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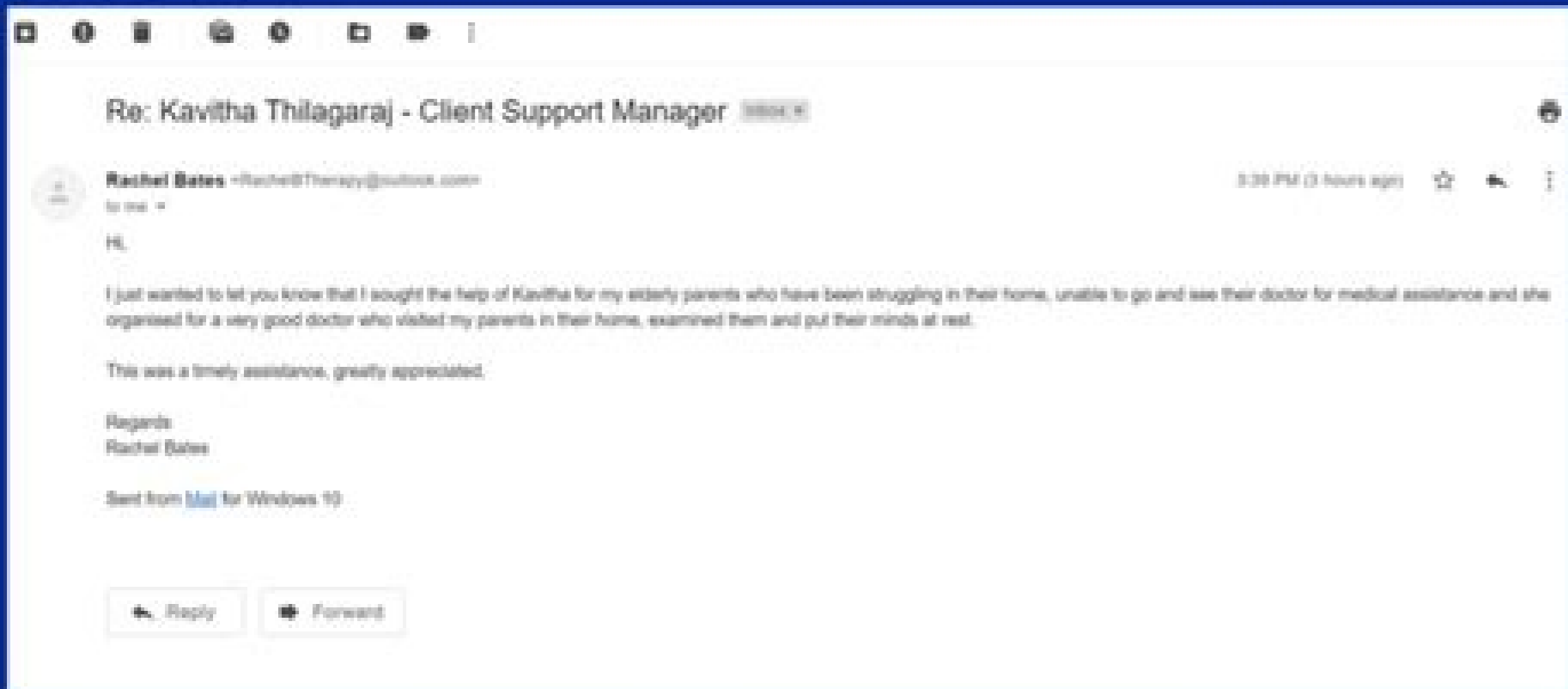


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AHHC always in front to receive a great positive testimonials from the clients towards either it is nursing services | doctor home visits | physiotherapist home visits | etc.

We are happy that we have received a greatest feedback from Ms.Rachel Bates towards doctor home visits for her loved one.

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CIRCLE OFFICE COMMERCIAL (WEST) KARACHI

COCWK/STF/DISP/69
March 11, 2009

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Karachi

Qasim
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Qayyumabad Korangi
Karachi

Dear Sir,

LETTER OF DISMISSAL

You were issued letter of charge bearing No.COCWK/STF/DISP/MISC/08 dated 23/04/2008 for allegedly committing acts of misconduct.

The reply received from you in response to the letter of charge was considered and found unsatisfactory. Consequently it was decided by the competent authority to conduct inquiry into the allegations leveled against you and an inquiry was conducted. You participated in the said enquiry during which you were given full opportunity to defense charges against you.

After conducting enquiry, the Inquiry Officer submitted report, whereby you were found guilty of acts of misconduct. The competent authority, after considering report of enquiry officer, has therefore decided to impose upon you the punishment of dismissal from service of the Bank.

Accordingly you are hereby dismissed from service of the Bank with immediate effect.

You are directed to settle your dues with the bank immediately failing which the bank reserve the right to sue you at any forum for recovery of dues/Liabilities outstanding against you.

Yours faithfully,

Sohail Ahmed Malik
General Manager

Dismissal-2008.Doc



Joint Committees bring together representatives of management and facility workers into regular communication over workplace issues. Under the legislation, health insurance is a necessary condition for the granting or renewal of residence permits and employment of expatriates. Labour Dispute Resolution Committees In March 2018, Qatar established Labour Dispute Resolution Committees with the aim of improving access to justice by settling labour disputes within three weeks of a migrant worker filing a complaint. Labour Disputes Settlement Committee established The ILO inaugurates its first project office in Qatar HH the Amir issues Law No. 13 of 2018 amending provisions of Law No.21 of 2015 on the regulation of entry, exit and residence of expatriates His Highness the Amir issues Law No. 17 of 2018 to establish the Workers' Support and Insurance Fund Qatar opens its first Qatar Visa Centre (QVC) in Colombo, Sri Lanka HE the Minister of Administrative Development, Labour and Social Affairs signs a decree regulating the conditions and procedures for the election of worker representatives in Joint Committees HE the Minister of Administrative Development, Labour and Social Affairs announced that the Council of Ministers have adopted new legislations regarding the minimum wage draft law and the facilitation of employment transfers during the contract period, in a manner that preserves the rights of both employers and employees. The government considers the welfare of guest workers as one of the key priorities and is committed to reforming Qatar's labour laws and practices to design a system that is fit for purpose for both employees and employers. The new law allows almost all migrant workers in Qatar - including domestic workers - to leave the country without first obtaining permission from their employers, except for military personnel. The law came into effect on 13 December 2016 and introduced new provisions that provide: Freedom to change jobs New measures to prevent contract substitution Greater transparency Enhanced representation New measures to prevent passport confiscation Wage Protection System The Government has also legislated to protect workers from wage exploitation through the introduction of a Wage Protection System (WPS). Additionally, workers must have access to heat stress training, access to personal protection equipment, medical examinations and will follow the WetBulb Globe Temperature index. These individuals have the ability to file reports instantly from location using GPS-equipped electronic handheld devices. His Excellency Yousuf Mohamed Al Othman Fakhroo, the Minister of Administrative Development, Labour and Social Affairs announced that a Minimum Wage Committee will be formed and tasked with the continued review and examination of the minimum wage of employees and domestic workers. Announced the establishment of 20 Qatar Visa Centres (QVCs) in India, Sri Lanka, Indonesia, Nepal, Bangladesh, Pakistan, Philippines and Tunisia, which will expedite the recruitment process and ensure workers do not get exploited in their home countries. Following the Qatar National Vision 2030's aim of attracting workers, protecting their rights and ensuring their safety, the new decision will encourage economic growth and open doors for investors, employers and employees alike. Labour policy is a complex issue and one that cannot be solved overnight. This legislation extended the summer working regulations by six weeks, providing workers with greater protection from heat stress. The non-discriminatory minimum wage is the first law of its kind in the region. The employer must additionally provide QAR 500 per month for accommodation and QAR 300 per month for food unless provided by their employer. Non-discriminatory minimum wage came into effect. The Ministerial Decision No. 95 of 2019 further allows domestic workers to leave the country without first obtaining permission from their employers. ADLSA will be working with employers to update their employment contracts and ensure they are in line with the new legislation within the next six months. In April 2021, the Shura Council approved a new law mandating health insurance for all expatriates and visitors. This progress makes Qatar the leader in the Gulf on labour reform as unlike others in the region, Qatar's reforms are genuine, long-lasting, and the product of years of careful planning. The Interior Minister Decision No. 95 of 2019 was issued, indicating that with immediate effect, exit permits have been removed for all expatriates who are not subject to Qatar's Labour Law. Qatar Visa Centres will be located in India, Sri Lanka, Indonesia, Nepal, Bangladesh, Pakistan, Philippines and Tunisia. In the case that employees had access to sensitive information, the employer can stipulate that the employee cannot compete with them on any projects or work within a year of ending the contract. "The State of Qatar is committed to creating a modern and dynamic labour market. Health, safety & welfare The government employs multilingual male and female labour inspectors who are fully trained on all aspects of Qatari labour law. A 24/7 hotline has been set-up for workers and 11 electronic kiosks have been set-up in locations across Qatar (operating in 11 languages) for workers to file anonymous complaints. Most notably Qatar has: Introduced new laws that mean the majority of workers no longer need exit permits to leave the country. The government also has channels available for individuals to report grievances against their employer. Announced procedures allowing workers to change employment freely, without requiring a No-Objection Certificate (NOC) from their previous employer. The fund protects workers from the impact of overdue or unpaid wages in instances where the employer has gone out of business or been forced to close due to illegal activity. Established a Workers' Support and Insurance Fund which will ensure and provide care for workers, guarantee their rights and provide a healthy and safe working environment. Joint Committees In April 2019, His Excellency Mr Yousuf Mohamed Al Othman Fakhroo, the Minister of Administrative Development Labour and Social Affairs signed a decree regulating the conditions and procedures for the election of worker representatives in Joint Committees. Employees can be placed on probation for a period agreed upon with their employer, as long as the period of probation is no more than six months from the date their work commenced. The office will support implementation of a comprehensive technical cooperation programme on working conditions and labour rights in Qatar. Qatar currently provides jobs for almost two million people. Domestic workers law In August 2017, His Highness the Amir Sheikh Tamim bin Hamad Al Thani issued Law No. 15 of 2017, which regulates the relationship between domestic workers and their employers. Qatar has made significant achievements in terms of workers' rights and work conditions in coordination with the International Labour Organization." His Highness the Amir of Qatar Sheikh Tamim bin Hamad Al-Thani, September 2019 Reforming Qatar's Labour Laws The Government of the State of Qatar has implemented major labour reforms in the past few years, including: Minimum wage In March 2021, Qatar introduced a minimum wage of QAR 1,000, which applies to all employees across all sectors in Qatar, including domestic workers. Qatar Visa Centres are an initiative led by the Ministry of Interior, the Ministry of Administrative Development, Labour and Social Affairs, the Ministry of Foreign Affairs and the Ministry of Public Health. A ministerial decree (17) of 2021 has extended the legal working hours in outdoor working spaces from 1 June to 15 September, with work not being allowed between 10:00 to 15:30. "The State of Qatar has pursued a consistent policy to protect and promote human rights, on the basis of our Arab and Islamic principles that uphold human values, and are keen to honour our commitment in this respect at the national and international levels to defend individual and collective rights and respect for human rights and dignity. This includes topics such as the organisation of work, ways to increase production and development, workers' training programmes, risk prevention tools, and ways to improve the level of adherence to occupational safety and health rules. In addition, it also grants new powers to the Qatari authorities to monitor wage payment and ensures that migrant workers are being paid in full and on time, as stipulated in their contracts. This will drive greater competition in Qatar's labour market by allowing employees to change employers and allowing employers to attract the best talent in the local market. In order to protect the rights of both employers and domestic workers, domestic workers must notify employers at least 72 hours prior to their departure. ILO first project office opens in Doha The International Labour Organisation (ILO) inaugurated its first project office in Qatar on 30 April 2018. The Minimum Wage Committee was also established and tasked with periodically reviewing the impact and application of the minimum wage of workers and domestic workers. Employees will be able to terminate their contract providing at least one month's written notice if they have worked with the employer for two years or less, or two months' notice if they have worked with the employer for over two years. The law seeks to end a cash-in-hand culture that puts workers at risk throughout the world. The minimum wage was decided following extensive consultations with a specialised national committee composed of relevant authorities in Qatar. Workers' Support and Insurance Fund In October 2018, His Highness the Amir issued Law No. 17 of 2018 to establish the Workers' Support and Insurance Fund. Heat stress protection On 26 May, a ministerial decree (17) of 2021, extended the legal working hours in outdoor spaces from 1 June to 15 September, with work not being allowed between 10:00 to 15:30. Qatar's reforms have been recognised by major human rights groups and UN organisations. The law advances the rights of domestic workers in accordance with the provisions of the International Labour Organisation's Convention No. 189 on working conditions for domestic workers. The decision also stipulates that the employer has the right to submit a prior reasoned request to the Ministry of Interior including the names of those whom they deem necessary to obtain prior approval before leaving the country due to the nature of their work, provided that it does not exceed 5% of employees. Regulating the entry, exit, and residence of expatriates In 2015, the State of Qatar issued Law No. 21 of 2015, which introduces new provisions regulating the entry, exit and residency requirements for Qatar's workers. The new law also indicates the following for employees: Employees will have the ability to pursue new opportunities in Qatar and strengthen the economy through local and international business. In line with Qatar Vision 2030, these new laws mark a major milestone in this journey and will benefit workers, employers, and the nation alike."His Excellency Yousuf Mohamed Al Othman Fakhroo, August 2020 No-Objection Certificates Employees will no longer require No-Objection Certificates to terminate their contracts. Introduced a non-discriminatory minimum wage. A non-discriminatory minimum wage was announced, alongside the removal of Non-Objection Certificates when transferring employment. The decree further states that workers must have access to heat stress training, access to personal protection equipment, and annual health checks. Similarly, all work must stop if the wet-bulb globe temperature (WBGT) rises beyond 32.1, taking into consideration more than ambient temperature. This decree will allow workers in companies with 30 or more employees to elect their own representatives. The cancelling of exit permissions On 16 January 2020, the Interior Minister Decision No. 95 of 2019 was issued, indicating that with immediate effect, exit permits have been removed for all expatriates who are not subject to Qatar's Labour Law. Qatar Visa Centres Qatar has announced the establishment of 20 Qatar Visa Centres (QVC) to create a unified visa system that expedites the recruitment process and protects the rights of workers by eliminating exploitative practices in their home countries. Qatar's rapid infrastructure development and fast-growing economy has attracted hundreds of thousands of expatriates seeking to better their lives and the lives of their families. This announcement is an acknowledgement of the important steps the Qatari government has taken to develop a modern labour system that is fair to employers and employees alike. However, over the past several years, Qatar has implemented extensive reforms to strengthen labour laws, and increase protections for migrant workers.

03.01.2020 - According to gratuity rules in Qatar, It is the sum of money an employer is lawfully required to pay an employee upon the termination of the employment relationship. Gratuity payment in Qatar is subject to the employee satisfying certain conditions that are set out in the Qatari Labour Law. In March 2022, FIFA President Gianni Infantino met with the Qatar Minister of Labour Dr. Ali bin Samikh Al Marri to discuss about the progress achieved in the area of workers welfare and labour rights. The meeting also revealed the Law No. 18 of 2022 of Qatar's labour reforms that mandated the removal of employer's permission to change jobs ... The Immigration Bureau of the Royal Thai Police administers the law, while the Immigration Commission shall have power and duty to make decision such as giving or revoking permission to stay. Private law. The most important reference of private law (or civil law) is the Civil and Commercial Code of Thailand (see also other civil codes). It is ... 30.05.2012 - QP to support 'Made in Qatar 2020' as partner of energy sector; Empowering Small and Medium Enterprises; Qatar Chamber 3rd SMEs conference in cooperation with the British Embassy, 2-3 March 2020; QNB is official sponsor of 'Made in Qatar 2020' Qatar Chamber lauds Kuwaiti PM's patronage of 'Made in Qatar' expo 18.03.2015 'The Faculty of Law Announces Three Tracks in the International and European Law Master's Programme 5 Jun 2020 In the academic year 2020/21, the students admitted to the Master's in International and European Law programme at Vilnius University will have an option to choose from three distinctive tracks: International and Human Rights, Tech ...

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