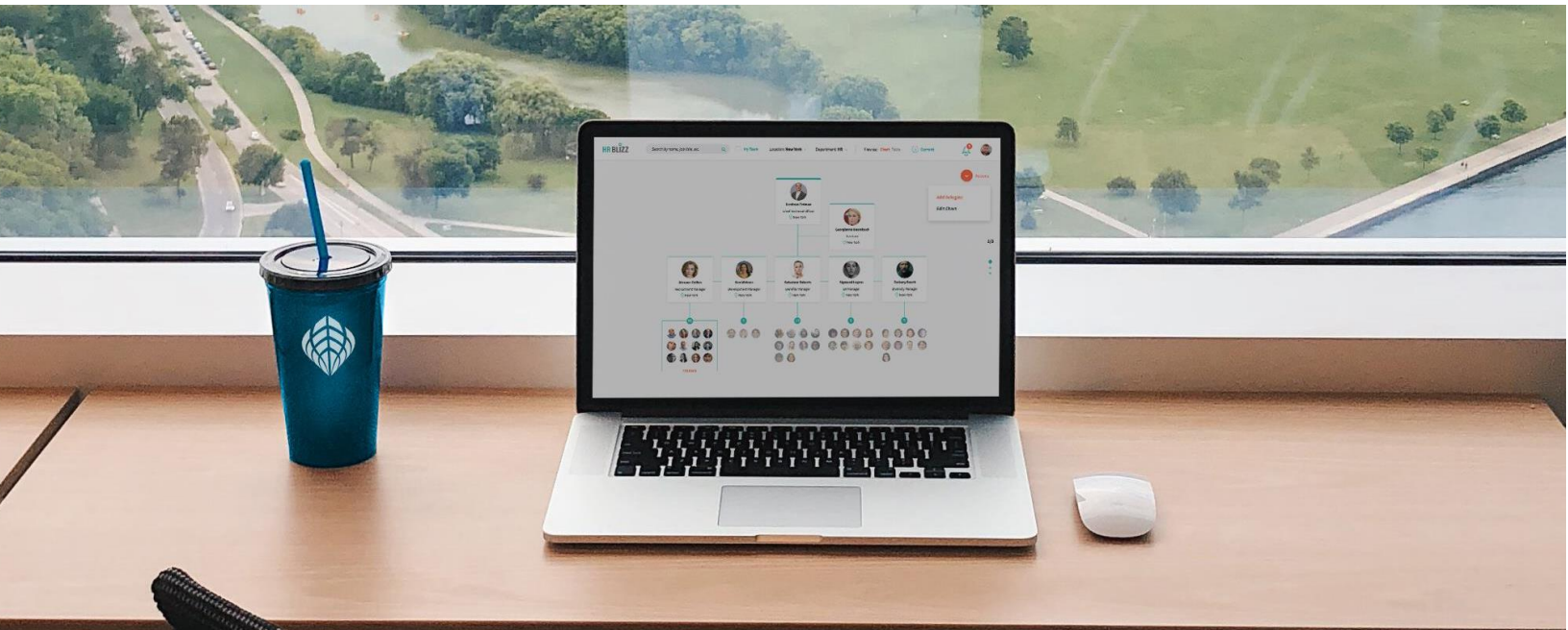




Simplifying Employment
Tasks Worldwide

Statutory Change Alert

Oman – PASI Contribution fare for Job Security Scheme



OMAN



8 March 2021



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We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



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Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesaar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



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Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesaar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



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Mercans at a Glance

140+

Countries

20

Years of Success

500+

Specialists

5k+

Customers Worldwide

97%

Client Retention Rate

1.5X

Annual Revenue Growth

25k+

Largest Single Country Payroll

2.5M+

Pay Slips per Annum

0

Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certifications.





Oman – New Fund to Support Omani Terminated Employees and Job Seekers.

Oman's Ministry of Justice and Legal Affairs has published Royal Decree 82/2020 of 17 August 2020, which provides for the introduction of a new Employment Security System that is essentially an unemployment insurance system for Omani nationals whose jobs have been terminated.

As part of the funding for the system, both employers and employees are required to make contributions equal to 1% of the monthly salary, with the employee contribution withheld by the employer. Payments for the contribution are due by the end of the month by public sector employers and by the 15th of the following month by private sector employers.

The fund has been bolstered by a 10 million Omani Rial contribution from the Government. The scheme aims to provide social protection for Omani nationals whose services are terminated for reasons beyond their control, by providing a temporary source of income and financial aid as they seek new roles.

From January 2021, a monthly salary contribution will be applied to all Omani employees, at the rate of 1 rial per 100 rials of monthly salary (or 1% of payment). Contributions of equivalent value (i.e., 1 rial per 100 rial of monthly salary) will also be due from the employer, meaning that both employer and employee will make equal contributions to the fund.

Upon implementation, employers who are terminating the contract of Omani nationals must give the Public Authority for Social Insurance (PASI) 3 months' notice of the termination, after which the employee will be eligible for a payment of 60% of their average salary (based on the prior 24 months of employment) whilst they search for a new role. This will be paid for a maximum period of 6 months, during which the National Employment Centre will support the individual in finding an alternative job (support with finding a replacement role will begin upon notice of the termination).

This scheme will likely affect Omani national employees across both government and private sectors.

Eligibility to receive the benefit will be determined by the Committee established by the PASI. The eligibility criteria for an Omani employee to be paid the benefit includes if the Insured:



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- has completed certain eligibility periods with the Employer stipulated in Article 11 of the RD.
- does not receive a retirement benefit.
- has not willfully left his or her employment.
- has not been dismissed from employment for disciplinary reasons.
- can work and is looking for employment (in accordance with regulations and rules set by the Board of the PASI); and
- is not enrolled as a student in any educational institutions.

Subject to satisfying the eligibility criteria, the Insured may start to apply for benefits one year after establishment of the Fund. Supporting regulations will be issued by the PASI.

The Insured's benefit eligibility will be limited to monthly payments for a maximum of six months. The benefit will be 60% of the average contributions made during the 24 months preceding the termination or, if the period is less than 24 months, the average contributions for that lesser period. In any event, the benefit will not be less than the minimum wage for Omanis, which is currently OMR 225 basic salary and OMR 100 allowances.

The job seekers benefit will be available for three years after the effective date of this RD (1 November 2023).

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change.



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What Makes Mercans your HR and Payroll Partner of Choice?

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We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

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Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesaar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesaar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



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+1 877 MERCANS (637 2267) | Toll-Free

Europe: +44 20 328 777 62

Americas: +1 646 798 5541

Middle East: +971 43 999 260

Asia: +81 50 5539 5354

info@mercans.com | mercans.com