

Oman: Ministerial Decision No. 228/2012 Amending Provisions of Decision No. 1/2011 Issuing the Regulations for Recruiting Non-Omani Workforce

Title	Oman: Ministerial Decision No. 228/2012 Amending Provisions of Decision No. 1/2011 Issuing the Regulations for Recruiting Non-Omani Workforce
Date of adoption	<i>12 May 2012</i>
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Abstract	

The following articles shall be added to Decision No. 1/2011:

An establishment may be granted a temporary permit in accordance with the following:

- a. Submitting a request using the designated form.
- b. The permit shall be valid for six months, which is non-renewable.
- c. The number of individuals hired using each permit shall not exceed five individuals. An establishment may request a new temporary permit once an old temporary permit has expired.
- d. The fee for each permit request is 36 Omani Riyals, which is non-refundable.
- e. The residence duration for an individual hired for domestic work is six months.
- f. An employment contract shall be signed with individuals hired for domestic work, which shall include the fees, wages, and other legal requirements to be borne by the establishment in accordance with form no. 6 annexed to this decision. The competent authority shall authorize the contract and a copy thereof shall be kept for its records.
- g. The employer shall not bear the fees listed in paragraph d of this article.

An establishment may not concede a temporary permit without obtaining written approval from the competent authority (Art. 25).

In accordance with Art. 26, an establishment is required to repatriate employees hired once their residence permit has expired if transfer has not been made. Should the establishment fail to do so or fails to uphold the terms of the employment contract referred to in article 24, the Ministry shall repatriate the employee and deduct the cost from the financial guarantee paid by the establishment.

Article 27 prohibits the establishment from employing its employees at another establishment before it transfers his services to the new employer through an employment contract (using annexed form No. 7). The establishment shall also sign a contract with the employee using annexed form No. 8. Both forms shall be authorized by the competent authority and a copy thereof shall be kept for its records.