



AARSH INTERNATIONALS

RECRUITING WITH ETHICS

LICENSE NO. B0665/UP/PER/1000PLUS/5/8990/2013

BUS DRIVERS NEEDED:

We are seeking to employ bus drivers who have a passion for driving and who wish to grow in their career. For anyone who is looking for an interesting and challenging role, this may be the chance to join a growing organisation whose aim is to take the Public Transport to new heights.

Our are offering employment opportunities to drivers with experience in the industry and who have a valid Category D Licence and possibly CPC (Certificate of Professional Competence). For those who have a valid Category D Licence, but do not have CPC, they will be provided with the necessary training to acquire the Certificate of Professional Competence.

ROLE:

The role of bus drivers includes the following responsibilities:

- Transporting passengers along scheduled routes around Malta;
- Following precise schedules and adjusting their driving according to traffic and weather conditions to arrive at each stop at the designated time;
- Ensuring the safety of the passengers and third parties;
- Maintaining orderliness among passengers;
- Keeping the bus in a safe, working condition;
- Ensuring that passengers swipe their bus card;
- Reporting mechanical issues or delays;
- Collecting fares and guiding passengers in their travels as required.

EMPLOYMENT CONTRACT:

Employees can choose to work a 5-day, 40-hour week contract, a 6-day or 48-hour week contract on a full time indefinite basis (includes 6 month probation period).

SALARY:

The annual salary rates for a 5-day, 40-hour a week contract and a 6-day, 48-hour a week contract are as follows:

D License holder for:	2018 (gross) 40-hour contract	2018 (gross) 48-hour contract
0 - 6 months	€10,525	€12,630
6-12 months	€12,043	€14,452
12-24 months	€12,438	€14,926
24-36 months	€12,709	€15,250
36-48 months	€13,125	€15,750
More than 48 months	€13,998	€16,798

- Salary increase yearly to a maximum of Euro 7.20 per hour by year 2020.
- Performance bonus of up to Euro 600 annually.
- Overtime is paid at x1.5 salary rate
- Public Holidays are paid at normal (x1) rate plus the hours worked at double (x2) the normal hourly rate.
- Employees are entitled to a statutory bonus of Euro 512 per annum, payable quarterly.
- Late Duty Allowance/ Night Shift Allowance/ Subsistence Allowance.

OTHER BENEFITS:

- Private Health Insurance
- Free Public transport for the employee and immediate family (Husband/Wife/Partner and child/Children)
- Corporate Discounts on various retails and food beverages outlets
- Vacation Leave: 25 days of vacation leave (5 day work week)
- Vacation Leave: 30 days of vacation leave (6 day work week)
- Sick Leave: 3 days bereavement leave/ 18 weeks maternity leave/ 3 days special leave for the birth of child
- Other Special Leave: 4 months unpaid parental leave.

REQUIREMENTS:

- Must be in possession of category D license (or its equivalent from the country of origin) and CPC CERTIFICATION (if available- training will be provided to those that do not have a CPC Certificate)
- International Driving License: Category D
- Basic Spoken English (Applicant will be asked to sit for an oral language test)
- Over 24 years of Age
- Required to work early morning, late evening, and weekend shifts on a roster basis which is published four weeks in advance
- Will be requested to sit for a driving test conducted by Transport Malta

ASSISTANCE FOR EXPATRIATES:

The company will ensure that the chosen applicants will be assisted with all logistics in relation to obtaining required documents for the Maltese tax system, resident permit scheme, social security, and other related requirements. The company will offer a shared accommodation, against payment of Euro 200 per month.

The National Insurance required for each employee in Malta falling under the salary mentioned above is of 10% on basic salary and taxation as per Maltese Legislation.