



SUMMARY - EMPLOYMENT TERMS & CONDITIONS

All foreign nationals recruited for Air Arabia Maroc are recruited through International Business Company (IBC) FZE on open ended contracts. The terms and conditions of these contracts will be in line with Air Arabia Maroc pay scales.

Fixed Base Salary

The Fixed Base Salary for Flight Deck Crew will be based on each crew member's total flying time on type (A320 Family) in the relevant position for which they are being employed as indicated in the below tables:

CAPTAIN

	Up to 1500 hours	1501 – 3000 hours	3001 hours and above
Basic	MAD 32,000.00	MAD 37,000.00	MAD 42,000.00
Housing Allowance	MAD 8,000.00	MAD 8,000.00	MAD 8,000.00
Transport Allowance	MAD 2,500.00	MAD 2,500.00	MAD 2,500.00
Food Allowance	MAD 520.00	MAD 520.00	MAD 520.00
Uniform & Laundry Allowance	MAD 300.00	MAD 300.00	MAD 300.00
Responsibility Allowance	MAD 4,000.00	MAD 4,000.00	MAD 4,000.00
Telephone Allowance	MAD 500.00	MAD 500.00	MAD 500.00
Total	MAD 47,820.00	MAD 52,820.00	MAD 57,820.00

FIRST OFFICER

	Up to 1500 hours	1501 – 3000 hours	3001 hours and above
Basic	MAD 10,000.00	MAD 15,000.00	MAD 20,000.00
Housing Allowance	MAD 7,000.00	MAD 7,000.00	MAD 7,000.00
Transport Allowance	MAD 2,500.00	MAD 2,500.00	MAD 2,500.00
Food Allowance	MAD 520.00	MAD 520.00	MAD 520.00
Uniform & Laundry Allowance	MAD 300.00	MAD 300.00	MAD 300.00
Responsibility Allowance	MAD 2,000.00	MAD 2,000.00	MAD 2,000.00
Telephone Allowance	MAD 500.00	MAD 500.00	MAD 500.00
Total	MAD 22,820.00	MAD 27,820.00	MAD 32,820.00

(1 EURO = 10.850 MAD APPROX.)

Seniority Allowance

The seniority allowance is fixed salary payment related to the number of years that the pilot will accumulate, it is meant to compensate the seniority within the company, the applicable scales are below:

- After 2 years working : allowance equal to **5% basic salary**
- After 5 years working : allowance equal to **10% basic salary**
- After 10 years working : allowance equal to **15% basic salary**
- After 15 years working : allowance equal to **20% basic salary**
- Above 20 years working: allowance equal to **25% basic salary**

Flying Variable Pay

Flying variable pay is paid based on actual flying hours as follows

	Captain	First Officer
0 – 25 hours	MAD 150.00	MAD 80.00
26 – 50 hours	MAD 300.00	MAD 160.00
51 – 75 hours	MAD 600.00	MAD 320.00
75 hours and above	MAD 1200.00	MAD 640.00

A rate of 20% is being added to variable pay for each hour performed between 6:00 PM & 4:59 AM.

The flying hours are being credited to the next half hour for each flight (ie: 5:15 minutes is paid 5:30 minutes) with the combination of credit and night flight an average of 10% is applied to the real block hours performed.

Deadheading & layover allowance

The airline shall pay for each hour on the road to another base & during layovers an allowance of 22.50 MAD per hour.

IBC Pilots Gratuity indemnity

While the employee resigns in respect to his notice period, The airline shall pay for each year of service based on basic salary the below amounts:

Seniority	IBC Pilots gratuity
0-1 year	0 weeks
1-3 years	7 days/year
4 years	14 days/year
5 years	21 days/year
More than 5 years	30 days/year

Travel

The Airline shall arrange and pay for the costs of the Crew Member's travel from their Home Residence to the Base Residence to commence the company course and from the Base Residence to their Home Residence at the completion of their Assignment Period, on the Airline's flights only. The Crew Member will be entitled to one ticket to/from the Crew Member's Home Residence for each year of service.

Accommodation

The Airline shall pay for and provide suitable hotel accommodation for Crew Members, for the first 10 days from the Crew Members' Commencement date. After this period, the Airline may, on request of the Crew Member, provide suitable hotel accommodation for an additional 30 days period during which the Airline shall not pay the applicable housing allowance to the Crew Member and the Crew Member is responsible for his own housing.

Time off and Leave

The Airline may roster the Crew Member for up to the maximum duty time allowed by the Moroccan CAA. The Crew Member shall be rostered for a minimum of 8 days free of all duty (pro-rated for any part month) in a calendar month, comprising of a minimum of 4 consecutive days per month. The Airline shall do its best to schedule as many consecutive days off (above the minimum) as possible.

Sickness

The Airline shall provide the Crew Member with an entitlement of a maximum of 12 days paid sick leave per year (pro-rated for any part year).

Medical, Life & occupational insurance

As part of the Airline's benefits, the Crew Member shall benefit from a Medical insurance & life insurance (as per the applicable terms of the insurance contract), the medical insurance coverage includes the Crew Member's family as well (Wife/husband and children), The medical expenses might be incurred in Morocco only. The Crew Member may also benefit from the occupational insurance to cover any accident while doing their duties.

Annual Leave

The Airline shall provide the Crew Member with 28 days paid leave per annum (pro-rated for any part year) in accordance with the Airline's current policy.

Travel Benefits

During their assignment, the Airline shall make travel benefits available to the Crew Member and his wife and children aged less than 18 years on the Airline's flights only, including ID travel, according to the Airline's current policies, from the start of the Crew Members Assignment Period.

As well the Crew Member will have access to MY ID Travel platform giving access to ID 50 and ID 90 tickets on many airlines such as (Emirates, Etihad, Turkish, Lufthansa, Delta Airlines, Air Canada...).

Relocation Allowance

The Airline shall pay for and provide a 50 KG unaccompanied freight allowance at the commencement and completion of the Assignment Period. The Crew Member will be required to submit 3 quotations for approval prior to availing of the benefit.

Bond

The Airline engaging considerable amounts on recruitment & training shall bond the crew member for a period of 36 months with an amount of 60000 MAD which shall be amortized during the period mentioned.

Income Tax

The Airline will be responsible for the payment of the income tax due on the salaries paid to the crew member on an annual basis to the Moroccan tax authorities, the crew member will do an annual income declaration to the Moroccan tax authorities based on which a payment will be requested, while payment is done by the company, a payment receipt is kept on crew member's file and copy can be delivered to crew member for any purpose it may serve (proof of tax payment to crew member's country tax authorities).