

Salary Comparison Current Vs Previous month

		Gross	Net	No of Employees
SN	Description	Amt in Qr	Amt in Qr	
A	Dec-24 Salary	2,550,242	2,527,851	748
B	Nov-24 Salary	2,389,417	2,362,382	753
C	Increase/ (Decrease)	160,825	165,469	(5)

Major Variances:		Dec-24	Nov-24	
1	Basic	1,297,819	1,271,202	26,617
2	House Rent Allowance	284,013	274,407	9,606
3	Other Allowances	17,444	15,832	1,612
4	Food Allowance	111,669	113,750	(2,081)
5	Friday & Holiday working Allowance (Sales Team)	55,335	38,395	16,940
6	Normal Overtime & Holiday working Overtime payments (Operation Team)	363,117	364,369	(1,252)
7	Salary Arrears	15,063	11,023	4,040
8	Commission Arrears	5,361	6,339	(978)
9	Unspecified Leave	117,792	-	117,792
10	Overtime Arrears	4,866	6,811	(1,945)
11	Friday Allowance Arrears	750	375	375
12	Commission	238,661	247,649	(8,988)
13	Dispatch - Loading Allowance	1,984	2,142	(158)
14	Bonus	-	-	-
15	Other Payments	4,159	4,549	(390)
16	Transport Allowance	32,009	32,374	(365)
17	Camp Boss Allowance	200	200	-
	Total	2,550,242	2,389,417	160,825
	Check	-	-	-

During the month, 31 employees were on vacation, and 60 employees were on vacation for part of the month. The previous month recorded 34 employees on vacation and 61 employees on partial leave. Additionally, salary increments for 20 employees occurred during the month. These contributed to an increase in Basic and HRA expenses by QAR 36K.

Friday and Holiday Working Allowance is paid one month in arrears. Since November 2024 had 5 Fridays compared to 4 Fridays in October 2024, this resulted in a higher allowance for November.

As per Government rule 2 days leaves pay added to employees account (As per practice employees joined before 30 June 2024 are credited with 2 days and rest of the employees with 1 day)

Commission is paid one month in arrears. In Oct 2024, the sales achievement was 96.10%, but by Nov 2024, it had decreased to 92.87%, resulting in a lower commission outflow