

Remote.com Countries

At Camunda we are a Remote workplace, where we put the emphasis on great talent and not where that talent is based.

Below you will find a list of all the countries we are currently operating a PEO (professional employer organisation) service through our partner at Remote, as well as details on the statutory and supplemental benefits we offer in those locations. Camunda is able to select from a predetermined benefits package determined by Remote. We continuously assess competitiveness to market in our benefits offerings and this page will be updated as new benefits are reviewed/implemented.

We are often finding amazing talent in new locations, and while we endeavor to keep this list up to date, please do get in touch if your location is not listed below.

If you have any questions please contact the below.

- Employees - Slack #ask-people-team
- Candidates - Please reach out to your People Connect Specialist or Recruiter for more information

Australia

Statutory Benefits

- Superannuation: 11% of salary (subject to related maximums) is contributed as the Employer Contribution as of July 2023. Legislation has confirmed this will increase again to 12% by 2025.
 - This value is contributed on top of base salary
- Workers Compensation Insurance: 1.29% of salary is contributed as the Employer Contribution.

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International (Allianz Premium) and Local (BUPA). We are supplementing an additional health plan in Australia via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Austria

Statutory Benefits

- Pension: 12.55% of salary Employer contribution
- Health Insurance: 3.78% of salary Employer contribution
- Accident Insurance: 1.10% of salary Employer contribution
- 13th & 14th Month Salaries: Additional 2 months salary each year, total of which is divided by 12 and paid in monthly salary

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Austria via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Note: Due to recent changes outlined in the [Austria CBA employment laws](#) we require Camundi based in Austria to add their working hours to Remote up to 38.5 with the remaining 1.5 hours added as 'Overtime'.

You will need to add 1.5 hours of overtime into the remote.com platform each week. To do so [follow this guide](#) from remote.com.

Reach out to people-operations@camunda.com if you have further questions.

Belgium

Statutory Benefits

- Yearly Premium/ Bonus: €307.94
- Eco-vouchers: €250
- 13th Month Salary: Additional 1 month salary each year, total of which is divided by 12 and paid in monthly salary
- Work from Home Allowance: €40

DRI	Wesley Hattingh
-----	-----------------

On this Page

- [Australia](#)
- [Austria](#)
- [Belgium](#)
- [Brazil](#)
- [Canada](#)
- [Croatia](#)
- [Cyprus](#)
- [Czech Republic](#)
- [Egypt](#)
- [France](#)
- [Finland](#)
- [Greece](#)
- [Hungary](#)
- [India](#)
- [Ireland](#)
- [Italy](#)
- [Netherlands](#)
- [New Zealand](#)
- [Nigeria](#)
- [Philippines](#)
- [Poland](#)
- [Portugal](#)
- [Romania](#)
- [Serbia](#)
- [Spain](#)
- [South Africa](#)
- [Sweden](#)
- [Switzerland](#)
- [United Arab Emirates](#)

Keywords	Remote.com
	Benefits

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Belgium via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Brazil

Statutory Benefits

- Meal Vouchers: 660 BRL per month Employer funded (Managed by Remote via [Flash!](#))
- Childcare Allowance: max of 260.40 BRL per month Employee funded
- Profit Sharing: 300.50 BRL per year Employer funded
- Disabled Child Aid: 130.20 BRL Employer funded
- Annual CBA Salary increase: Guaranteed salary increase, negotiated every January
- 13th Month Salary: Additional 1 month salary each year, total of which is divided by 12 and paid in monthly salary
- Life Insurance: 186.60 BRL per year Employer funded
- Dental Insurance: 390 BRL Employer funded
- Severance Payment FGTS: 8% base salary Employer funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance. The plan we have chosen is the **Premium tier** under SulAmérica. We are supplementing an additional health plan in Brazil via Remote as part of our commitment to offer competitive benefits.

Canada

Statutory Benefits

- Pension: 5.95% of salary Employer contribution
- Employment Insurance: 2.282% of salary Employer contribution

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have worked with Remote to supplement the above statutory benefits with enhanced benefits on the **Standard Plan (Family)** as part of our commitment to offer competitive benefits in Canada. The Standard Plan includes the following:

- Enhanced Health Insurance
- Vision Coverage
- Dental Coverage
- Basic Life Insurance / AD&D:
 - 1x annual earnings up to a maximum \$250,000
- Dependent Life:
 - \$5,000 coverage for spouse and \$2,500 per dependent child
- Short Term Disability:
 - 66.7% of weekly earnings up to a maximum of \$900
- Long Term Disability:
 - 66.7% of first \$4,500 of monthly earnings, 50% of remainder up to a maximum of \$5,000
- Supplemental Retirement Plan (RRSP):
 - Employee: 3% (voluntary)
 - Employer match: 100% up to 3%

Benefits in Canada are effective from start date.

Administrative Benefits Details:

- All Health (Medical, Vision, Dental) coverages and enrollments can be seen within the [Canada Life](#) platform. Dependents can also be added via this platform.
- RRSP contributions are managed through the Groupnet Canada life portal. Employees will be able to set a deduction per payroll or per month and can be amended at any time. These credentials are provided to employees at the time of onboarding via Remote.
- - i.e., those who are now eligible for the RRSP contribution who may not have had this product prior to 2024, please follow the enrolment details sent out by remote.
 - Step 1 - Enrolling:

- Enrolling is the first step in accessing your retirement benefits
- To enroll, go to mycanadalifeatwork.com
- You can access the enrollment portal with the following credentials:
 1. Access ID: 2012179
 2. Password: WGzb27vf

Step 2 - Registering:

- You will be able to register after you finish enrolling
- You can register online at www.my-canadataalk.com/sign-in
- You will need your policy number (75452) and certificate.

However, note that post enrolment, you may be required to contact Canada Life and ask that they merge your existing account (health insurance) with the new account for RRSP.

- You can contact them on 1-800-465-0517

Croatia

Statutory Benefits

- Health Insurance - 16.5% of salary Employer funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Croatia via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Cyprus

Statutory Benefits

- National Health System: 2.90% of salary Employer funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Cyprus via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Czech Republic

Statutory Benefits

- Pension: 21.5% of salary Employers contribution
- Health Insurance: 9% of salary Employer funded
- Health Checks: 1,644.96 CZK employer funded
- Work from Home Allowance: 3,340 CZK employer funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Czech Republic via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Egypt

Statutory Benefits

- Accident insurance: 1.50% of base monthly salary, employed paid

- Health insurance: 3.25% of base monthly salary, employed paid
- Loss of income Insurance: 1% of base monthly salary, employed paid
- Old age, disability and life insurance: 12% of base monthly salary, employed paid
- Unemployment insurance: 1% of base monthly salary, employed paid

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Egypt via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

France

Statutory Benefits

- Working from Home Allowance: €25 per month Employer funded
- Hardship Allowance for Home Working: €25 per month Employer funded
- Complementary Incapacity/ Invalidity/ Death Insurance (1): 1.5% of salary up to max of €3,421.60 per year Employer funded
- Complementary Incapacity/ Invalidity/ Death Insurance (2): 1% salary contribution once the above limit has been reached
- Health Insurance: 32.67% of salary Employer funded
- Occupational Injury & Disease: 0.75% of salary employer funded
- Pension (1): 8.55% of salary up to a max of 3,421.60 per year Employer funded
- Pension (2): 1.9% of salary contribution once the above limit has been reached
- Complimentary Pension (1): 6.22% of salary up to a max of 3,421.60 per year Employer funded
- Complimentary Pension (2): 14.78% of salary contribution once the above limit has been reached

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance. We are supplementing an additional health plan in France via Remote as part of our commitment to offer competitive benefits. The cost of this plan is paid for 50% by Camunda and 50% by the Camundi (±€37 each).

Finland

Statutory Benefits

- Annual Holiday Pay/ Bonus (per collective agreement): Calculated at 5% of the employee's annual wages (paid in April) on top of the salary.
- Group Life Insurance: 0.06% of the base monthly salary, Employer funded
- Health Insurance: Calculated at 1.16% of annual base salary
- OHS Occupational Health & Safety: €60 per month Employer funded
- Pension Insurance: 18.70% of the base monthly salary
- Unemployment Insurance: Calculated at 0.27%
- Workers compensation insurance: Calculated at 0.07% of the base monthly salary.

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Finland via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Greece

Statutory Benefits

- Work from Home Allowance: €28 per month Employer funded
- Main Pension: 13.33% of salary Employer funded
- Supplementary Pension: 3% of salary Employer funded
- Healthcare: 4.55% of salary Employer funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Greece via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Hungary

Statutory Benefits

- Annual Health checks: €75 Employer funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Hungary via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

India

Statutory Benefits

- Employer Provident Fund: 12% Employer contribution
- Provident Fund Admin charges: 0.5% of salary Employer funded
- EDLI Charges: 75 INR per month Employer funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with the Platinum Premium Health Insurance plan. This plan covers a spouse and up to four children. Employees can use the top-up plan (Diamond or Diamond Premium) to cover their parents (age group: 1- 65 years) or buy a retail plan with Plum, at their expense.

Ireland

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

- **Medical:**
 - We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local, which included both Dental and Vision cover. Medical coverage is for employees only, but dependents can be added at your own cost.
 - If an employee would like to opt out of Remote's medical offering you are eligible for a monthly allowance of 250 EUR. This allowance is taxable. Please contact Remote if you would like to opt out.
- **Pension:**
 - All employees will auto opt into a DC pension scheme managed by Irish Life, the scheme operates at a 5% employee / 5% employer match.
 - In addition to this employees will receive a cash allowance of 5% to supplement the legacy contribution of 10%. This means that the total cost of the employer contribution is 10%.
 - If you would like to opt out of the scheme or increase your contributions through an AVC (additional voluntary contribution):
 - Please email people-operations@camunda.com.
 - Kindly note that opting out of the pension scheme will also remove the 5% cash allowance offered by Camunda.
 - Following enrollment into the scheme Camundi will receive an email from Irish life to sign into <https://www.pensionplanetinteractive.ie/empower/login>, this dashboard enables you to see an overview of your pension contributions etc.
 - Access will be sent typically 1-2 weeks following your first payroll run.
 - Funds are added mid month for the following months payroll, eg if you are paid on the 25th of January, you will see funds in the system in mid-February.
- **Group Life & Income Protection**

- As Remote does not currently have a group plan for Life & Income Protection, Camunda will supplement the benefit to employees via an allowance of 100 EUR per month for employees to obtain their own coverage.

All allowances in Ireland are taxable.

Italy

Statutory Benefits

- Health Insurance: Based on seniority. Employer funded:
 - Level 1 - 7: €120
 - Level Quadro: €350
 - Level Dirigente: €1,092
- Annual Health checks: €109 Employer funded
- 13th & 14th Month Salaries: Additional 2 months salary each year, total of which is divided by 12 and paid in monthly salary

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Italy via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Netherlands

Statutory Benefits

- Health Insurance: 6.68% of base salary Employer funded
- Holiday Bonus: 8% of salary per year
- Disability Insurance: 5.82% of base salary Employer funded
- Long Term Sickness: €29 per month Employer funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

Healthcare:

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Netherlands via Remote as part of our commitment to offer competitive benefits. Camunda pays for this offering, but the employee pays tax on the amount Camunda pays, as it is treated as a 'benefit in kind'. If the employee wants to add dependents they would do so at their own cost. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

You must enroll in the international plan to be eligible for the Local plan during annual renewal.

Pension:

- The total premium for the Remote pension plan is currently equal to 20.0% (defined contribution).
- The current division between employer and employee of this 20.0% is 15.2% employer and 4.8% employee.
 - The minimum requirements for a Dutch pension scheme for payroll companies are set in the act "Wet Arbeidsmarkt in Balans". As it is set in the legislation as well, Remote B. V. will charge the so-called "norm premie" (norm premium) to its clients for the employees involved; the employer's norm premium is set for 2023 at 15.7% of the Pension base salary. The pension base salary equals the fixed annual salary (max. € 128,810 for 2023) deducted with the so-called "franchise", which compensates the pension income from social security. The franchise level for 2023 is € 16,322. So in practice the contributions = (income (up to €128,810 max) - franchise €16,322) * 15.2%

30% Ruling:

From January 1, 2024, changes to the Netherlands' 30% ruling tax regime for expats are expected to take effect, as approved by the Dutch House of Representatives under the 2024 Budget Law bill:

- A graduated scheme will replace the current 5-year 30% ruling. New applicants will get a tax-free allowance of 30% of their salary for the first 20 months, 20% for the next 20 months, and 10% for the last 20 months.

- A transitional arrangement will be available for employees with a 30% ruling in the December 2023 payroll, allowing them to continue with the existing scheme, without the new modifications.
- All new Camundi will receive the graduated scheme of 30% of their salary for the first 20 months, 20% for the next 20 months, and 10% for the last 20 months.

New Zealand

Statutory Benefits

- Superannuation Fund: 3% Employer contribution
- Accident Compensation Cover (working safer): 0.08% Employer funded
- Accident Compensation Cover (Work Levy): 1% Employer funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in New Zealand via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Nigeria

Statutory Benefits

- Accident Insurance (NSITF): 1% of base salary
- Formal sector social health insurance programme (FSSHIP): 10% of base salary
- Industrial training levy (ITF): 1% of base salary
- Pension scheme (CPS): 10% of base salary

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote Benefits Page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Nigeria via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Philippines

Statutory Benefits

- Health Insurance: 150PHP to 900PHP
- Home Development Mutual Fund: 2% Employer funded and 2% Employee funded
- Laundry Allowance: 300PHP per month Employer funded
- Meal Allowance: 2,948PHP per month Employer funded
- Provident Fund (pension): 1.71% of base salary per month up to max of 24,750PHP Employer funded
- Rice Subsidy: 2,000PHP per month Employer funded
- 13th Month Salary: Additional 1 month salary each year, total of which is divided by 12 and paid in monthly salary

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Philippines via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Poland

Statutory Benefits

- Work From Home Allowance: PLN 100/month
- PPK Pension: 2% Employer contribution
- Retirement Insurance: 9.76% of base salary per month Employer funded

- Pension Insurance: 6.5% Employer funded
- Guaranteed Employee Benefits Fund: 0.1% Employer funded
- Accident Insurance: 0.67% Employer funded
- Mandatory Health check: 219PLN per year Employer funded
- Labour Fund: 2.45% of base pay per month Employer funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Poland via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Portugal

Statutory Benefits

- Work Accidents Insurance: 1.75% of base pay per month Employer funded
- Mandatory Health check: €30 per year Employer funded
- Work from Home Allowance: €50 per month Employer funded (€22 of this will be tax-exempt, and tax will be deducted on €28)
- Work Medicine: €1.20 per month Employer Funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. We are supplementing an additional health plan in Portugal via Remote as part of our commitment to offer competitive benefits.

In addition to the above we also offer a Meal Card subsidy of 7.63 euros per working day.

Romania

Statutory Benefits

- Pension: 25% Employee contribution
- Health Insurance: 10% Employee funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote Benefits Page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Romania via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Serbia

Statutory Benefits

- Annual Leave allowance: 1000 RSD/month
- Serbian Social Security Contributions
 - Health Insurance- 5.15% of annual/monthly salary
 - Pension and disability contribution as well as unemployment- 14.75% of annual /monthly salary
- Meal Allowance: 1000 RSD/month
- Work from home allowance: 5,800 RSD (net)/month

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote Benefits Page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Serbia via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Spain

Statutory Benefits

- Occupational accident & Professional Disease: 1.65% Employer funded
- Work-from-home allowance of €17 per month

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Spain via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

South Africa

Statutory Benefits

- Provident Fund (Pension): consists of a mandatory 5% of salary employee contribution with a 5% employer match.
- Other Insurance:
 - Life Insurance: 1.02% of pensionable salary (100% employer paid)
 - Income Continuation: 0.55% of pensionable salary (100% employer paid)
 - Serious Illness Coverage: 0.41% of pensionable salary (100% employer paid)
 - Family Funeral Coverage: R32,10 per employee (100% employer paid)

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

Supplemental Benefits

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance. The plan selected by Camunda is the **Priority Plan**. Employees are covered 100%. As we are not able to cover dependents directly, Camunda will offer an allowance to employees covering dependents on the Priority Plan in the following monthly amounts: R4,158 for adult dependents and R2,108 for child dependents.

Employees can upgrade to the Comprehensive plan via remote for themselves and their dependents at their own cost.

We are supplementing an additional health plan in South Africa via Remote as part of our commitment to offer competitive benefits.

Sweden

Statutory Benefits

- *Accident insurance* (Arbetsskadeavgift): 0.20% of annual base salary, Employer funded
- *General payroll tax* (Allmän löneavgift): 11.62%, Employer funded
- *Health insurance* (Sjukförsäkringsavgift): 3.55% of annual base salary, Employer funded
- *Nordnet Halbar/SPP pension* (Ålderspensionsavgift): 4.55% of annual base salary, Employer funded
- *Parental insurance* (Föräldraförsäkringsavgift): 2.6% of annual base salary, Employer funded
- *Special payroll tax* (Särskild löneskatt): 24.26% special payroll tax applicable to occupational pension.
- *Statutory retirement pension* (Ålderspensionsavgift): 10.21% of annual base salary, Employer funded
- *Survivors' pension* (Efterlevandepensionsavgift): 0.6% of annual base salary, Employer funded
- *Unemployment and labour market contribution* (Arbetsmarknadsavgift): 2.64% of annual base salary, Employer funded

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Sweden via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)

Switzerland

Statutory Benefits

- Accident/ Life Insurance: 0.5% Employer funded
- OASI (pension): 5.3% of base salary per month Employer funded
- OASI Admin: 0.03% of base salary per month Employer funded
- Daily Sickness Allowance: 0.41% to 0.673% age and gender dependent Employer funded
- Additional Pension:

Age	% contribution of Pensionable pay
25-34	7%
35-44	10%
45-54	15%
55-65*	18%

*contributions for women cease at 64

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in Switzerland via Remote as part of our commitment to offer competitive benefits. Employees who would like to opt out of the medical plan, are also eligible for a taxable cash-in-lieu option of 604 euros per month.

United Arab Emirates

Statutory Benefits

- Pension fund "GPSSA" contribution (for UAE nationals only): 26% of base salary- 15% Camunda paid, 11% Employee paid

Supplemental Benefits

An extensive summary of all specific benefits coverage can be found via the [Remote benefits page](#).

We have also worked with Remote to supplement the above statutory benefits with Enhanced Health Insurance, both International and Local. The plan selected by Camunda is the **Premium Plan**. We are supplementing an additional health plan in UAE via Remote as part of our commitment to offer competitive benefits. For more information about getting the most out of your premium plan, have a look here- [Allianz Premium!](#)