2011 QATAR Salary and Benefit Structure

BENEFIT	A GRADE 1- GM	B GRADE 2- EXCOM	C GRADE 3-HOD	D GRADE 4 Manager	E GRADE 5 Service Manager	F GRADE 6 Service Leader	G GRADE 7 Service Associate	H GRADE 8 Service Attendant
Positions	**General Manager**	**Assistant GM/EAM**	**F. & B. Manager, Front Office**	**IT Manager,Chief Security Officer,**	**Asst. Human Resource Manager, Sous Chef,**	**Security Supervisor,Immigration**	**Receptionist cum Cashier, Senior Receptionist cum**	**G&G Cleaner, A/C Technician Helper, Painter**
Salary Range	**25894-35000**	**15000-18000**	**13000-14000**	**7500-10000**	**5000-6500**	**4000-4500**	**1500-2000**	**900-1,000**
Company Accommodation	Furnished 3 bedroom Apartment (live in)	Furnished 2 bedroom apartment in Employee Housing. Cost of 12,000 per apartment	Furnished 2 bedroom apartment in Employee Housing. Cost of 10,000 per apartment	Furnished 1 bedroom apartment in Employee Housing. Cost of 6,000 per apartment	Furnished studio apartment in Employee Housing. Cost of 5,000 per apartment	Furnished **Single room** in Employee Housing.1 room in 3 bedroom. 10,000 per apartment	Furnished **Sharing room** in Employee Housing.shared room in 3 bedroom flat. 10,000 per apartment	Furnished **Sharing room** in Employee Housing.shared room in 3 bedroom flat. 10,000 per apartment
OR Housing Allowance/Family	18,000	12,000	10,000	**NA**	**NA**	**NA**	**NA**	**NA**
OR Housing Allowances/ Married & Single	15,000	10,000	8,000	**NA**	**NA**	**NA**	**NA**	**NA**
Contract Status	Married	Married	Married	Single	Single	Single	Single	Single
Contract Type	Indefinite employment contract, minimum 2 years assignment.	Indefinite employment contract, minimum 2 years assignment.	Indefinite employment contract, minimum 2 years assignment.	Indefinite employment contract, minimum 2 years assignment.	Indefinite employment contract, minimum 2 years assignment.	Indefinite employment contract, minimum 2 years assignment.	Indefinite employment contract, minimum 2 years assignment.	Indefinite employment contract, minimum 2 years assignment.
Probation Period	3 months	3 months	3 months	3 months	3 months	3 months	3 months	3 months
Transporation Allowance	Car provided- up to the value 150K of new car	1250	900	900 only for Sales Manager	Company transport	Company transport	Company transport	Company transport
Education Assistance	QR 2000 per month per child up to 3 children up to age 18	QR 1250 per month per child up to 3 children up to age 18	QR 1250 per month per child up to 2 children up to age 18	**NA**	**NA**	**NA**	**NA**	**NA**
Medical Insurance	Self, Spouse and up to 3 children not exceeding 18 years old & residing in Qatar	Self, Spouse and up to 3 children not exceeding 18 years old & residing in Qatar	Self, Spouse and up to 2 children not exceeding 18 years old & residing in Qatar	Self-government health insurance	Self-government health insurance	Self-government health insurance	Self-government health insurance	Self-government health insurance
Life Insurance	For self as per corporate scheme	For self as per corporate scheme	For self as per corporate scheme	For self as per corporate scheme	For self as per corporate scheme	For self as per corporate scheme	For self as per corporate scheme	For self as per corporate scheme
Resident Visa & Health Card	Employee & family	Employee & family	Employee & family	Employee only	Employee only	Employee only	Employee only	Employee only
Airline Ticket	Annual Economy Class ticket for self, spouse and 3 children not exceeding 18 years	Annual Economy Class ticket for self, spouse and 3 children not exceeding 18 years	Annual Economy Class ticket for self, spouse and 2 children not exceeding 18 years	Annual Economy Class ticket for self only	Annual Economy Class ticket for self only	Annual Economy Class ticket for self only	Economy Class ticket for self only **every two years**	Economy Class ticket for self only **every two years**
Airline Ticket for joining/leaving	One way Economy Class ticket for self, spouse and 3 children not exceeding 18 years.	One way Economy Class ticket for self, spouse and 3 children not exceeding 18 years.	One way Economy Class ticket for self, spouse and 3 children not exceeding 18 years.	One way Economy Class ticket for self only.	One way Economy Class ticket for self only.	One way Economy Class ticket for self only.	One way Economy Class ticket for self only.	One way Economy Class ticket for self only.

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Relocation Package(paid upon joining & paid upon leaving in case the employee completed 2 years of continuous employment)	Excess luggage of 100 kgs + 20, 000 Qr	Excess luggage of 50 kgs + 15, 000 Qr	Excess luggage of 50 kgs + 10, 000 Qr	Excess luggage of 25 kgs	Excess luggage of 25 kgs	Excess luggage of 25 kgs	Excess luggage of 25 kgs	Excess luggage of 25 kgs
Social Allowance	For Qataris only as per the law	For Qataris only as per the law	For Qataris only as per the law	For Qataris only as per the law	For Qataris only as per the law	For Qataris only as per the law	For Qataris only as per the law	For Qataris only as per the law
Mobile Phone	Handset QR 2000 max. plus SIM card - Local SMS & International business - International incoming is paid.	SIM card + handset. QR 1500 -Local, SMS & international business - international incoming is paid	SIM card + handset. QR 1000 -Local, SMS & international business - international incoming is paid	For Sales Mgr, IT Mgr & Security Mgr only - SIM card only. - Local, SMS & international incoming is paid	**NA**	Purchasing staff Immigration staff Sales Executive SIM card, phone QR 500 Local , sms, international calls	Transport staff Phone + sim QR 500	**NA**
Laundry & Dry cleaning	Maximum of QR 500 per month - on cost basis	Maximum of QR 400 per month - on cost basis	Maximum of QR 300 per month - on cost basis	Duty uniform only	Duty uniform only	Duty uniform only	Duty uniform only	Duty uniform only
Bonus Plan	As per incentive program developed by QNH head office	As per incentive program developed by QNH head office	As per incentive program developed by QNH head office	Up to 2 months basic salary according to end year evaluation reslt	Up to 2 months basic salary according to end year evaluation reslt	Up to 2 months basic salary according to end year evaluation reslt	Up to 2 months basic salary according to end year evaluation reslt	Up to 2 months basic salary according to end year evaluation reslt
Health Club Membership	Self & Family in one of the owned units	Self & Family in the property	Self & Family in the property	**NA**	**NA**	**NA**	**NA**	**NA**
F & B and Accommodation discount	25% in all units	25 % in the property	26 % in the property	**NA**	**NA**	**NA**	**NA**	**NA**
Duty Meals	Yes, in the restaurant	Yes, in the restaurant	Yes, in the restaurant	3 meals a day in employees restaurant	3 meals a day in employees restaurant	3 meals a day in employees restaurant	3 meals a day in employees restaurant	3 meals a day in employees restaurant
Annual Leave	35 days (calendar days) per annum.	30 days (calendar days) per annum.	30 days (calendar days) per annum.	30 days (calendar days) per annum.	21 days (calendar days) per annum to be 30 dyas after 5 years of continuous service	22 days (calendar days) per annum to be 30 dyas after 5 years of continuous service	23 days (calendar days) per annum to be 30 dyas after 5 years of continuous service	24 days (calendar days) per annum to be 30 dyas after 5 years of continuous service
Overtime payment	NO	NO	NO	NO	YES	YES	YES	YES
Working Hours	48 hours per week- 6 days a week	48 hours per week- 6 days a week	48 hours per week- 6 days a week	48 hours per week- 6 days a week	48 hours per week- 6 days a week	48 hours per week- 6 days a week	48 hours per week- 6 days a week	48 hours per week- 6 days a week
Termination Notice	60 days notice	60 days notice	60 days notice	60 days notice	30 days notice period to	30 days notice period to	30 days notice period	30 days notice period
	Company reserves right to pay in lieu of notice.	Company reserves right to pay in lieu of notice.	Company reserves right to pay in lieu of notice.	Company reserves right to pay in lieu of notice.	be 60 days when the employee completes 5 years of service. Company reserves rigth to pay in lieu of notice.	be 60 days when the employee completes 5 years of service. Company reserves rigth to pay in lieu of notice.	be 60 days when the employee completes 5 years of service. Company reserves rigth to pay in lieu of notice.	be 60 days when the employee completes 5 years of service. Company reserves rigth to pay in lieu of notice.

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Gratuity/End of Service Benefit for Non-Qataries	30 days of basic salary per annum	30 days of basic salary per annum or 21 days as per law	30 days of basic salary per annum or 21 days as per law	30 days of basic salary per annum or 21 days as per law	30 days of basic salary per annum or 21 days as per law	30 days of basic salary per annum or 21 days as per law	30 days of basic salary per annum or 21 days as per law	30 days of basic salary per annum or 21 days as per law
Retirement & Pension for Qataries	Contribution of 10% monthly basic salary +6 social allowance. While 5% of the same to be deducted from emp. payment & paid to retirement & pension authority.	Contribution of 10% monthly basic salary +6 social allowance. While 5% of the same to be deducted from emp. payment & paid to retirement & pension authority.	Contribution of 10% monthly basic salary +6 social allowance. While 5% of the same to be deducted from emp. payment & paid to retirement & pension authority.	Contribution of 10% monthly basic salary +6 social allowance. While 5% of the same to be deducted from emp. payment & paid to retirement & pension authority.	Contribution of 10% monthly basic salary +6 social allowance. While 5% of the same to be deducted from emp. payment & paid to retirement & pension authority.	Contribution of 10% monthly basic salary +6 social allowance. While 5% of the same to be deducted from emp. payment & paid to retirement & pension authority.	Contribution of 10% monthly basic salary +6 social allowance. While 5% of the same to be deducted from emp. payment & paid to retirement & pension authority.	Contribution of 10% monthly basic salary +6 social allowance. While 5% of the same to be deducted from emp. payment & paid to retirement & pension authority.