



Country: Jordan

Sector: Banking and insurance.

Date of agreement: 31/12/2017

Subject: Wages and health insurance

Agreement type: collective agreement

Number of beneficiaries: Unavailable



The project is cofunded by the European Union and ITUC

A project implemented by



A collective employment contract under the provisions of the Jordanian Labor law No.8 for the year 1996

First party: Jordan, Kuwait Bank.

1- Mr. Sufian Al-Sirtawi / Chairman

2- Mr. Mohammed Yasser Al Asmar / General Manager

3- Mr. Lutfi Abu Khadra / Assistant General Manager, Finance and Administration.

Second Party: General Trade Union of Workers in the banking, insurance and accounting.

1- Mr. Abdullah Khalil / Chairman of the Union

2- Mr. Akram Al-Nimri / Vice President of the Union

3- Mr. Jamal Mustafa / Treasurer

Based on the various meetings held between the two parties, the most recent of which was the meeting held at the General Administration building of the bank on 29/9/1996, the parties agreed on the following:

1- Adjusting the basic monthly salary for all employees in the bank by 10% on the basis of the beginning of the linked grade, provided that the minimum limit is 20 dinars and the maximum is 60 dinars.

2- Payment of the additional labor allowance, including the evening work, in accordance with the provisions of the Jordanian Labor Law and on the basic monthly salary and fixed allowances.

3- The following amendments to the health insurance system shall be approved:

a. The cancellation of paragraph (p) of Article (13) of the Medical Treatment Regulations, which states that 'the bank shall not incur medical expenses resulting from the treatment of long-term incurable cases such as jaundice, rickets, Diabetes or other conditions, and this applies to treatment at the hospital or outside it.

b. Raising the Bank's contribution in covering the costs of treatment (the price of medicines outside the hospital) to 85% instead of 80%.

C - Inclusion of diseases of children resulting from childbirth, such as jaundice and prematurity and jaundice insurance.

-Raise the cap costs of births and wives of employees to become as follows:

1 - 150 dinars for natural birth.

2 - 200 dinars for cesarean birth.

D- Including the treatment of disc and auxiliary medical devices and cosmetic operations resulting from The surgical procedure.

H- Raise the price of eyeglass frames to 40 dinars every 3 years and lenses whenever needed.

E- The female employees covered by the work of their spouses in the armed forces, public security and the government sector shall be subject to the applicable health insurance system, except for the admission of hospitals.

4- Approval of payment of end of service indemnity at the rate of one month for each service year after deducting the contribution of the bank paid to the employee to the Social Security Institution.

5 - The parties agreed that the bank through the central accounting to deduct the monthly subscription of the union's members and credited to the account of the

union at the branch of Abdali and under the authorization required of the employee.

6- This Agreement shall enter into force on 1 July 1996.

This Agreement on three copies of each party keeps a copy and the third version is deposited with the Ministry of Labor .

First party: Jordan, Kuwait Bank.

Second Party: General Trade Union of Workers in the banking, insurance and accounting.