

## الخدمات الفنية الخاصة ش.م.م. SPECIAL TECHNICAL SERVICES L.L.C.

(A MEMBER OF THE O.O.S.C. GROUP OF COMPANIES)

### Specimen Contract Agreement

This agreement made on the day \_\_\_\_\_, dated \_\_\_\_\_, between Special Technical Services L.L.C. P.O. Box 307, Postal Code 118, Al-Harthy Complex, Sultanat of Oman hereafter referred as the "Employer"

and

\_\_\_\_\_, holder of

Indian passport no. \_\_\_\_\_ hereafter referred as the "Employee" of the other part agreed as follows

1. The Employer hereby engages the Employee and the Employee hereby agrees to serve as \_\_\_\_\_, in Sultanate of Oman, for a period of 2 years, hereafter referred as the "Contract Period" from the date of commencement of Employment.
2. The Employee shall receive a monthly salary of \_\_\_\_\_.
3. The Employer shall provide Joining Ticket from Bombay, India to Sultanate of Oman by Air in Economy class. On completion of the Contract Period, the Employee shall be repatriated to Bombay (Destination at Country of origin) by Air in Economy class.
4. The Employer shall provide Free Food or Food Allowance, Bachelor Sharing Accommodation.
5. The Employer shall provide Transportation facilities to the Employee to the place of work and back to place of accommodation.
6. The Employee shall be entitled to all legal holidays in accordance with Oman Labour Laws. No leave will be paid at the end of this contract.
7. Normal working hour of the employee shall be 9 hours per days and 5 days in a week.
8. If the Employer finds it necessary to detain the Employee for more than 8 hours, the Employer shall pay the statutory overtime allowance.
9. In case of sickness the Employee shall be entitled to free medical attention at a Government approved medical centre.

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10. In the event of absence by the Employee from work or duties without permission of the Employer, the Employee shall not be entitled to any wage or any allowance whatsoever for such period of absence.
11. If the Employee refuses to obey the Lawful instructions of the Superior, his services will be terminated forthwith and repatriated immediately at his expenses.
12. The Employer shall pay the wages for day of absence to Employee who in a genuine case of carrying out his normal duties and falls a victim of accident. Any such claim must be authenticated by a medical certificate from recognized hospital.
13. The Employee shall be covered by workman's compensation insurance. In case of disablement or fatal accident, the Employee or his personal representative shall be paid the appropriate compensation in the insurance policy affected by the Employer.
14. The Employee shall not be entitled to serve any other company or to engage in work of any kind, other than as instructed by the Employer during Contract Period.
15. The Employee shall abide by all labour and other Laws of Sultanate of Oman
16. The employment is subject to a 3 months probationary period and the contract of employment can be terminated by either party by giving 48 hours notice. The party giving notice should pay for return passage.
17. After probationary period the agreement may be terminated by either party by giving one month notice. The party giving notice should pay for return passage.
18. In case of death of the Employee, the Employer shall deport the dead body or bodily remains of deceased on his own cost.

All other terms are as per Oman Labour Laws.



Employer: **HAITHEM YOUSAF AL-HASHMI**  
Authorized Signatory



Employee: \_\_\_\_\_