

15.1.17

To our loyal customers,

As of January 2017 the monthly Minimum salary will be **5000 NIS (gross)**. After taking into consideration the deductions permitted by law, here is the salary to be paid to employees by their residential area.

Permitted deductions when employer owns a house:

South of Israel area	North of Israel area	Jerusalem area	Haifa & Central Israel area	Tel Aviv area	
5000	5000	5000	5000	5000	Gross salary
					Permitted Deductions:
137	126	203	154	230	Residence
79	79	79	79	79	Water & Electricity
123	123	123	123	123	Medical Insurance
4661	4672	4595	4644	4568	Net salary (including allowance)
4231	4242	4165	4214	4138	Net salary (without allowance)

Average salary – 4200 NIS

Permitted deductions when employer does not own a house: (rent, protected accommodation etc.)

South of Israel area	North of Israel area	Jerusalem area	Haifa & Central Israel area	Tel Aviv area	
5000	5000	5000	5000	5000	Gross salary
					Permitted Deductions:
273	251	405	307	460	Residence
79	79	79	79	79	Water & Electricity
123	123	123	123	123	Medical Insurance
4525	4547	4393	4491	4338	Net salary (including allowance)
4095	4117	3963	4061	3908	Net salary (without allowance)

The employer can deduct up to 500 NIS for food and all day to day necessities only if the employee agrees for such deduction in writing and in advance.

Other payments:

Allowance – 100 NIS per week

Weekly day off or Holiday – 340 NIS

Vacation day – 200 NIS

Recuperation day – 378 NIS

Severance pay (6% from the minimum wage) and Pension (6.5% from the minimum wage) according to the applicable law

Vacation days update:

As of 1/1/2017 employees working 6 days a week, with 1-5 seniority will be entitled to 14 days of vacation.

- All of the above will be part of the agreement between caregiver and employer.
- In case of a contradiction between the law and this letter – the law will prevail
- All sums mentioned in this letter are valid to the date on which this letter has been issued.

Sincerely Yours,

Or Lagil – Nava Vilbach LTD

Foreign Caregivers

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