

## MALAWI COUNTRY OVERVIEW

# PAY AND BENEFITS INFORMATION FOR LAST MILE HEALTH EMPLOYEES BASED IN MALAWI

## LMH COMPENSATION MODEL

At Last Mile Health (LMH) our compensation model is based on four essential principles.

**Equity.** We believe that LMH's program country employees should receive particularly generous fringe benefits. We hold this view because these employees are closest to the implementation of our programming and are most impacted by economic instability, such as inflation and cyclical recessions.

**Transparency.** We want LMH employees to clearly understand why they are paid what they are paid. We also want to openly communicate the rationales for pay increases, promotions, and other compensation-related decisions.

**Competitiveness.** We want LMH to be an attractive and competitive employer, and seek to remove pay and benefits as a barrier to joining us. We aim to pay above median in each of the INGO labor markets in LMH's countries of operation.

**Methodological rigor.** We have used simple and robust analytical practices to design salary structures and progressions.

[Learn more about LMH's compensation model on our website.](#)

## QUESTIONS?

We hope this document helps you better understand our compensation model and how pay and benefits are structured for Malawi-based employees.

If you have any questions, please contact [compensation@lastmilehealth.org](mailto:compensation@lastmilehealth.org).

## YOUR COMPENSATION PACKAGE

This document provides essential information on your compensation package, which is made up primarily of your pay and your benefits.

### I. YOUR PAY

As a Malawi-based employee, your pay is based on the Malawi salary scale on the next page. We determined it by following these steps:

#### STEP 1.

**Grade each job and place it on the appropriate band.** Each role at LMH is graded on a number of criteria, including scope of authority, autonomy, people and budget management responsibilities, and typical experience and education required.

#### STEP 2.

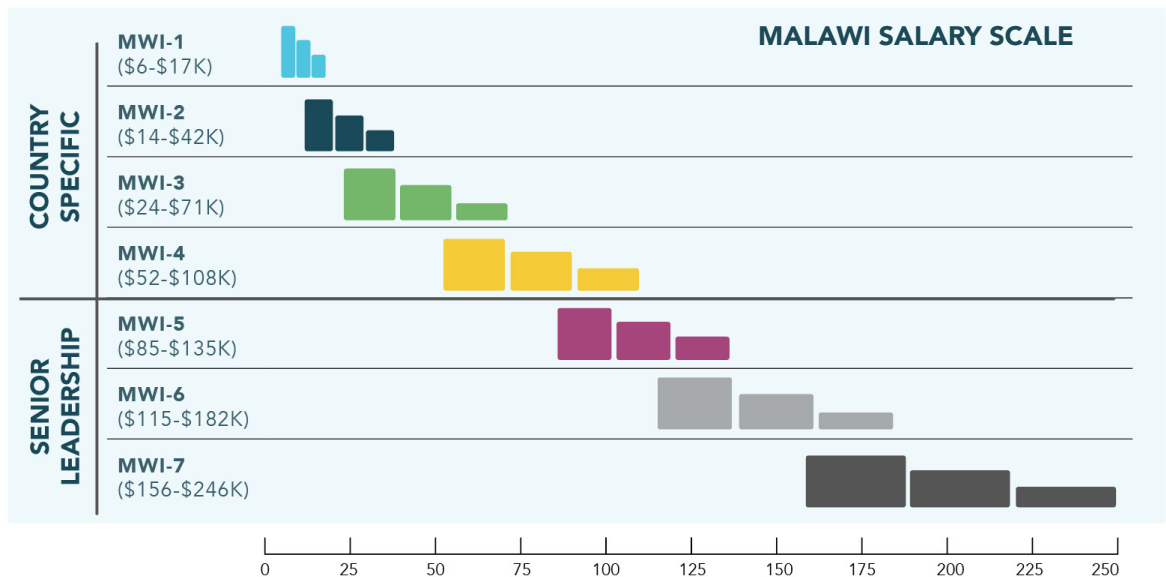
**Determine any market premium for technical expertise required by the job.** Some roles have a market premium because of the level of technical skills needed. These are roles in which qualified candidates are scarce in the market, significant experience is required to do the work, and/or specialized credentials are required.

#### STEP 3.

**Assess candidate experience in equivalent roles.** When setting individual candidate pay, we assess how much prior experience a candidate has in an equivalent role.

#### STEP 4.

**Examine any within-range factors. Salary ranges are relatively narrow and most candidates should expect to receive offers at the beginning of the range.** Additional factors may indicate that a candidate should be set at a different point in the range, including whether the candidate has done limited portions of this role before, whether the role includes significant responsibility compared to other roles on the same band, and whether there are other equity and parity factors to be considered.



## II. YOUR BENEFITS

The other part of your compensation package is your benefits. This table describes the benefits you will receive as a Malawi-based employee.

### INSURANCE

- Local health insurance coverage for employee and up to 4 dependents covered at 100%
- Mental health support through our employee resilience program
- Supplemental emergency medical insurance for treatment of select conditions outside of country

### PAID TIME OFF

- 25 days of annual leave, 12 days of sick leave, and all national holidays
- 8 weeks of paid maternal leave and 8 weeks of paid paternal leave
- Approximately 1 week year-end office closure

### RETIREMENT

- Employer-matched savings scheme of 3% through a local banking institution

### SUPPLEMENTAL BENEFITS

- Child school fees benefit up to \$900 per employee per year
- Monthly transportation benefit of \$60/month
- Bereavement benefit of \$200 for loss of a close family member, payable to an employee up to 3 times per year
- Phone and data/internet support (varies by the need of role and location)
- Variable year-end bonus in December
- Access to Teachers and Learners Fund for professional development

## HIRING POLICIES

Whether you're an LMH employee or an applicant for a job, we want you to know what to expect. Visit our website to learn more about our hiring policies.

## CAREER GROWTH

As an organization that has consistently retained 95-100% of our staff year over year, we are committed to working with our employees to build meaningful and rewarding careers. [Read more about professional development and promotions policies on our website.](#)

UPDATED: July 2021. LMH reserves the right to modify this model at any time. We will attempt to update all publicly available materials accordingly, but there may be some discrepancies as the model evolves.