

**IMPLEMENTATION PROTOCOL TO THE AGREEMENT
ON THE TEMPORARY EMPLOYMENT OF FILIPINO HOME-BASED CAREGIVERS
BETWEEN THE GOVERNMENT OF THE STATE OF ISRAEL
AND THE GOVERNMENT OF THE REPUBLIC OF THE PHILIPPINES**

Preamble

Pursuant to the Agreement on the Temporary Employment of Filipino Home-Based caregivers between the Government of the State of Israel and the Government of the Republic of the Philippines (hereinafter: the "Agreement") the Population and Immigration Authority in the Ministry of the Interior of the Government of the State of Israel ("PIBA") and the Philippine Overseas Employment Administration ("POEA") of the Department of Labor and Employment of the Government of the Republic of the Philippines ("DOLE") (hereinafter: the "Implementing Bodies") agree that this Implementation Protocol (hereinafter: the "Implementation Protocol" or "Protocol") shall set out the procedures for the recruitment and temporary employment of Filipino home-based caregivers in Israel and is to be read together with the Agreement.

All definitions in the Agreement are applicable to the Protocol.

Article 1
Definition of Terms

For the avoidance of doubt, whenever the grammatical male format is used in this Protocol, it refers to female as well.

The term "**Applicant**" refers to a Filipino national who has applied for temporary employment as a full time home-based caregiver in Israel under the framework set out in the Agreement and in this Protocol.

The term "**Home-Based**" refers to employment caring for an individual PWD in his home, while living in the home of the PWD during the regular work week.

The term "**Person With Disabilities**" ("**PWD**") refers to a person with a disability including an elderly disabled person who holds a valid permit from PIBA entitling him to employ a full time home-based foreign caregiver.

The term "**Overseas Employment Certificate**" ("**OEC**") refers to the document issued to Overseas Filipino Workers ("**OFWs**"), which serves as proof that the worker has been processed by the POEA or the Philippine Overseas Labor Office ("**POLO**").

The term "**OWWA**" refers to the Overseas Workers Welfare Administration of the Philippines.

The term "**POLO**" refers to the Philippine Overseas Labor Office.

The term "**Standard Employment Contract**" ("**SEC**") refers to a contract to be signed between the employer, who is the PWD or his representative, and the applicant, in the English and Hebrew languages. The English language text of the SEC shall prevail.

The term "**Temporary Employment**" shall mean employment of a Filipino home-based caregiver holding a valid work permit in Israel, by an employer who is a PWD holding a valid employment permit issued by the Government of the State of Israel to employ a foreign caregiver, or his representative, in accordance with Israeli national laws, regulations, rules, procedures, mechanisms and Government resolutions for a limited period of time, after which the Filipino national is required to leave Israel.

The term "**TESDA**" refers to the Technical Education and Skills Development Authority of the Government of the Philippines.

The term "**Caregiver**" refers to a Filipino national registered in the roster as per this Protocol, who has accepted and signed an SEC received by the Implementing Bodies as set out in this Protocol.

Article 2 **Implementing Bodies**

The Implementing Bodies shall be responsible for carrying out this Implementation Protocol.

Article 3 **Implementing Bodies Obligations**

1. **PIBA Obligations**– PIBA, in cooperation with the relevant Israeli competent institutions will take all reasonable steps to:
 - a. Ensure that the job offers forwarded to POEA are in accordance with Israeli law and procedures.
 - b. Protect Filipino workers' rights in Israel under relevant Israeli laws and regulations, including their living and working conditions.

2. **POEA Obligations**– POEA, in cooperation with the relevant Philippine competent institutions will take all reasonable steps to:
 - a. Deploy only caregivers who are qualified and medically fit, in possession of appropriate TESDA certification or a diploma as stipulated in Article 4 hereunder, who have no criminal record in the Philippines or abroad and who answer the job specification requirements and the pre-requisites below enumerated.
 - b. Verify the identities of the deployed caregivers.
 - c. Require the caregivers to observe Israeli laws, morals, ethics and customs while residing in Israel.

3. **Both Implementing Bodies agree to:**
 - a. Take all the necessary steps to ensure a speedy implementation of this Protocol.

- b. Take all reasonable necessary steps to ensure that the recruitment procedure is transparent, that all relevant information is given to the applicants (including their obligations concerning legal stay and employment in Israel and their return to the Philippines upon the conclusion of their legal temporary employment period in Israel) and that no illegal fees are taken from applicants and caregivers throughout the process of recruitment and employment directly or indirectly in either country.

Article 4 **Pre-requisites**

The caregivers to be recruited under this Implementation Protocol must fulfill the following preconditions:

- a. They are at least 23 years of age.
- b. They are at least 1.5 meters tall and weigh at least 45 kg.
- c. They have successfully undergone at least 760 hours of relevant training, have passed examinations and have received TESDA certification, certifying them as caregivers eligible for overseas placement, or have received a diploma which certifies that they have graduated from a 4 year nursing or physical therapy college course approved by the Philippine Government.
- d. Their English language proficiency enables them to communicate with relevant bodies in Israel.
- e. They have successfully completed at least 12 years of schooling.
- f. They have never previously worked in Israel.
- g. They do not have parents, a spouse or children currently working or residing in Israel.
- h. They are physically and mentally healthy, do not suffer from diseases or from chronic medical conditions including (but not limited to) tuberculosis, hepatitis, syphilis, gonorrhoea, and AIDS; and are capable of difficult caregiving work in Israel.
- i. They have clean National Bureau of Investigation (NBI) records from the Philippines.
- j. They have Philippine citizenship.

Article 5 **Request for Workers and Advertisement**

1. Subject to the Government of the State of Israel's policy and quotas regarding employment of temporary foreign caregivers in Israel, PIBA will send POEA a written request by official letter requesting to launch the procedures under this Implementation Protocol. PIBA will include in its request, an estimate of the minimum/maximum number of applicants to be included in the database.
2. Within 14 days of receiving PIBA's request, POEA, in consultation with PIBA, shall publicize the possibility of applying for temporary caregiver positions in Israel under this Protocol. The information to be publicized may include *inter alia*, the following:
 - a. Position: home-based caregiver;
 - b. General job description including general working and living conditions;

- c. Estimated Number of workers required of each gender;
- d. Estimated minimum salary;
- e. Other benefits;
- f. Qualifications and other preconditions for inclusion in the roster;
- g. Estimated costs associated with the recruitment and employment of the caregiver;
- h. Maximum duration of permitted employment;
- i. A general description of the recruitment procedure including, the selection process and the link to a website containing a Foreign Workers' Rights Handbook;
- j. Dates for submitting applications for each round;
- k. The requirement for submission of the following:
 - i. E-registration number;
 - ii. Pre-Employment Orientation Seminar (PEOS) online certificate;
 - iii. Other requirements or criteria as may be specified by PIBA.

The advertisement should also stress that the Government of the State of Israel and/or PIBA are not the employers of the workers, and that the PWD or his representative will be the direct employers. The wording of the information contained in the publication shall be agreed upon by PIBA and POEA.

Article 6 **Application and Recruitment Process**

1. Applicants shall initially file their applications with POEA via online registration. Each applicant will receive an E-registration number upon registration.
2. Each applicant shall present proof/declare that he fulfills all pre-requisites stipulated in Article 4. In addition, each applicant shall sign a declaration which will include a waiver of confidentiality of information provided by the applicant or concerning the applicant. The applicant shall also execute an undertaking in relation to letters (f) and (g) of Article 4. The declaration and undertaking will be in accordance with POEA's formats.
3. After registering online, the applicants will present the original necessary documents along with their photo copies at the relevant POEA office. Each applicant will then receive from POEA a registration card confirming receipt of the applicant's complete documents. The registration card constitutes written confirmation that the applicant has submitted complete documents. The applicants can thereafter check the status of their application with POEA.
4. After POEA has validated the genuineness of the documents submitted, and has found that the applicant fulfills all the necessary pre-requisites, POEA will send PIBA a computerized table in excel format containing the following information about each applicant who has successfully filed an application and received a registration card: full name (divided into two columns: first name and surname), father's and mother's names, date of birth, gender, passport number, national I.D. Number (if applicable), training, nursing or other relevant diplomas, previous experience abroad and in the Philippines, knowledge of additional languages, height and weight, smoker/non-smoker, whether the applicant holds a driving license and any other skill which will be in assistance in deploying applicants as per job offers.

5. The details of the applicants included in the database shall be reviewed by PIBA to ensure that they meet PIBA's requirements for entry into Israel, including, that they have never previously worked in Israel, do not have parents, a spouse or children currently working or residing in Israel etc. Applicants who do not meet the Israeli requirements shall be removed by PIBA from the database. PIBA shall inform POEA of such removal and POEA shall thereafter inform the applicants of their removal.
6. PIBA's computer program will generate two separate lists (according to gender) of the remaining qualified applicants in the database.
7. PIBA shall randomly select 75% of the applicants in each list to be included in the final database, shall generate a serial number for each applicant included in the final database and provide POEA with the final database. The final database shall form a roster of applicants (hereinafter the "roster"). PIBA shall also inform POEA of applicants who were not selected in the random selection and POEA shall inform the applicants of such.
8. POEA will conduct a pre recruitment briefing for all applicants in the roster.
9. PIBA will request POEA to invite selected applicants from the roster for short on-line and/or recorded video interviews in the English language in POEA premises or other premises agreed upon by the Implementing Bodies, on agreed upon dates and times. Carrying out and/or recording the interviews will be the responsibility of PIBA. POEA will verify the identities of the selected applicants before each interview and provide the facilities and the necessary equipment for conducting the interviews. The video interviews shall not include the name or any identifying information concerning each applicant (aside from the PIBA's generated serial number for that applicant).
10. The number of applicant videos to be filmed at any time, will be agreed upon by PIBA and POEA.
11. At the date of the interview, POEA will also supervise the applicant in completing a questionnaire in English provided by PIBA (hereinafter the "Questionnaire").
12. Information concerning the applicants, including each applicant's video interview, POEA evaluation of the applicant, and the Questionnaire completely filled out by each applicant, will be shared by POEA and PIBA. PIBA reserves the right to request additional inquiries or information regarding applicants in the roster if deemed necessary.
13. PIBA may request that POEA assist in arranging additional supervised on-line and/or recorded video interviews or conversations via other available technological means, if necessary, between the PWD and the most relevant applicants. Carrying out and/or recording the interviews will be the responsibility of PIBA.

Article 7
Job Offer and Employment Contract

1. PIBA will convey to POEA job offers for selected applicants in the form of a scanned SEC signed by the employer which will include an appendix setting out

any special needs of the PWD as well as any special duties or requirements from the applicants ,an explanation of the living conditions in the home of the PWD and whether other persons are living in the home of the PWD.

2. PIBA will append to the SEC, a notice of special limitations for foreign caregivers which will include the geographic area in which the PWD resides and the geographic and other limitations regarding changes of employers according to Israeli law, regulations and procedures (hereinafter "**Special Limitation Document**"). If the applicant accepts the job offer he shall be required to sign the Special Limitation Document indicating that he has received and understood the above information.
3. The SEC will set out permissible deductions from the worker's salary which shall be in accordance with existing Israeli laws, regulations, rules, procedures and extension orders or collective agreements.
4. The SEC will be conditional upon the applicant's receipt of a visa to Israel including passing the required medical examination and his arrival in Israel within 30 days of signing of the SEC.
5. POEA will, upon receipt of the SEC, explain the terms of the SEC and its appendices to the applicant, so that he can fully understand such and decide whether or not to accept the offer based on his own free will.
6. The applicant will have 5 days to accept the job offer from the date the scanned SEC was received by POEA, by signing the SEC, the Special Limitation Document, and a declaration setting out relevant obligations of the applicant in Israel as per PIBA procedures and Israeli legislation and including a waiver of confidentiality of information (hereinafter "**PIBA Declaration**") and to submit the signed documents to POEA which will scan them and transmit them to PIBA. PIBA will forward the signed scanned copy of the SEC to the employer or his representative.
7. If the applicant decides not to sign the SEC, the reason for such will be provided to PIBA.
8. PIBA may exclude from the roster any applicant who cancels an accepted SEC or does not accept an SEC without valid reason and notify POEA of such exclusion.
9. All applicants who have accepted job offers will be sent to carry out a medical examination necessary for the visa application, at DOH-accredited medical clinics listed in a link in POEA's website. The medical examination will be conducted according to a form provided by PIBA and agreed upon by POEA, and will include required vaccinations which the applicant must prove that he has undergone. The results of the medical examinations will be forwarded directly by the DOH-accredited medical clinics to POEA. POEA will notify PIBA concerning applicants who did not pass the medical examination and the job offer for such applicants will automatically be cancelled. PIBA may forward the job offer to an alternate applicant according to the procedure set out above.
10. Applicants who were rejected by PIBA or who did not pass the medical examination or have not fulfilled the requirements as per this Protocol will not be eligible to apply in the future for employment in Israel in the caregiving sector.

11. POEA will prepare the worker for arrival in Israel including assisting the worker to file a visa application and assisting him with travel arrangements. The visa issuance fee will be borne by the employer.
12. POEA will inform PIBA of the workers travel itinerary and provide the original copy of the SEC to the worker which the worker will be asked to present upon entering Israel. PIBA will inform POEA of the arrival of the workers in Israel, via email or via other technological means available, at least once a month.

Article 8
Permitted Fees and Payments

1. Permitted fees and payments by applicants or caregivers in connection with this Protocol and the Agreement shall be as stipulated in **Addendum A**. No illegal fees or payments in connection with this Protocol and the Agreement shall be charged from the applicants or workers directly or indirectly in either country.
2. The POEA, in consultation with PIBA, undertakes to publicly inform the applicants of the permitted fees and expenses to be paid by the applicants/workers, as stipulated in **Addendum A** of this Protocol.
3. Both Implementing Bodies shall take all reasonable necessary steps to prevent any illegal payments from applicants or caregivers at any stage of the recruitment and employment process directly or indirectly, in either country.

Article 9
Foreign Employers Guarantee Fund (FEGF)

A Foreign employer guarantee fund shall be established for the caregiver employed pursuant to this Protocol, the details and mechanisms of which shall be determined by the Joint Committee.

Commencement of the implementation of the Agreement and the Protocol shall not be affected by the above.

Article 10
Visa Issuance

1. The POEA will assist the workers to submit visa applications at the Embassy of Israel in Manila/Philippines with required documents submitted in English as follows:
 - a. Visa application forms;
 - b. Birth certificate;
 - c. Proof of clean criminal record in the Philippines (NBI);
 - d. Medical examination reports and TB clearance according to the procedure stipulated in Article 7(9) above;
 - e. Two passport photos (2X2 inches);

- f. A passport valid for at least three years;
 - g. TESDA certification, certifying them as caregivers eligible for overseas placement, or a diploma which certifies that they are graduates of a 4 year nursing or physical therapy college course approved by the Philippine Government;
 - h. The signed Special Limitation Document;
 - i. Proof of payment of a fee for basket of services to be received by the caregiver throughout his permitted stay in Israel;
 - j. The signed PIBA Declaration;
 - k. Any other document requested.
2. POEA shall ensure that all the relevant documents are in appropriate order and format as required by the relevant authorities of the State of Israel.
 3. The consular representatives of the Embassy of Israel in Manila/Philippines will examine the documents submitted, and may require additional documentation or interviews or notarized documents or interviews with parents, a spouse or children. If, after receiving all necessary documentation, and conducting all necessary checks no reason for rejection is found, they shall issue each applicant a visa, allowing him to enter Israel in order to initiate his employment process. In case of rejection of the visa application, PIBA shall inform the applicant via POEA of the reason for the rejection, the job offer/SEC will be automatically cancelled, and PIBA may transfer to POEA the job offer/SEC for an alternate applicant from the roster.

Article 11
Pre-departure Orientation

1. After the visas are issued, the OWWA will conduct a pre-departure orientation seminar ("PDOS") for caregivers so that they can enter Israel in a timely manner. In addition, the POEA will conduct a pre-flight briefing for the caregivers.
2. During the PDOS, the caregiver will *inter alia*, receive information concerning the following:
 - a. SEC details;
 - b. Caregiver/employer rights and obligations in Israel (including the caregiver's requirement to leave Israel as soon as the legal employment period in Israel has ended);
 - c. Culture of Israel;
 - d. Information concerning geographic and other limitations regarding changes of employment after arrival in Israel;
 - e. Post arrival and emergency contact information in Israel including the phone number of the call center for foreign workers operated by PIBA in the English language in Israel for worker complaints and questions after arrival in Israel, and the phone number of the ombudsman for labor rights of foreign workers in the Ministry of Labor, Social Affairs and Services (hereinafter the "Ombudsman").

PIBA may request from OWWA through POEA to include specific content in the PDOS.

3. OWWA shall, as part of the PDOS, inform the workers of a website link provided by PIBA, containing a Foreign Workers Rights Handbook in English setting out their rights and obligations in Israel, which will include a phone number for inquiries and complaints, including reports of any additional illegal fees or payments of any kind that the caregiver was unlawfully required to pay.

Article 12
Entry of Workers

1. After receiving work visas, POEA will provide assistance to the caregivers with travel arrangements, to ensure that the caregivers enter Israel within 30 days from signing the SEC and shall notify PIBA of the itinerary of each caregiver and of any changes in such in a timely manner in order to enable prior notification by PIBA to the employer or his representative. The caregivers will arrive on days and times agreed upon in advance between PIBA and POEA.
2. Upon arrival of the caregiver in Israel, he will be met by PIBA representatives, and shall receive a permit for work in Israel to be stamped in his passport, valid for one year, and which may be renewed yearly, subject to PIBA procedures and Israeli legislation, the principles of which will be set out in the PIBA Declaration and in the Foreign Workers Rights Handbook. In addition, PIBA representatives will require that an authorized representative of the PWD meets the caregiver and takes the caregiver directly to the PWD's home.
3. If the caregiver is found after arrival in Israel and subject to a hearing, to be lacking the required skills or qualifications for employment as a caregiver or should he fail to comply with the terms of the SEC or declarations mutually agreed between the Implementing Bodies, conditions of his visa and work permit, or the prerequisites defined by the two Implementing Bodies, or if the caregiver violates Israeli laws or regulations or has presented false information in the course of his recruitment, the caregiver shall be deported to the Philippines at his own expense and shall be prohibited from returning to Israel.

Article 13
Transfer of Employers

In case of transfer of the caregiver recruited under this Protocol to another PWD during his legal stay in Israel, the Implementing Bodies shall have the following responsibilities:

- a. PIBA shall require the issuance of a new SEC between the caregiver and the new employer;
- b. PIBA shall notify POEA once a month of all the caregivers recruited under this Protocol who have changed their PWD as well as the names of their new PWDs and the town where each caregiver is employed;
- c. POEA shall ensure the confidentiality of the information set out in paragraph (b) above, at all times, and guarantee that such information shall not be

divulged to any third party without the prior written consent of PIBA and that it shall be protected in accordance with Article 7 of the Agreement.

Article 14
Return of Workers

1. The PIBA Declaration signed by each caregiver before departure to Israel, will include an undertaking by the caregiver to comply with the conditions for legal employment and stay in Israel, to return to the Philippines upon the conclusion of his legal employment period in Israel and to fulfill any other procedures or sign additional declarations as agreed upon by the Implementing Bodies, to ensure compliance.
2. Nothing in the Agreement and this Protocol shall be interpreted as limiting the rights of either State Party to order a national of the other State Party to leave its territory in accordance with its laws, regulations, rules, procedures, and Government resolutions including cases in which *inter alia*, their Government determines that the presence of the foreign national constitutes a threat to national security, public order or public health.

Article 15
Focal Points

1. POEA and PIBA shall appoint focal points who are government employees with relevant experience and knowledge, and exchange the contact information of these focal points. These focal points shall be responsible for coordinating implementation of this Protocol.
2. For POEA- the Director of the Government Placement Branch ("GPB") shall be the focal point.

For PIBA- the Director of Bilateral Agreements shall be the focal point

(hereinafter collectively referred to as the "Focal Points").
3. The Implementing Bodies shall inform each other through Diplomatic channels of any change in the focal points.

Article 16
General Provisions

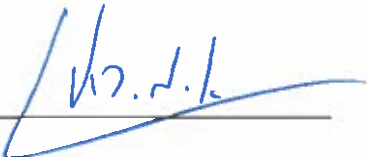
1. Should it be determined that illegal fees or payments have been charged either in Israel or in the Philippines, or that the caregivers lack the conditions set out in the Agreement or in this Protocol, either Party may act in accordance with Article 9(6) of the Agreement which could result with the suspension of the recruitment process.

2. The implementation of this Protocol and any activity hereunder shall be in accordance with the respective applicable laws, regulations, rules, procedures and mechanisms of each Country.

Article 17
Final Clauses

1. This Implementation Protocol shall enter into effect on the date of the entry into force of the Agreement.
2. Unless otherwise specified, the provisions of the Agreement shall apply to the Protocol.
3. The Implementing Bodies may modify the Protocol by mutual consent in writing, affirmed through an exchange of Diplomatic Notes.
4. The Protocol is valid for the period for which the Agreement is in force.
5. Notwithstanding the above, either Implementing Body may terminate the Protocol at any time by sending a Diplomatic Note to the other Implementing Body at least four (4) months prior to the requested termination date.

Signed in Jerusalem on the 3 day of September, 2018 which corresponds to the 23 day of Elul of 5778, in the Hebrew calendar, in two original copies, in the English language.



FOR THE POPOULATION AND
IMMIGRATION AUTHORITY IN THE
MINISTRY OF THE INTERIOR OF THE
GOVERNMENT OF THE STATE OF
ISRAEL



FOR THE DEPARTMENT OF LABOR
AND EMPLOYMENT OF THE
GOVERNMENT OF THE REPUBLIC OF
THE PHILIPPINES

ADDENDUM A
ESTIMATED EXPENSES FOR PARTICIPATING IN THE AGREEMENT
ON THE TEMPORARY EMPLOYMENT OF FILIPINO HOME-BASED CAREGIVERS
BETWEEN THE GOVERNMENT OF THE STATE OF ISRAEL
AND THE GOVERNMENT OF THE REPUBLIC OF THE PHILIPPINES

This Addendum shall form an integral part of the Implementation Protocol to the Agreement on the Temporary Employment of Filipino Home-Based Caregivers between the Government of the State of Israel and the Government of the Republic of the Philippines (hereinafter: the "Implementation Protocol" or "Protocol") and shall be read together with the Implementation Protocol.

Payers will receive receipts or confirmations for each service rendered from the body providing such service.

All sums in NIS may be updated and therefore, in case the sums are updated by Israeli legislation, the updated sums will automatically replace the sums below.

Content	Payer	Estimated Cost		Remarks and Clarifications
		US Dollar(USD)*	NIS or PHP (local currency-if relevant)	
Visa fee for entry into Israel	employer		170 NIS	
Employment Permit	employer		300/590 NIS	
Flight expenses to and from Israel	caregiver			Rates vary based on airline and flight dates
Processing Fee of POEA	caregiver	50		
OWWA contribution	caregiver	25		
Passport Issuance Fee	caregiver		900 PHP-regular 1200 PHP-expedited	

NBI Clearance	caregiver		130 PHP	
DFA Authentication	caregiver		100 PHP per document	If applicable
Notarization	caregiver		300 PHP per document	If applicable
Birth Certificate	caregiver		155 PHP	
School Credentials	caregiver			Rates vary based on school and documents requested
Medical Examination Fee	caregiver			Rates vary in accordance with DOH-accredited medical clinics.
Philippine Voluntary PhilHealth Contribution	caregiver		Minimum current rate is 2,400 PHP per year	Required to ensure continuity of medical coverage in the Philippines for caregiver upon his return.
Philippine Pag-Ibig Fund Contribution	caregiver		600 PHP (for six (6) monthly contributio ns)	National saving program for housing in the Philippines
Israeli Income tax	caregiver		0% of salary (up to 5300 NIS)	According to Israeli income tax regulations
Monthly Israeli Social Security Coverage	caregiver		0.04% of salary (up to 5678 NIS)	
Monthly Employer's share of Israeli Social Security Coverage for the worker	employer		2% of worker's salary	

Monthly Caregiver's share of the Israeli mandatory private health insurance	caregiver		135 NIS or half of the cost of the insurance- which ever is lower – to be deducted from salary by employer	The private health insurance will cover caregivers only for the period in which they remain legally employed in full time caregiving in Israel.
Monthly Employer's share of the Israeli mandatory private health insurance	employer		Half of the cost of the insurance or the difference between the cost of the insurance and the 135 NIS paid by the caregiver- the higher of the two.	
Monthly Housing and utility expenses in Israel through salary deduction	caregiver			<ul style="list-style-type: none"> ▪ The employer must provide housing and may deduct from the worker a sum according to the area of the PWD's home (255-468 NIS). ▪ <u>Related expenses</u> Deductions _____ (electricity, water and municipal taxes) - 79.28 NIS

Market value of food supplied by the employer for the caregiver in the workplace (if supplied)	caregiver			
Sums agreed upon in writing by the employer and caregiver for debts of the caregiver to the employer				The total of all sums to be deducted from the workers salary by the employer shall not be more than 25% of his salary (excluding the last month of employment)
Monthly Salary (gross)	employer			Minimum wage- 5,300 NIS
Fee for basket of services to be received by the caregiver throughout his permitted stay in Israel	caregiver			<ul style="list-style-type: none"> ▪ A sum to be set out in Israeli regulations (by the Israeli Minister of Labour). ▪ This sum is to be collected by the Israeli Government as follows: the fee will be paid by the caregiver via bank transfer or bank deposit to a bank account opened by the Embassy of Israel in Manila/Philippines, prior to issuance of a visa. The Embassy of Israel in Manila/Philippines will transfer the sum to PIBA. ▪ The basket of services will include <i>inter alia</i>, the following: social work visits and

				<p>evaluation at least twice a year (three times during the first year), assistance in solving problems in the workplace, providing placement with alternate employment, yearly assistance in visa extension, help and advice in case of illness etc.</p> <ul style="list-style-type: none"> ▪ In case the caregiver does not arrive in Israel as expected, the fee will be refunded to the caregiver.
Employer's payment for basket of services received during the employment of a foreign caregiver	employer		70 NIS per month	
Employer's payment for placement of a caregiver	employer		2000 NIS	
Monthly deposits for Pension and Severance Pay	employer		12.5% of salary (663 NIS on the minimum salary Of 5300)- (deposits beginning after six	

			months of employe nt in Israel)	
Annual Israeli Recuperation Pay to be paid to the caregiver	employer		378 NIS per day for a minimum of 5 days at the end of the first year of employe nt and at the end of each year of work thereafter	
Pre-Departure Orientation Seminar (PDOS)				free

* Apart for costs calculated according to USD values, all other costs are determined according to their actual costs in the local currency of the relevant country (NIS/PHP).

* The Implementing Bodies shall inform each other of any requested changes in this chart. Aside from updated sums which are automatic, any modification to the chart shall be carried out in accordance with the modification provision of the Implementation Protocol.