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| **Allowance** | **Employees** | **Formula** | Frequency |
| Gratuity | Contract staff | 30% of annual salary | Annual |
| Leave Allowance | Contract staff | Monthly pay | Annual |
| Shift allowance | Shift workers (no specific criteria) | 20% of salary | Monthly |
| Standby | Some contract staff (not specific criteria) | 15% of salary | Monthly |
| Medical | Contract Staff | Fixed depending on level | Quarterly |
| Soap | Selected staff | Fixed | Monthly |
| Risk | Selected staff | Fixed | Monthly |
| Phone | Selected staff | Fixed | monthly |