



# מייג'ור 22 בע"מ - MAJOR 22 LTD

עובדים זרים לסייעוד - Caregiver's Services

Dear workers,

Due to the increase in the minimum wage in the State of Israel to 6247.67 NIS

Below is basic information on payments to foreign workers as of April 2025

It should be noted that the salary is updated according to the changes in the minimum wage and as a result of this benefits are updated as well.

Full details can be found in the Foreign Worker Handbook and the work contract.

**Monthly salary (including allowance): 6247.67 NIS** - Gross minimum wage in Israel, may vary according to seniority.

The following deductions are allowed from this component:

Economy, health insurance, housing and related expenses according to the details found in the foreign worker's permit

**Weekly leave:** an employee is entitled to a weekly leave day of 25 hours. Minimum payment for work on a rest day is **426.5** NIS

**Holidays:** the employee is entitled to 9 holidays per year (according to nationality) minimum payment for work on a holiday is **426.5** NIS

**Annual vacation:** accrued starting from the first month of work - there is no redeeming vacation days during the employment, only at the end of employment.

They can be used retroactively for up to 3 years and the balance is paid at the end of the vacation. Payment per day on vacation **250** NIS.

Days per year	year
14	1-5
16	6
18	7
19	8
One day per every year	+ 9

**Recuperation:** Eligibility only at the end of a full year of work, **418** NIS per day

days	year
5	1
6	2-3
7	4-10



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## **Advance notice from employer to employee:**

Will be paid in the event that the employment relationship has ended at the employer's initiative (also applies in the event of the employer's death/move to a nursing home)

Up to 6 months of work - 1 day notice for every month of work

From 7 months of work to a year - 2.5 days notice for every month of work

Over a year of work and beyond - one month's notice in advance

**Advance notice from the caregiver to the employer:** an employee is obliged to give advance notice in writing and according to the above detail:

Start of work up to 3 months of work - 7 days notice in advance

From the 4th month until the end of 6 months of work - 14 days notice in advance

From the 7th month until the end of a working year - 21 days notice in advance

Over a year of work - one month notice in advance

**Severance pay in case of dismissal/termination due to death/moving to a nursing home:** minimum wage in the economy twice the number of years of seniority of the employee

**Severance compensation in the event of the employee's resignation:**

entitlement from the 7th month of work 6% of the minimum wage in Israel for each month of work

**Pension:** entitlement from the 7th month of work. 6.5% of the minimum wage in Israel for each month of work

**Sick leave:** accumulation of 1.5 days per month of work and no more than 90 days

When sick: first day without pay

second and the third day - 50% of the daily wage

fourth day and onwards - 100% of the wage



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## Additional mandatory payments applicable to the employer:

- National insurance (insurance that covers work accidents by the state) 3.6% of the minimum wage in Israel - NIS 225 per month.
- Health insurance for the day- 8.90 NIS per day (3248.5 NIS per year)
- Fee for renewing the employment permit - NIS 360 (directly to the Ministry of the Interior)
- Fee for bringing a new worker to Israel - NIS 200 (directly to the Ministry of the Interior)

**Note: The work visa payment of 200 NIS for visa renewal applies to the employee (the family may pay and deduct the amount from the next salary).**

## Payment to the agency:

- Placement fee - 2000 NIS (including VAT) - payment for mediation and placement of the employee.
- Corporate fees - NIS 840 (including VAT) - monthly payment fees for escorting, monitoring and visits Home

It should be clarified that this information is general and we cannot refer to the payments of the patient's family. Since the patient's family is de facto in control of the employee's working time during all vacations.

Therefore, it is mandatory to document all the payments made and even have the employee sign each payment (in their language). Vacation dates, holidays, overtime, etc. must also be recorded.