

## Benefits Package

### Senior Staff

<b>Status</b>	Single, Married or Family Status as per government policy.
<b>Contract Period</b>	One year term which is automatically renewed every year
<b>Probationary Period</b>	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).
<b>Gross Salary Package</b>	(1) Total Salary (2) Housing Allowance (3) Fixed Overtime 9% of the Total Salary
<b>Housing Allowance / Housing Accommodation</b>	<p>Ashghal employees have the option of living in a government provided housing after successfully completing their probation period or take housing allowance instead.</p> <p>Note:</p> <p>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 4000 and Housing Allowance for single status is QR 2500</p> <p>If a candidate is married (family status) but does not wish to bring his family to Qatar, the candidate will still be treated as Single Status. And he will be eligible only for single status allowance.</p> <p>Government housing is provided only for family status.</p>
<b>Furniture Allowance ( for employees who are not based at Doha)</b>	Candidates who opt for Government Housing are entitled for Furniture allowance of QR 50,000 for family status, (if given an unfurnished accommodation by the Government). The Furniture allowance shall be depreciated by 25% each year.
<b>Medical Insurance</b>	No medical insurance is provided. Government hospitals and health centers covers for employee and dependents. Health Card / Medicines can be purchased at a nominal cost. Health card can be bought for Qr. 100, approximately USD 25.
<b>Annual Tickets ( for employees who are not based at Doha)</b>	Economy class ticket for self, spouse and up to 3 children under the age of 18, unless they obtain Qatar Resident Permit. Tickets can be en-cashed after the probation period.
<b>Mobilization ( for employees who are not based at Doha)</b>	<p>Economy Class Ticket: From point of origin / current location to Qatar.</p> <p>Temporary accommodation: First 3 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> <p>PS: Employees can make their own arrangement for accommodation from first day of employment if they wish to do so.</p> <p>Shipping of Housewares (from Port to Port): 300 Kg for the employee and 60 Kg for each member of his family (maximum 3 children under the age of 18); Fixed amount will be reimbursed directly as per HR policy. Submission of bills not required.</p>
<b>Family Mobilization</b>	Families can mobilize after the completion of the probation period
<b>Demobilization:</b>	<p>Economy Class Ticket: From Qatar to point of origin as per the contract.</p> <p>Shipping of housewares: Fixed amount will be reimbursed directly as per HR policy.</p>
<b>Landline Allowance</b>	600 QR per annum
<b>Working Week</b>	<p>Working days: Sunday to Thursday</p> <p>Working hours: From 7.30am to 3pm</p>
<b>Leave</b>	<p>Annual Leave: 45 Calendar days. Per financial year (April 1 to March 31).</p> <p>Casual Leave: 7 days</p> <p>Sick Leave: As per Ashghal Policy</p>
<b>Holiday</b>	All public holidays declared by the Government
<b>Notice Period</b>	2 months
<b>End of Service Gratuity</b>	One month Basic for each completed year of service for maximum of 10 months.
<b>Annual Leave Encashment</b>	Employees have the option to encash 50% of their entitled annual leave .