

Benefits Package

Junior Staff (Grade 8 and Grade 9)

Status	Single, Married or Family Status as per government policy.
Contract Period	One year term which is automatically renewed every year
Probationary Period	3 months Based on departments satisfaction / employee performance this period can be reduced to less than 3 months or extended to maximum of 6 months, (family cannot mobilize until end of probationary period).
Gross Salary Package	<ul style="list-style-type: none"> • Total Salary • Housing Allowance • Fixed Overtime 9% of the Total Salary
Housing Allowance /	<p>No Government Housing Provided. However, employee and his family (wife / kids) having valid Resident Permit of Qatar are eligible for family status allowances. Housing Allowance for family status is QR 3000 and Housing Allowance for single status is QR 1500</p> <p>Temporary accommodation: First 3- 4 months candidate can stay in Ashghal provided guest house. Employee housing allowance will be deducted for this period. After 3 months, employee needs to make their own arrangement for the accommodation. Ashghal at this point will stop deducting the housing allowance.</p>
Medical Insurance	<p>No medical insurance is provided.</p> <p>Government hospitals and health centers covers for employee and dependents. Health Card / Medicines can be purchased at a nominal cost.</p> <p>Health card can be bought for Qr. 100, approximately USD 25.</p>
Annual Tickets	<p>Economy class ticket for self.</p> <p>Tickets can be en-cashed after the probation period.</p>
Mobilization (for employees who are not based at Doha)	Economy Class Ticket: From point of origin / current location to Qatar.
Family Mobilization	Families can mobilize after the completion of the probation period
Demobilization:	Economy Class Ticket: From Qatar to point of origin as per the contract.
Working Week	<p>Working days: Sunday to Thursday</p> <p>Working hours: From 7.30am to 3pm</p>
Annual Leave	40 Calendar days. Per financial year (April 1 to March 31).
Casual Leave	7 Days
Other Leave	Sick Leave: As per Ashghal Policy.
Holiday	All public holidays declared by the Government
Notice Period	2 months
End of Service Gratuity	One month Basic for each completed year of service for maximum of 10 months.
Annual Leave Encashment	Employees have the option to encase 50% of their entitled annual leave .