will pay 50% of the premium.