

Foreign Auxiliary Workers (AW) in Long Term Care Facilities (LTCF) in the State of Israel – Obligatory and Permitted Monthly Deductions by Employers (as of 2022)

Content	Estimated Cost	Remarks and Clarifications
	US Dollar (US\$) ¹ New Israeli Shekel (NIS – Israeli local currency)	
Israeli Income Tax (obligatory deduction, tax brackets may apply)	According to applicable tax law and regulations	
Monthly Israeli Social Security Coverage (obligatory deduction)	According to applicable social security law and regulations	
Monthly AW share of the Israeli mandatory private health insurance (permitted deduction) ²	Up to NIS 127.72 or a third of the cost of the insurance that the employer paid, whichever is lower	The private health insurance will cover AWs only for the period in which they remain legally employed in full time auxiliary work in LTCF in Israel.
Monthly Housing and utility expenses in Israel through salary deduction (permitted deduction) ³	Jerusalem: NIS 431.10 Tel-Aviv: NIS 490.20 Haifa: NIS 326.82 Center: NIS 326.82 South: NIS 290.54 North: NIS 267.33 Important: If the residence is owned by the employer, the maximum permissible amount deductible is only half of the amounts specified above. <u>Related expenses Deductions</u> (electricity, water and municipal taxes) – up to NIS 95.33	The Employer must provide housing and may deduct from the worker a sum according to the geographical area of the AW's living quarters.

¹ Exchange rate as of 27.1.2022: US\$1=NIS 3.18

² Rates are updated as of 1.2.2022.

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מדינת ישראל
State of Israel

רשות האוכלוסין וההגירה
Population & Immigration Authority
سلطة السكان والهجرة



האגף להסכמים בילטרליים
Bilateral Agreements Division

Sums agreed upon in writing by the Employer and AW for specific debts of the AW to the Employer (permitted deduction)		The total of the permitted deductions from the worker's salary by the Employer for specific debts, meals (if relevant), for accommodations and related expenses and for the medical insurance, shall not exceed 25% of the gross salary (excluding the last month of employment).
"Professional-Organizational Handling Fees" for New Histadrut (General Worker's Organization) (if applicable). (permitted deduction)		The Employer may deduct "Professional-Organizational Handling Fees" from the salaries of Employees who are not members of the New Histadrut or of another workers' organization – at the rate of 0.80% of the salary, for a salary ranging between NIS 0 – 4,740, and at the rate of 1% of a salary ranging between NIS 4,740 – 13,130. The fees and salary rates shall be updated from time to time according to relevant law and regulations, and will be deducted on behalf of the New Histadrut (if relevant).

***Pursuant to the AW's consent in writing, a portion of the salary may be paid in the prevailing/customary market value of food and non-alcoholic drinks supplied by the Employer to the AW for consumption in the workplace, and may not exceed more than 10% of the Israeli minimum wage.**

****Israeli minimum monthly wage as of 2022 is NIS 5300.**

*****All sums and percentages are subject to change and may be updated from time to time according to Israeli law and regulations. The updated sums and percentages will automatically replace the sums and percentages above.**