

TOR for Expatriate Line Captain A319

1. Contract will be for 3 years (renewable on performance and mutual agreement).
2. Salary is USD 10,000 (tax paid by the Company).
3. Working hours will be as per the local regulations and will work 9 weeks on duty followed by 3 weeks off duty. This schedule must be planned (in consultation with Head, FOCTD) in a way that you are available for work during the peak season (March, April, May, September, October, November). You agree to be flexible when you are taking 3 weeks off, if the exigencies of the operations so require it. In such circumstances, the Company will bear one way economy class ticket from home base to Paro.
4. Place of posting will be in Paro (base).
5. Economy class ticket at the commencement and completion of assignment will be provided (to the nearest international airport to home residence to base and return).
6. Housing allowance will be Nu. 10,000 per month (tax deducted at source). Employee has to arrange own accommodation.
7. Expenses for visa, work permit and BCAA license validation fee or reimburse if the expenses are incurred by the Employee in the first instance will be provided.
8. Medical/Personal Insurance/Tax outside Bhutan is the responsibility of the Employee.
9. Will be entitled to 6 ID00 and 6 ID75 (ID tickets which are not used will lapse at the end of the year).
10. Standard room in hotel for one night only each way and taxi fare, will be provided for commencement and completion of assignment. Reimbursement will be made only on production of proper receipts for hotel and taxi.
11. Drop and pick up for flight duty will be provided in Paro only.
12. Standard hotel room will be provided for accommodation outside base (on duty).
13. Per Diem will be as per the Service Manual.
14. Termination will be as follows:
 - a. Contract can be terminated by the Company, at any time, by giving 3 months' prior notice in writing or payment of 3 months' basic pay in lieu thereof.
 - b. If, the employment under this contract is terminated by reason of reconstruction or amalgamation of the Company and the employee is offered employment with any

- concern or undertaking resulting from the reconstruction or amalgamation on terms and conditions substantially the same as the terms of this contract, then the employee shall have no claim against the Company in respect of the termination of the employment under this contract, which claim in any case shall not exceed the compensation set out in point 'a'.
- c. Contract may be terminated by the employee, by giving 3 months' prior notice or paying back the basic pay for un-served notice period, if any.
 - d. The Company reserves the right to terminate the contract summarily without any notice period or termination payment—in one or more of the following circumstances—if it has reasonable ground to believe—
 - i) Employee is guilty of misconduct or negligence;
 - ii) Employee is convicted of a criminal offence resulting in fine and/or imprisonment equivalent to or more than three months;
 - iii) Employee have committed any fundamental breach of contract or caused any loss to the company;
 - e. On the termination of the contract for whatever reason, all property; documents and papers, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in possession or under the employee's control relating to the contract or to clients' business affairs shall be returned to the Company.

Note:-

Expenses incurred for travel and accommodation during the simulator check will be borne by the Company only if the Pilot passes the simulator evaluation test.