

OM CONSULTANCY

LICENCE NO. : B-0243/KOL/PART/1000+/5/8211/2008

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Urgent requirement for Malaysia (c.v selection)

CLIENT:- **M/S -IOI PLANTATION SERVICES SDN BHD.**

We act on behalf of our clients in Malaysia, to recruit 50 workers for employment and liaise with all relevant authorities concerning this recruitment. We wish this recruitment of workers from India. The below mention are our terms & conditions as follows:-

1. Numbers of Workers: 50 (Male) Workers from India
2. **Job Category: Plantation Sector:** General Work Laborer (Palm Oil Trees) (Nature of the Job: **Planting, Plucking the Palm Oil Fruit, Weeding, Spraying Insecticide, Pruning, Watering Plants in the Nursery, Loading the Palm Oil Fruit onto the Lorries for Transportation; etc**)
2. Type of Sector: Oil Palm Plantation
3. Age: 21- 36 yrs old Only
4. Contract Period: 3yrs
5. Gross wages (per month)Basic Salary :RM1, 000.00 – Minimum Salary Per Month(As Per Malaysian Government wages). **With Overtime, the Candidates are able to earn, RM1, 400 to RM1, 800, Per Month, depending on their hard work.**
6. Working days: Monday to Saturday. Sundays & Public Holidays rest day
7. Regular working hours: 8 hours plus 2 hours Overtime Daily
8. Overtime: In accordance with Malaysian law
9. Workmen Compensation: In accordance with Malaysian law
10. Accommodation: FREE accommodation provided with Free Electricity and water
11. Food: Self arrange by Employee.
12. Transportation: As and when necessary
13. Government leave & work permit: Shall be borne by the employer
14. Annual leave, sick leave & public holiday:
 - (a) Annual Leave 8days for 2yrs of service, for period of service between 2 (two) to 5 (five) years the employee would qualifies for 12days of leave

- (b) Sick leave 14days for each year of service, for service less than 2 (two) years, and 18days for service above 3yrs'(three) service.
 - (c) The employee shall be entitled to be paid on holidays or public holidays, in accordance of Federal Government and according to the Kelantan State Government in any one (1) year of the service
15. Air ticket: 2way journey Ticket (To Home Country after 3 years and Return Ticket, to commence the Work upon returning from home country) would be provided upon completion of the employment contract of 3 years.
16. Yearly medical: Medical examination will be arranged as required by the Immigration Department of Malaysia
17. Medical Requirement: All workers recruited shall be certificated medically fit and certified by Malaysian Government endorsed clinic in India. And once in Malaysia will undergo a medical check-up for final endorsement.
18. Death claim: In the event of death the Employee's body will be sent back to his next of kin in To their respected country at the Employers expenses
19. Restriction:
- (a) The employee shall not marry with any Malaysian and participate in any political activities and connected with Trade Union in Malaysia.
 - (b) The Employee shall not change his employment during the contract period and shall not carry engage in any business activities.
 - (c) If the Employee is found creating social problem or engage in any kind of illegal or criminal activates and any form of industrial action during his term of employment he shall be dismissed with immediate effect and repatriated to India on his own expenses
20. Termination of services:
- (a) If the employee breach any of the restrictions in Clause 20 above or is convicted of any offense under the law of Malaysia his services will be terminated.
 - (b) If the employees work permit reworked or withdrawn by the Malaysian Authorities or Immigration of Malaysia for any reason whats over.
 - (c) If the employee is absent from work more than 2days (two), consecutive working days without a reasonable cause.

All other terms & conditions, will be in accordance to the Laws of the Country

**** Candidates should do the KDC Medical Test (Kolkata) & Bio-Metric finger print (Kolkata) with his own cost.**

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