



Letter of Intent

Tenure of Contact: 24 Months

Name: **Rajkumar Das**

Passport No: - X5867990

Permanent Address:

Date: 21-Nov-23

Contact Details in Emergency:

Grade: FITTER

During the tenure of your contract you are entitled for,

Basic salary of OMR 90

Performance Salary will be up to OMR 30 as reported by the immediate supervisor depend on your monthly performance, regularity, being present in the job, discipline, following safety, proper utilization of time, working on OT whenever required and capability to demonstrate the skill related to your trade and you shall also carry out grinding and rigging as necessary to arrange your work in order and to progress.

Fitter shall be responsible for understanding the drawing independently, carryout marking, cutting and fit-up of Job as per drawing requirement and offer for inspection. Fitter should support fabrication team to achieve daily production target. It is expected to achieve per fabrication Gang monthly fabrication/assembly of 26 MT of structural steel. You have to work at any were in Oman.

You may be warned/terminated in case of any report of non-compliance as reported by immediate supervisor /Area in charge with respect to the points mentioned above.

- Overtime:** you are required to work minimum 9 Hrs per day. Overtime will applicable only after working 54 Hrs in a week. In case you are either given compensatory off or you are on leave on any day of the week, weekly off day will be considered as normal working day. You will be paid 25% overtime for working beyond 9 hrs on normal working day and 100% overtime for working on weekly off/holidays. Any refusal to work will be treated as insubordination and strict action will be taken.
- Washing Allowance:** You will be paid **OMR 10** (Omani Rial ten only) per month towards washing allowance. In case company arranges part/full washing expenses, this allowance will be withdrawn part/full accordingly.
- Leave:** you will be given 22 days paid leave towards the end of your contract.
 - No Leave salary will be paid if terminated on disciplinary reasons.
 - LOP days will not be considered for calculation of eligibility of leave.
 - You will not avail any leave prior to one-year completion in AMMTC with exception of emergency if any.
- Air Ticket:** you will not be provided joining air ticket by the company. However, on completion of your contract you will be given one-way ticket to your nearest international airport.
- You will be provided with company transport on arrival from Muscat airport to company camp. On completion of your contract company will take care of your transport from company camp to Muscat airport.
- Transport:** You will be provided transport for company work.
- Pre Visa Expenses (Joining):** Medical expenses, ECNR Expenses and courier charges will be borne by you.
- Food & Accommodation:** You will be provided free food and accommodation.



9. **Security deposit:** Company will keep OMR 150/- as security deposit, which will be recovered in 3 equal installment @OMR 50 to take care of any emergency and unforeseen situations. This entire amount will be refunded to you at the end of your contract, provided there are no penalties and complaints during your tenure of contract
10. In case you resign from the above contract or your contract will be terminated because of repeated non performance, unauthorized absenteeism and or act of indiscipline prior to completion of contract, you will required to refund to the company. The entire cost of visa, transportation and any special training etc. and the ticket to India will at your cost.
11. **Prohibition:** Smoking inside accommodation and consumption of alcohol is strictly prohibited. Offence for the first time will be panelized with a fine of OMR 50 (Omani Riyal fifty only) and refundable deposit of OMR 20 per month (Omani riyal twenty only) (payable at the completion of contract only on non repetition) Further repetition will result in being repatriated home at your own cost and all expenses recovered by the company. Use of smart mobile phone at workplace is strictly prohibited and if found using, strict action will be taken as per company policy (Including penalty and forfeiting the instrument)
12. **Absenteeism:** Any unauthorized absenteeism will incur a penalty @ OMR 10 per day (Omani Riyal ten only). You may be required to work on overtime must on Saturdays and other national holidays as the work demand.
13. **Warning letter:** Warning Letter will be issued for Absenteeism, act of indiscipline & lack of performance. Employees who have been issued warning letters, will not be eligible for any incentive for the particular month of service.
14. **Termination:** This contract can be terminated by either party by giving 30 days written notice or wages in lieu thereof. On termination of contract, you will return any data, records or any other property in your possession belonging to the company or its client. If you are terminated subsequent to repeated non-performance, unauthorized absenteeism and/or acts of indiscipline, the company is not liable to give you 30 days notice or wages in lieu thereof.
15. Your safety is your responsibility at worksite, camp and any other activities/place of visit during your stay at Oman.
16. You have to declare in case you have worked earlier with Al Manadah Modern Trad & Contr. Action will be taken if you hide this information.
17. Any legal charge on you outside company premises is you're responsible. If any expense is incurred by the company, it will be recovered from your full and final settlement.
18. **Skill Development:** As per the need of the company, you may be imparted training for developing your skills in your trade or in any other work that the company feels suitable.



I agree to the above terms and conditions and like to work by accepting the above

Acceptance Signature.....

Name.....



Farouq Rahman

H.R.