



## ARTICLE FOUR

### PAY AND ALLOWANCES

Trainees during their period of training in Canada shall be paid as follows:

- a) Namibia shall issue to the credit of each trainee in Namibia such pay and allowances, according to his/her rank, and he/she may be entitled to receive under Namibian regulations. The Namibian authorities will assume responsibilities for arrangements such as assignments or deductions from any such pay and allowances, which may be required to meet such obligations as the support of a trainee's dependents in Namibia. A trainee may make private arrangements to draw upon any balance of such pay and allowances remaining to his/her credit to meet his/her personal expenses while in Canada, if and to the extent that such arrangements are permitted by the Namibian authorities. Pay and allowances issued by Namibia shall be exempt from Canadian taxation.
- b) Allowances shall be issued by Canada to each trainee, to meet his/her living and other expenses during his/her period of training as follows:
  - i) a Maintenance Allowance at a rate appropriate to the trainee's rank;
  - ii) a Clothing Allowance if the trainee is in Canada for at least two months or during the winter season (October to April);
  - iii) a Ration Allowance, in an amount to be determined by the Minister of National Defence, at any time that rations are not provided to the trainee free of charge; and
  - iv) a Leave Transportation Allowance when appropriate, having regard to the duration of the training, at the rates applicable to members of the Canadian Forces.