# **Kiribati**

Exchange rate: U.S.\$1.00 equals 1.76 Australian dollars (A\$).

# Old Age, Disability, and Survivors

### Regulatory Framework

First and current law: 1976.

**Type of program:** Provident fund system.

### Coverage

Employed persons aged 14 or older earning at least A\$10 a

month.

Exclusion: Domestic servants.

# Source of Funds

**Insured person:** 7.5% of earnings.

Employer: 7.5% of payroll.

**Government:** None; funeral expenses up to a maximum of A\$1,500 are provided by the National Provident Fund Board

for deceased provident fund members.

# **Qualifying Conditions**

**Old-age benefit:** Age 50; payable at age 45 if retired permanently from employment or on providing evidence of the intention to retire permanently; at any age if emigrating permanently.

**Disability grant:** Physical or mental incapacity for work.

**Survivor grant:** The deceased fund member has not withdrawn any part of the amount credited to his or her

account.

### Old-Age Benefits

A lump sum equal to the total employee and employer contributions, plus accumulated interest. The interest rate is 11% a year.

Interest rate adjustment: The rate of interest is reviewed every 3 years by the National Provident Fund Board.

### Permanent Disability Benefits

**Disability grant:** A lump sum equal to total employee and employer contributions, plus accumulated interest. The interest rate is 9% a year.

Interest rate adjustment: The rate of interest is reviewed every 3 years by the National Provident Fund Board.

#### Survivor Benefits

**Survivor grant:** A lump sum equal to total employee and employer contributions, plus accumulated interest. The interest rate is 11% a year. The lump sum is payable to the deceased's nominated survivor.

Interest rate adjustment: The rate of interest is reviewed every 3 years by the National Provident Fund Board.

**Death benefit:** A maximum of A\$1,500 or 50% of the amount credited to the deceased member's fund at the time of death, whichever is less.

### Administrative Organization

National Provident Fund Board, organized on a tripartite basis and consisting of two representatives each from government, employers, and employees, administers the program.

# Work Injury

# Regulatory Framework

First and current law: 1949.

Type of program: Employer liability system involving

statutory insurance with a private carrier.

# Coverage

Employed persons earning A\$4,000 a year or less.

Exclusion: Casual employees.

### Source of Funds

Insured person: None.

Employer: Total cost.

Government: None.

### **Qualifying Conditions**

**Work injury benefits:** No minimum qualifying period; for occupational diseases, incapacity or death occurred during employment or within 12 months after the employment ended.

### **Temporary Disability Benefits**

50% to 100% of earnings. Benefit levels are inversely proportionate to the level of earnings.

The maximum benefit is A\$160 a month.

The total benefit payment is not to exceed the value of the lump sum payable for total or partial permanent disability (see below).

Benefit is payable after a 3-day waiting period.

### **Permanent Disability Benefits**

**Permanent disability grant:** A lump sum of 48 months' earnings or A\$6,000, whichever is less.

The minimum lump sum is A\$500.

Constant-attendance supplement: Equal to 25% of the permanent disability grant.

Partial disability: A lump sum in proportion to the degree of incapacity, paid according to a schedule. Total payment must not exceed the full benefit under permanent total disability.

### Workers' Medical Benefits

Medical and surgical care.

#### Survivor Benefits

**Survivor grant:** A lump sum of 36 months' earnings or A\$6,000, whichever is less.

The minimum survivor grant is A\$400.

**Funeral grant:** Burial expenses of up to A\$30 are payable if there are no eligible survivors.

### Administrative Organization

Department of Labor enforces the law.

Employers insure work injury liability with approved insurance companies.