

- (iv) duty travel in connection with the training, and
 - (v) administration, including routine medical and dental care.
- (b) Zimbabwe shall bear the cost of:
- (i) the pay and allowances mentioned in sub-paragraph (a) of article 4,
 - (ii) the Maintenance Allowance provided for in sub-paragraph (b)(i) of article 4,
 - (iii) the Clothing Allowance provided for in sub-paragraph (b)(ii) of article 4,
 - (iv) return commercial transportation between Zimbabwe and Canada, including all in transit costs,
 - (v) major medical care relating to serious injury and illness and major dental care, and
 - (vi) ex-gratia payments made under article 13.

ARTICLE 4

Pay and Allowances

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

- (a) Zimbabwe shall issue to the credit of each trainee in Zimbabwe such pay and allowances, according to his rank, as he may be entitled to receive under Zimbabwe regulations. The Zimbabwe authorities will assume responsibilities for arrangements such as assignments or deductions from such pay and allowances, which may be required to meet such obligations as the support of a trainee's dependents in Zimbabwe. A trainee may make private arrangements to draw upon any balance of such pay and allowances remaining to his credit to meet his personal expenses while in Canada, if and to the extent that such arrangements are permitted by the Zimbabwe authorities. Pay and allowances issued by Zimbabwe shall be exempt from Canadian taxation.
- (b) Allowances shall be issued by Canada to each trainee, to meet his living and other expenses during his 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),