



# African Leadership Academy

Developing the next generation of African leaders

**Campus Address**  
1050 Printech Ave, Honeydew 2040, South Africa

**Postal Address**  
Postnet Suite 413, Private Bag X1  
Northcliff 2115, South Africa

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## African Leadership Academy Employee Benefits

Jan 2020

### HEALTHCARE BENEFIT

As a full-time employee you will receive a subsidy of up to **ZAR 1800** per month from the Academy for health insurance under our Employer Group Plan with Discovery Health Medical Scheme. The annual value of this subsidy is **R21600** and can only be used to defray the costs of monthly health insurance for employees and their families.

### PENSION PLAN

Upon completion of the first 12 months of your contract you will be eligible for a 1 for 1 matching employer contribution of up to 5% of your gross salary to our pension scheme. This pension match is not related to your compensation increase. Consequently, you are guaranteed to receive up to a 5% increase in year 2 as a pension match in addition to your compensation increase.

Upon completion of the first 60 months of your contract you will be eligible for a 1 for 1 matching employer contribution of up to 10% of your gross compensation to our pension scheme. This is also a guaranteed increase.

For Fellows who receive an employment offer at the end their fellowship, their fellowship period is counted towards their eligibility and they become eligible for a 5% contribution at the beginning of their employment contract provided they have completed 12 months at ALA. For those who have completed more than 12 months (typically 24 months), ALA will make a seed contribution to their pension fund. This will be based on their chosen percentage of contribution to the fund. ALA will invest a 1 for 1 match of up to 5% of their previous stipend for all the months worked after completion of their first year at ALA.

### LUNCH & SNACKS ON CAMPUS

ALA provides lunch and snacks to all Staffulty on weekdays and caters to major dietary restrictions (vegetarian, halaal, etc.). Residential Staffulty are provided with all meals on campus.

### PROFESSIONAL DEVELOPMENT

A Professional Development Fund (PD Fund) has been set up for all Staffulty. This fund provides for Staffulty to attend courses (including long-term degree courses), conferences and training events which supplement the professional development that occurs from your experience on the job every day at ALA. Funding is limited to ensure equitable and judicious distribution.

There is a work-back period for all PD Fund applications. The work-back period is based on the value of your funded PD as follows:

- |    |                          |                  |
|----|--------------------------|------------------|
| a. | <b>R0 – R5,000</b>       | <b>3 months</b>  |
| b. | <b>R5,000 – R10,000</b>  | <b>6 months</b>  |
| c. | <b>R10,000 – R20,000</b> | <b>1 year</b>    |
| d. | <b>R20,000 – R35,000</b> | <b>1.5 years</b> |

### ALA-PIONEER EDUCATIONAL BENEFIT

ALA and Pioneer Academies have developed a partnership that allows ALA Staffulty's children to enroll at Pioneer's Jackal Creek campus at a significant discount. ALA and Pioneer are both offering discounts that will reduce the price of a Pioneer education, and allow many of the youngest members of our community to study and play together in the years ahead at a new campus just down the road from ALA.

Pioneer will offer pre-primary (grades 000 – R) and first grade, but will expand in the years ahead as facilities come on line. The total discount for ALA staffulty will be 34% off Pioneer's monthly fees. The notice deposit paid upon enrolment by the staffulty member will be reduced by 50%.



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## **PROFESSIONAL BODY MEMBERSHIP SUPPORT**

ALA sponsors annual registration fees for professional memberships linked directly to a Staffuly executing their roles e.g. South Africa Council for Educators, Health Professions Council of South Africa etc.

## **HOUSING (LIMITED)**

On campus housing may be provided to you based on our housing policy and an application process, and if provided, will require that you assume Residential Faculty duties. On campus staffuly receive all meals on campus.

## **RELOCATION & SALARY SUPPORT**

All Staffuly are eligible for a relocation allowance and salary advance for the purpose of relocation. For overseas Staffuly this is offered at the time of relocating to South Africa. For local Staffuly, this is available to those relocating closer to ALA (less than 10kms from our campus). We encourage all Staffuly to live close to campus to enable them to participate in our wide range of community activities on campus.

Relocation and salary advances for relocating employees are only available once during the course of employment with ALA. Relocation allowances are based on location and family size. Salary advances are determined at HR discretion, cannot exceed 1 months' salary and must be paid back within the year. Salary advances will be treated as loans, the terms of which will be defined in a written loan agreement signed by both parties.

## **CONTRACT COMPLETION BONUS & PERFORMANCE BONUS (LIMITED)**

Teaching Faculty are eligible for a contract completion bonus at the end of their contracts, which are typically for a three (3) year duration. Performance bonuses may be aligned to certain roles (e.g. revenue generating roles) upon achieving set performance objectives.

## **OTHER BENEFITS AND REWARDS**

ALA sponsors Staffuly to undertake trips to other countries where ALA external activities occur e.g. Anzisha Due Diligence Trips, External Opportunities / Ex-Opps etc. These trips provide an opportunity for Staffuly to gain insight into the academy's core business and make valuable contributions towards the attainment of our mission.

## **FLEXIBLE WORK ENVIRONMENT & GREAT FACILITIES**

ALA boast world-class facilities and infrastructure to allow Staffuly to work efficiently and attain work-life balance through ample spaces for physical exercise.