

DATE: 31/10/2022

**PROVISIONAL TERMS AND CONDITIONS: MR. MUHAMMAD FAISAL
FOR THE POSITION: ROVER OPERATOR**

BRIEF SUMMARY OF QATARGAS BENEFIT PACKAGE

All payments will be in Qatari Riyal Based on the Following:

Basic Salary	Transport Allowance	Commuting Allowance	Location Allowance	Total
QAR 6,825 monthly	QAR 1,300 monthly	QAR 550 monthly	QAR 1,130 monthly	QAR 9,805 monthly USD 2,686.30 monthly *
Status	Married (Initially Single)			
Benefits Package	The following benefits reflect the benefits of the Married Status			
Contract Type**	Indefinite			
Shift Allowance	QAR 433 per month, once you started your shift duty cycle as per Qatargas policy			
Housing	you will be provided with the applicable accommodation based on availability as per Qatargas policy.			
Electricity & Water	Subsidized as per Qatargas policy			
Commuting Allowance	Based on your housing location i.e., from outside AKC to RL: QAR 800 and AKC to RL: QAR 550 as per Qatargas policy.			
Children's Education Assistance	Will be reimbursed as per Qatargas policy.			
Medical / Dental Facility	Available in the appointed Qatargas clinics and medical insurance provided as per Qatargas policy.			
Leave Entitlement	24 Work days within each calendar year as per Qatargas policy.			
Airfare	for yourself, your spouse and up to a maximum of 4 dependent children up to and including 22 years of age when resident in Doha, once per year to your Point of Origin on Economy Class as per Qatargas policy.			
Interest free car Loan Facility	After the completion of one year of service, you are entitled to a car loan of QAR 40,000 or 5 months basic salary whichever is higher. It must be repaid on monthly installments over a period of 48 months or the remaining duration of the contract as per Qatargas policy.			
Furniture Grant	QR 27,000 subject to depreciation as per Qatargas policy.			
Shipment of household Effects	you are entitled to be reimbursed for the cost of airfreight from the point of origin to Qatar on engagement and Doha to point of origin on termination the total of 300 Kg for you and your spouse, and 30 Kg for each dependent child as per Qatargas policy.			
Performance Bonus	Discretionary payment awarded at the end of each calendar year, subject to Board approval, as per Qatargas policy.			
End of Service Benefit	You will receive one month's basic salary for each completed year of service of the contract as per Qatargas policy.			
Merit Increase	Discretionary payment according to your performance appraisal, awarded in January of each year as per Qatargas policy.			
Compassionate Leave	In the case of death, critical illness or hospitalization of your father, mother, spouse, children, brothers, sisters, your mother or father-in-law, you may be granted compassionate leave for the period of: up to 3 working days (if within Qatar), or up to 5 working days (if outside of Qatar). As per Qatargas policy.			
Life & Accident Insurance Scheme	Qatargas Life and Accident Insurance Scheme takes effect from the day the employee is hired, provided the employee meets the physical requirements of the insurers, as per Qatargas policy.			
Risk	Benefits			
Death (either due to natural causes or accidental death)	3 years basic salary or QAR 200,000 whichever higher			
Permanent total disability	Three Annual Basic Salary or QR 200,000/- whichever is greater for any disability as decided by the Medical Board of the Ministry of Public Health to be 65% or above.			
Permanent partial disability	Percentage disability as decided by the Medical Board of the Ministry of Public Health based on 3 Annual Basic Salary or QR 200,000/- whichever is greater.			
What is an Indefinite Contract?				
1. Open ended contract with no fixed term.		3. Entitled to annual merit increase.		
2. Permanent positions only.		4. All allowances and benefits applicable, as per Qatargas policy.		
* US conversion is based on QAR only				
** Contracts are defined as either Definite or Indefinite, with Definite having a set time period. This reflects the Organizational requirement at the time of recruiting into this position. Organizational changes during an employee's contract period may provide the opportunity to extend the definite contract and / or convert them into Indefinite. Any changes will be at Line Management discretion, adhering to Company Policy and Procedure.				
These Provisional Terms and Conditions will be superseded by an upcoming Offer of Employment which in return will be superseded by the signed Employment Contract between yourself & Qatargas upon arrival in Qatar at the start of the employment period.				

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