

Cabin crew employment guidelines

Background

Qatar Airways is based in Doha, the capital of the State of Qatar. Qatar Airways is soaring to greater heights by way of expansion and progress, with an expanding route network covering almost 80 destinations.

We also pride ourselves on the quality of on-board personalized service provided by our team of Cabin Crew, which is comprised of over 80 different nationalities.

Base

Our cabin crew are based in Doha, under the sponsorship of Qatar Airways.

Pay Scales

Basic Salary

CC.01	New joining Cabin Crew under Ab-Initio training as trainee.	QR 3300 (USD 904)
CC.02.01	Cabin Crew who has successfully graduated from Cabin Crew Training and still within 6 months of flight duties.	QR 3300 (USD 904)
CC.02.02	Cabin Crew who have successfully completed 6 months of independent flying and work in the Economy Class cabin.	QR 3750 (USE 1027)

In addition, all Cabin Crew (after AB-Initio training) receive an Hourly Flying Pay (HFP), which is grade dependent. This is for each hour of productive commercial flying duty.

For CC.02 Flying Pay is QR 39 (USD 10.65) per hour and is computed on the number of hours operated (Chokes Off to Chokes On)

Cabin Crew have an average of 65 flying hours.

Additionally, the Cabin Crew receive hotel Meal Allowances (MA) (country specific) for layovers. This is duty dependent from the time of arrival to the time of departure to/from the city of the layover.

Employment Contract

An initial period of 3-year renewable contract with a 6-month probation.

Welcome Bonus

You will be given a welcome bonus of QR 2,000 and a prepaid telephone card (Q-Card) to the value of QAR 30/- upon your arrival into Doha.

Accommodation

Free, shared accommodation is provided in fully furnished, air-conditioned apartments in Doha. This includes free utilities – water, electricity and telephone lines for local calls. Two/three colleagues of the same gender share a two/three bedroom apartment and each person has their own bedroom. Two people may have to share a bathroom in some apartments. The kitchen and living areas are common. As we expanding rapidly, the furnishings in most apartments are brand new.

All accommodation has 24-hour security for the safety of the Cabin Crew. Male visitors are not

permitted in female crew buildings and vice versa between 2200 and 0700 hours to preserve privacy. Our crew accommodation belongs to different landlords who offer different facilities (gym, swimming pool, etc.) in each building. If crew are allocated to buildings without facilities, they are welcome to use the facilities of another crew's building of the same gender only.

Marriage:

Single crew upon joining Qatar Airways must maintain their single status for three (3) years.

Visitors/Guests:

Cabin crew are allowed to have a guest from the immediate family (this includes children, parents and siblings) of the same gender live with them after completing their Ab-Initio training for a period of 14 days on 2 occasions in a calendar year.

Transport

Qatar Airways provides free transport for cabin crew for all official duties.

Initial Training

All new joining Cabin Crew have to undergo an intensive 7-weeks training program. This includes Safety and Emergency Procedures, First Aid, Procedures, Aircraft Types and Grooming.

Uniform

Cabin Crew are provided with free uniform, by 'LINEA' Giyimsan Vetic Ltd. which may be dry-cleaned free of charge.

Rostering

Monthly rosters are provided using a computerized 'fair share' rostering system that offers a fair allocation of trips and an average of 24 days OFF over a calendar quarter.

Layovers

Qatar Airways provides a minimum of 4 star hotel accommodations overseas, while on a layover flight and free transport between the airport and hotel. Hotel meal allowance (country specific) will be paid from the time of arrival to the time of departure to/from the country of layover.

Annual Leave/Annual Ticket (FOC)

30-calendar days leave is available each year and Cabin Crew are entitled to one (01) free ticket per year, on the Qatar Airways network. This entitlement is valid only after completion of 6 months of service in the initial year of joining.

Concessionary Travel

On completion of 6 months of service with the Company, the following rebated travel privileges are available to all Cabin Crew, on the Qatar Airways network –

For self

- unlimited ID90/ID50 tickets
- One ID 00 (free) ticket per year

For family (Annual Entitlement)

- PARENTS – A set of one ID90 and one ID50 each, for both Mother and Father
- SIBLINGS – One ID90 and one ID50.

A variety of concessionary travel agreements also exist with many other airlines, depending on contractual agreements signed between Qatar Airways and the other airlines.

Accident Insurance Cover

All Cabin Crew are covered under a Group Life Insurance Plan on a 24-hour, worldwide basis, for a sum of QR 150,000/- in case of death. The plan also has related benefits in case of Permanent Disability and Partial Disability, as specified by the terms and conditions of the contract.

Medicals Coverage

Qatar Airways is concerned that you maintain the best possible health whilst in our employment. Therefore, Cabin Crew are covered for most medical expenses with ALLIANZ International worldwide. The insurance however, **does not** cover dental and optical expenses.

Payment of Salary

All salary and allowances are paid into a local bank account (which will be opened by the Company), in the local currency (Qatari Riyal), at the end of every month.

The salary is tax-free.

QR 3.65 = USD 1

QR 7.00 = GBP 1

At the end of every month, Cabin Crew will be paid the basic salary for that month, plus the allowances (HFP +MA) from the 16th of previous month to the 15th of the said month.

If you join after the 20th of the month, your salary for the month of joining will be included in the following month's salary.

End of Service Benefit Scheme

Cabin Crew are entitled to receive a non-contributory End of Service Benefit, on the basis of 3 weeks basic salary, for each year of service, after 3 years of continuous service with the company.