



# TELFER

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Telfer Mining Limited Level 808, 600 St. Kilda Road  
Melbourne VIC 3004, Australia  
Website: [www.telfermining.com/](http://www.telfermining.com/)  
Tel: +61-87100-1955

- **Introduction of Telfer Mining:** The Telfer Mine is a copper & gold mine company located at Telfer, Western Australia. We are in partnership with Newcrest Mining since 2006. Also we are known as one of the richest & largest copper & gold producers in Australia
- **Basic Information about Contract:**  
The Employer known as Telfer Mining Limited Australia engage

The service of **Kiran Dnyaneshwar Mahale** as **Software Engineer** at the rate of \$9,450 Australian dollars Monthly, with feeding allowance of 3000 Australian Dollars which will be paid along with salary after completion of every month. Location of job will at Telfer Mining as Address stated above

### **Salary Break down**

1. Basic Salary 9,450 AUD

**2. Feeding Allowance: 3,000 AUD**

**Total Monthly Package:12,450 AUD**

## **2. CONTRACT DURATION**

The duration of the contract is for period of two (2) year(s) starting from the day of arrival into Australia

The Extension of the contract shall be mutually agreed upon between the Employer and Employee. Also the contract will be renewable after completion of every two years if employee agrees to continue his service with us.

## **3.CONTRACT PERIOD**

The Employee shall work on probation for a period of Three (3) months (according to Local labor law), starting from the first working day, though salary will not be affected If the Employer should find during the probation period that the Employee is not Qualified for the job assigned, the Employer will extend probationary period until employee are capable of handling the job,

Note: employee should not think that his salary will not be paid during probationary period, all entitlements will be paid until employee qualified to our best of knowledge.

## **4.Working Hours**

The working hours shall not exceed maximum of eight hours per day, six days per week.(Monday to Saturday) from 8 am to 4pm)

## **5. Emergency & Leave**

Annual leave of 30 days shall be allowed by the Employer to Employee when completed one year service with regular pay of 8,300 Australian Dollars for take home vacation payment, and it will be given yearly after completion of one year service. Also in case of emergency from your home

country you will be entitle to emergency allowance of 5,500 AUD, emergency vacation should not exceed 30 days

### **Emergency & leave Payment Breakdown**

- **Monthly salary:** **9,450 AUD**
- **Feeding Allowance:** **3,000 AUD**
- **Emergency Allowance:** **5,500 AUD**

**EMERGENCY ALLOWANCE TOTAL PACKAGE** **=17,950 AUD**

**6. Overtime** If the Employee works more than the eight normal working hours or on weekend the Regular work day, the Employee shall be paid extra for overtime by the Employer at the rate of 50 Australian Dollars per hour (not less than the minimum rate set by the local labor law). If the Employee works on holidays, the Employee shall be paid extra for

Overtime by the Employer at the rate of 400 AUD dollars per day (not less than the minimum rate set by the local labor law).

**7. YEARLY VACATION:** The employee entitle to 30days off per year on Official holidays with regular pay.

Annual leave of 30 days shall be allowed by the Employer for the employee when completed one year employment with regular pay as mentioned earlier.

- 1. A Year Vacation Payment Allowance:** **8,300 AUD**
- 2. Monthly Feeding Allowance:** **3,000 AUD**
- 3. Monthly salary:** **9,450 AUD**
4. Tro & Fro Air Ticket will be paid by Employer on any trip approved by management

**TOTAL VACATION PAYMENT:** **20,750 AUD**

### **8. Accommodation**

The Employer shall provide the Employee personal safe & hygienic accommodation not share with anybody, well furnished with cooking utensils, telephone facility with international call free of Charge during the term of contract

### **9. Medical Treatment**

In the event of the Employee's illness or accident during the period of contract, the Employer shall both provide & pay all necessary medical treatment bill free of charge to the employee until employee are medically fit, with medical report from medical personnel, testifying that employee are in perfect condition to resume his official duty without problems. Also during the cause of illness all entitlement will be paid to employee accordingly.

### **10. Travel & Transportation**

The Employee shall pay for the cost of visa registration fees from his home country as soon as he resumes work in Australia the employer shall refund his expenses during first salary on presentation of visa expenses proof.

Also employer must pay and arrange for air ticket on behalf of candidate and his family members not more than four people in case he intend to come along with his family members, employer will responsible for air ticket, to enable employer know departure date & time of employee from his home country and his arrival in Australia to enable our management arrange for his pick up at point of entering into Australia airport.

Employer shall also pay for the cost of the return travel to employee and any of his family members whenever he or she intend to travel to his or her home country in all cases, except that the Employee is at fault or terminates the contract.

### **11. Obligation & Educational Facility**

11. The Employee shall abide by the rules and regulations of the Employer's



Stipulated in conformity with the local labor law, and shall respect the local Traditions and customs. Also education facility will be provided to employee, his children or family members who accompany employee to Australia, the school account details will be provided by employee to concern department officially and the money will be paid directly to school account until employee family members graduation, and the educational support is part of the benefit or right of employee enjoy from Telfer Mining Limited without deduction from any of your benefit, we mean salary etc

The Employee shall work for Employer 'according to management description base on where he or she is allocated to work.

The Employee shall not engage in any unlawful activities such as protest or Demonstration.

## **12.Termination of the contract**

In case the Employer terminates the contract, the Employer shall give one Month notice to the Employee, or pay one month wage in lieu of giving notice, or otherwise act in conformity with the local labor law. The Employer shall thereby pay for the cost of the Return travel of the Employee to his or her home country.

In case the Employee terminates the contract, the Employee shall give one Month notice to the Employer also employer will responsible for cost of air ticket to employee.

The Employee shall pay for all necessary fees and expenses incurred on the Acquisition of visa in accordance with the local regulations on behalf of Employer.

In the event of natural disaster, riot, fighting or war the Employer shall Evacuate the Employee to the safe area, and if the situation is no longer conducive for the Continuity of work, the Employer shall repatriate the Employee and shall pay for all the travelling expenses

## **Expenses of the repatriation.**

Other conditions not mentioned in the contract shall be in accordance with the Stipulations of the local labor law.

In case the Employer fails to implement any of the conditions agreed in this Contract, in full or in part, the Employer shall be responsible for all the losses incurred to the Employee.

This MOU has to be done in duplicate, English, each being equally authentic, Each party holding one copy.

In Witness whereof, the undersigned, having fully understood the contents of the contract stated herein, have signed this agreement.

## **EMPLOYEE COPY**

I ..... Mr./Mrs./Ms

Reside at.....

.....Country:.....

Read and understood above terms & conditions of Job, I sign below contract agreement due to that I agreed with all terms and conditions

Employee Full Name:.....

Nationality:.....

International Passport No:.....

TEL:.....

• **BELOW CONTAIN ACCOMPANING FAMILY MEMBERS DETAILS**

• Name Of Accompany:.....

- Relationship with employee:.....

PASPORT NO:.....

- Name Of Accompany: .....

- Relationship with employee:.....

- PASPORT NO:.....

- Name Of Accompany: .....

- Relationship with employee:.....

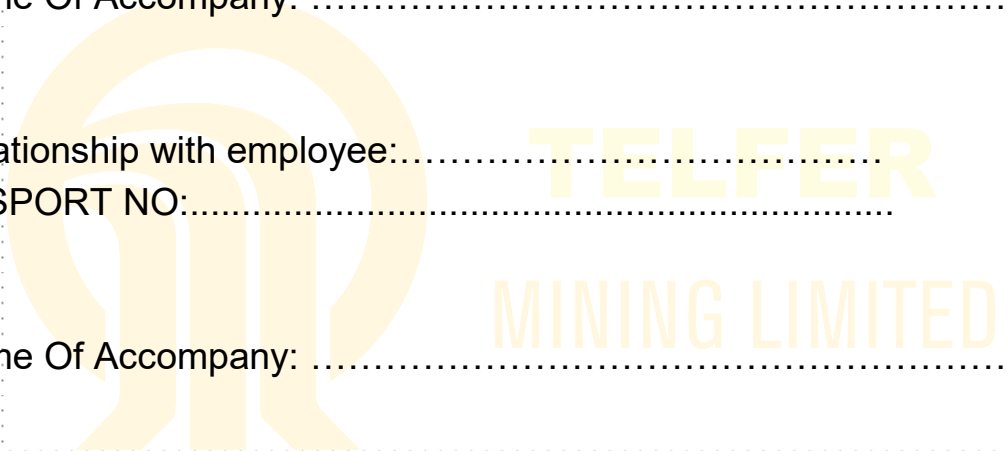
- PASPORT NO:.....

- Name Of Accompany: .....

- Relationship with employee:.....

- 

- PASPORT NO:.....



# EMPLOYER COPY

The Board of Directors of **TELFER MINING LIMITED** has agreed to abide with terms and conditions of above mention memorandum of understanding for the period of employee contract

Date: .....

Date will be writing by employer when employee sign and return copy to employer Email Id

Employee must print employer and employee copy out

he will scan employee copy and send it by email attachments to employer

Head Legal Dept Signature & Stamp

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JUSTICE OF THE PEACE (QUALIFIED)  
VICTORIAN LAW SOCIETY  
JUSTICE & ATTORNEY GENERAL

General Manager Signature

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OFFER OF EMPLOYMENT

**TELFER MINING LIMITED**

Level 808, 500 St. Kilda Road

Melbourne VIC 3004 Australia

Website: [www.telfermining.com](http://www.telfermining.com)

Approved: Phil Stephenson

Executive General Manager