

CHAPTER 6 ORGANIZATION AND HUMAN RESOURCES PLAN

The object of this study is to investigate an optimal plan derived from the idea of the Previous Sohar Mine.

During this study, the number of people was reduced as much as possible but trying to keep a good efficiency in every section of the organization. The number of personnel working within the mine operation was set in 95, but this number is estimated to increase to promote systematically the Omanization of employees. According to this circumstance, it is expected that 65% of the total of employees will be of Omani nacionality.

Proposed organization charts are shown in Figs.III-6-1 to III-6-5, while Table III-6-1 shows a breakdown of personnel cost.

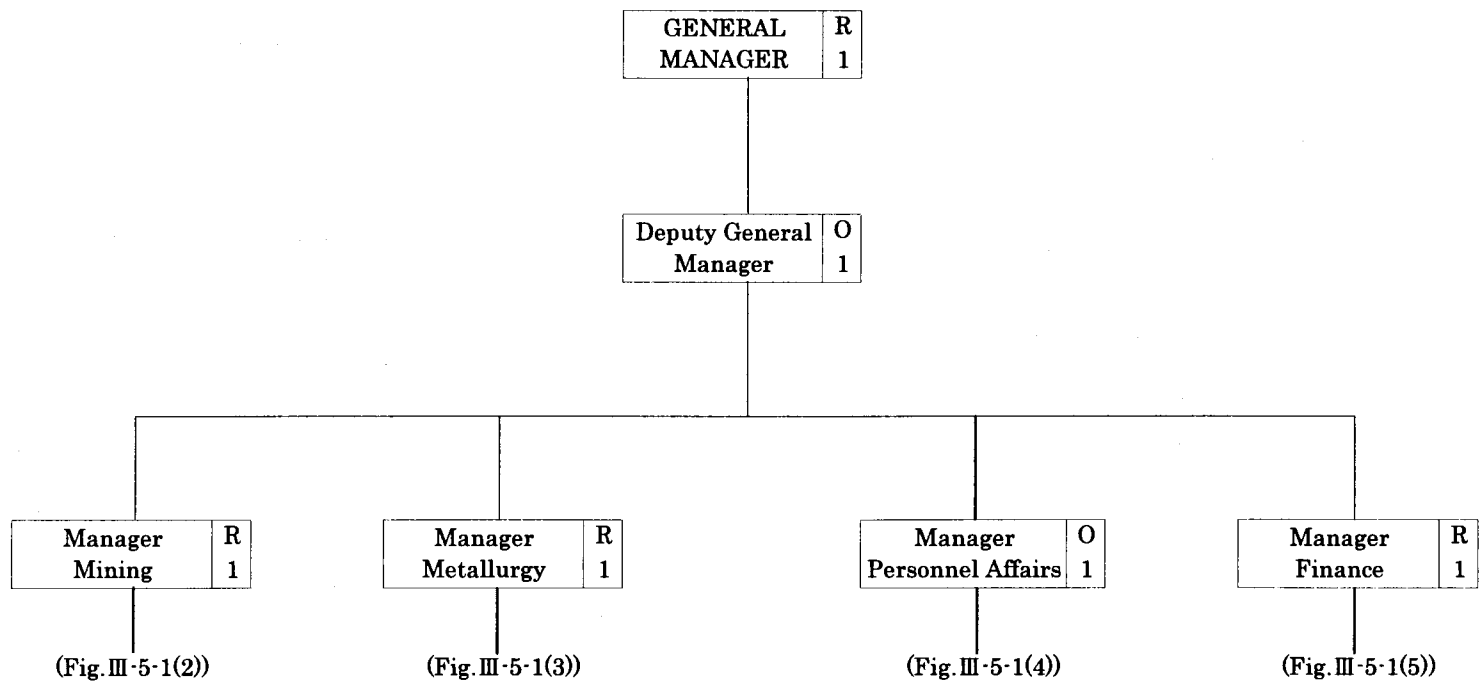


Fig. III-6-1 Proposed organization for mine operation (1)

Salary scale

1

2

3

4

5

6

7

8

9

10

11

[MINING DEPARTMENT]

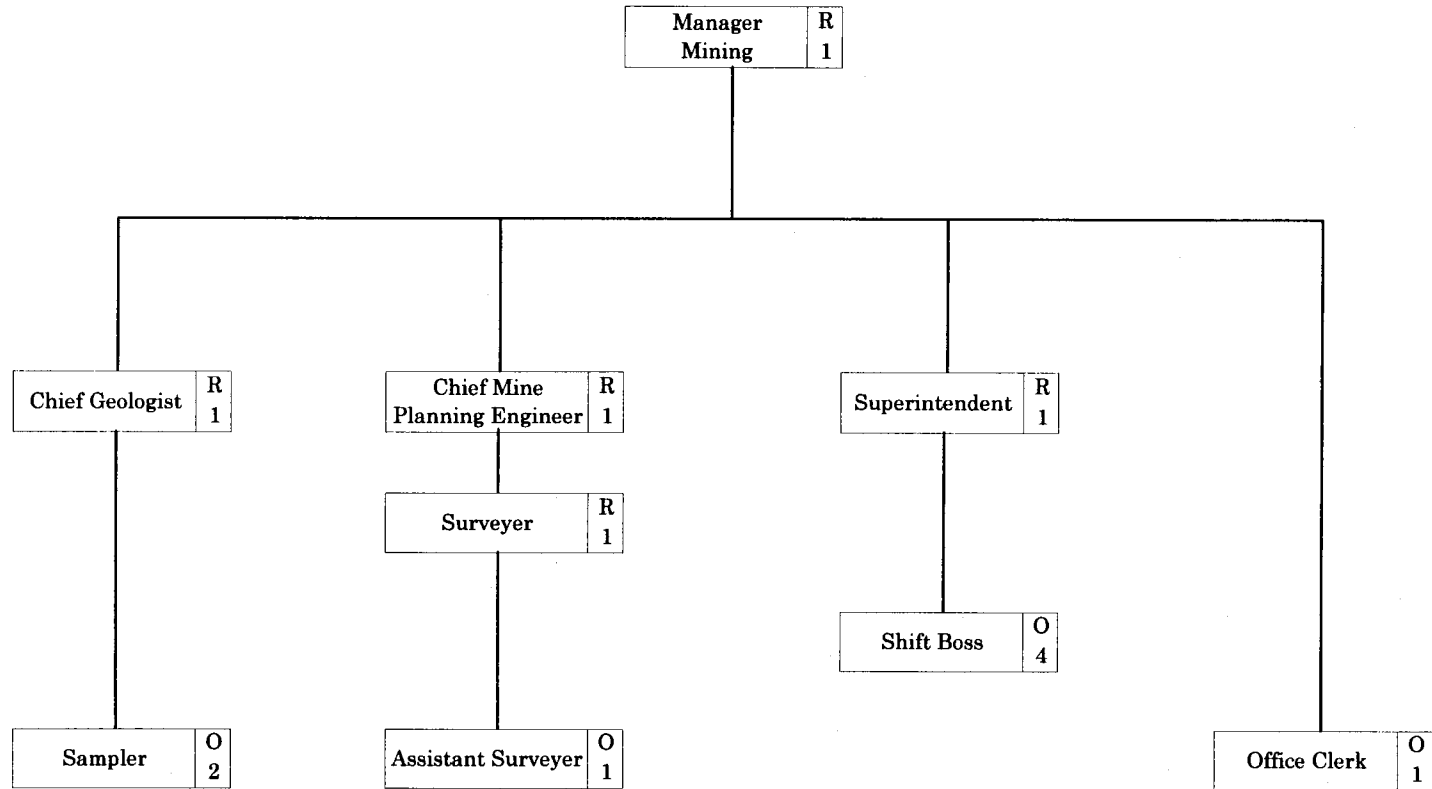


Fig. III-6-2 Proposed organization for mine operation (2)

Salary scale

[METALLURGICAL DEPARTMENT]

1
2
3
4
5
6
7
8
9
10
11

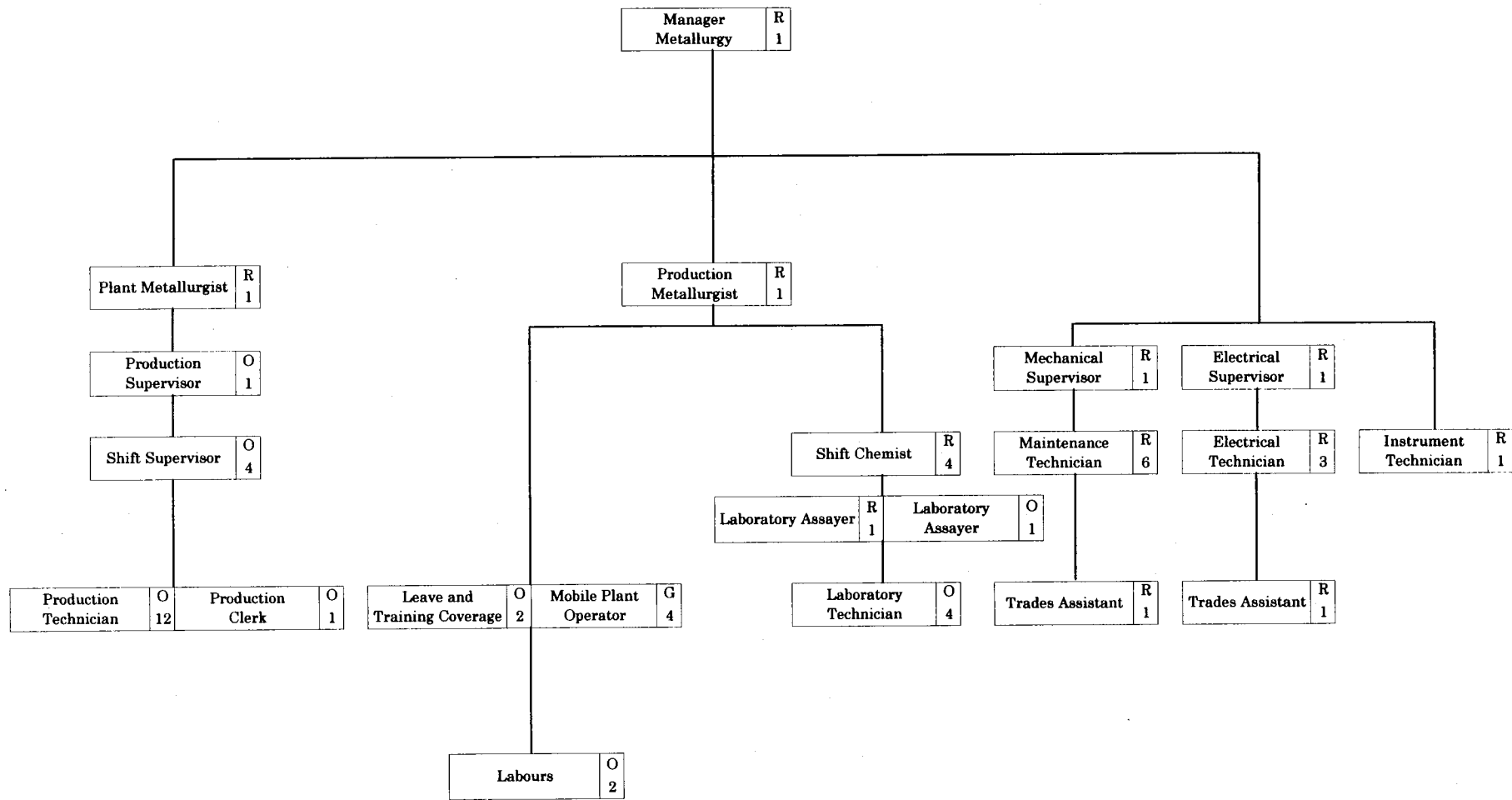


Fig. III-6-3 Proposed organization for mine operation (3)

Salary scale

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[SUPPORT SERVICE - ADMINISTRATION]

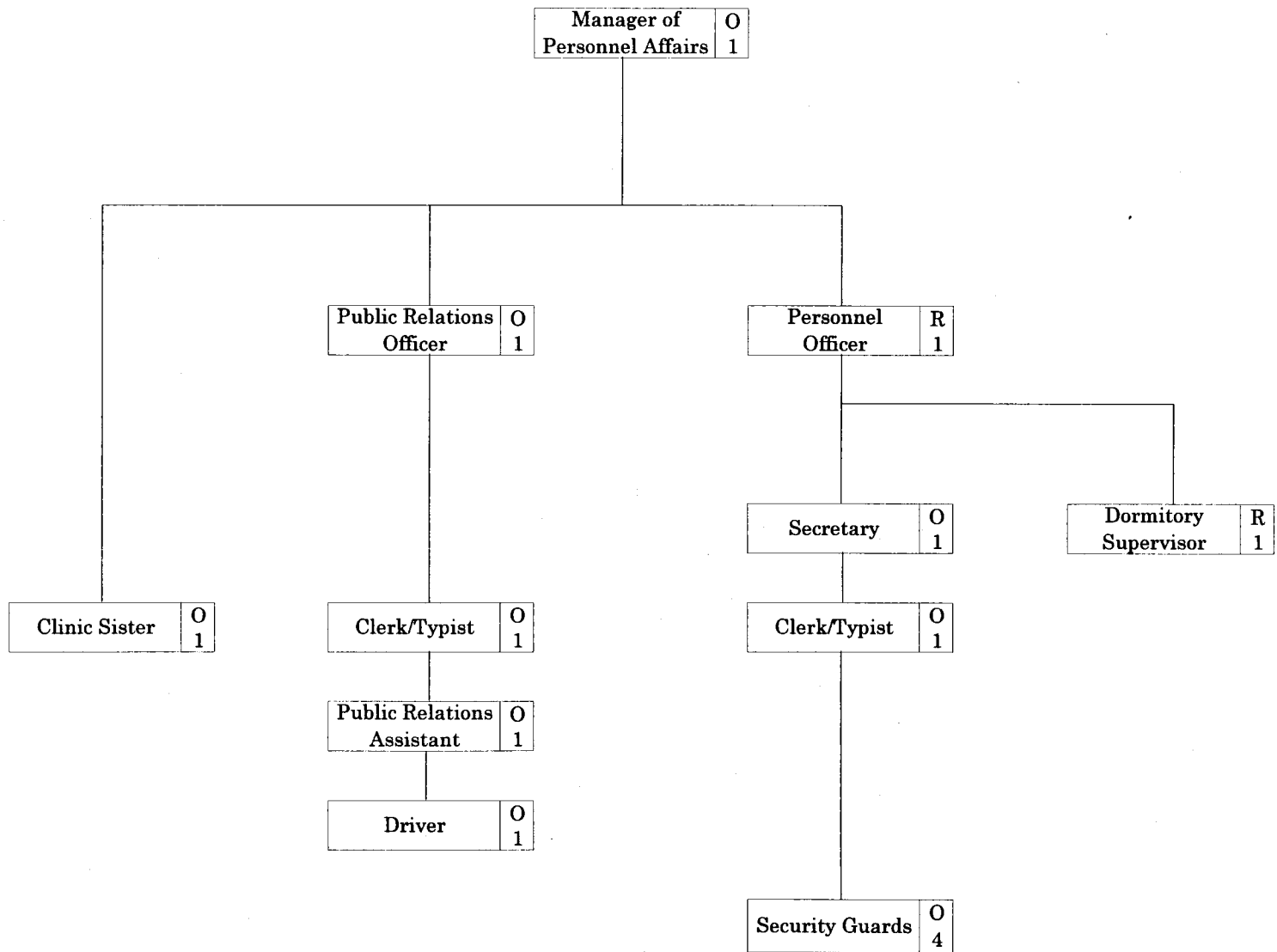


Fig. III-6-4 Proposed organization for mine operation (4)

Salary scale

1

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[SUPPORT SERVICE - FINANCE]

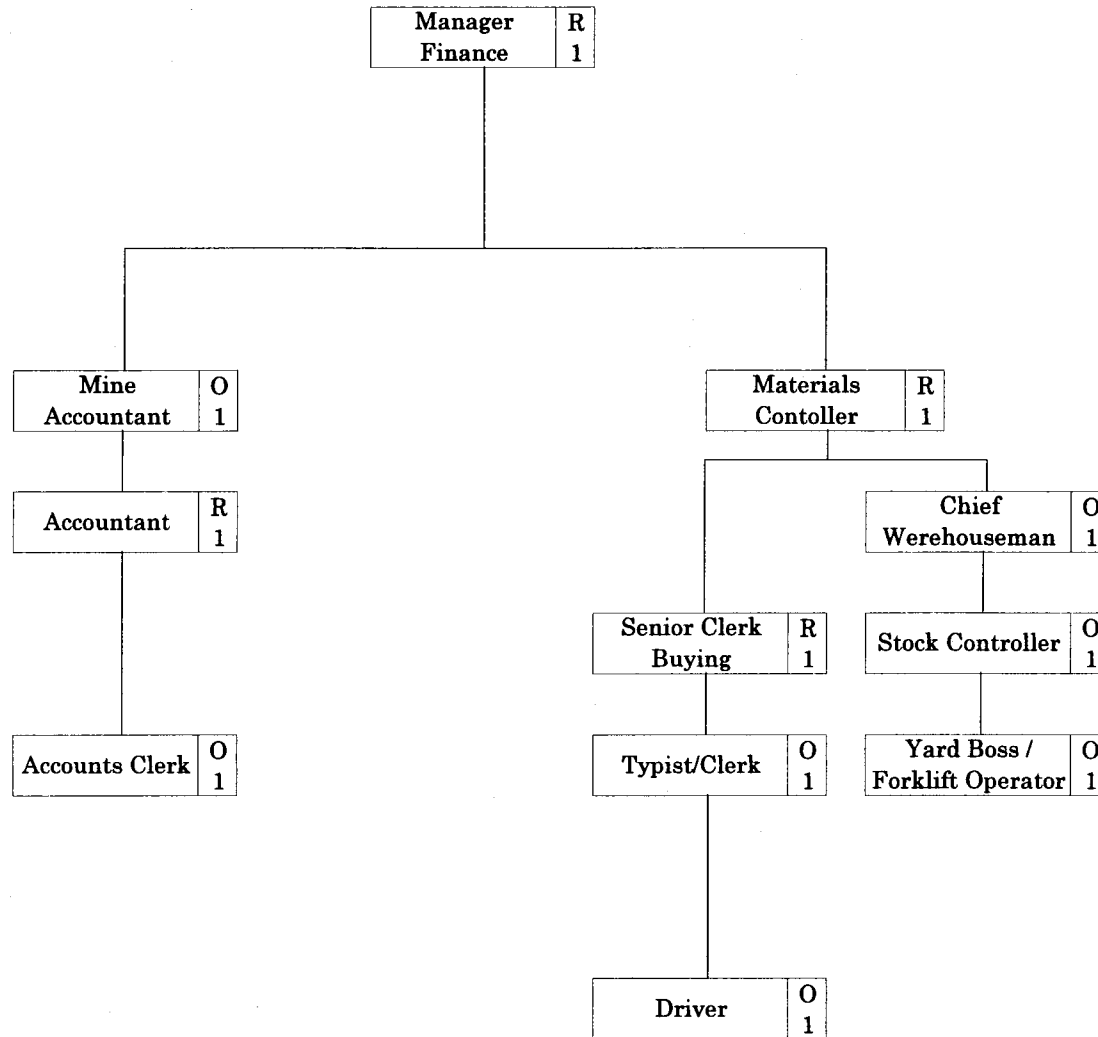


Fig.III-6-5 Proposed organization for mine operation (5)

Table III-6-1 Proposed manpower salary and wage

(unit: Rial Omani)

Grade	Regional		Omani		Administration				Finance				Metallurgical				Mining				Toatl			
	Total salary per Year		Total salary per Year		Number		Amount		Number		Amount		Number		Amount		Number		Amount		Number		Amount	
	R	O	R	O	R	O	R	O	R	O	R	O	R	O	R	O	R	O	R	O	R	O	R	O
GM	18,720				1		18,720														1		18,720	0
M			19,318			1	19,318															1	0	19,318
1																							0	0
2	13,260		15,441			1	15,441		1		13,260		1		13,260		1		13,260		3	1	39,780	15,441
3																							0	0
4																							0	0
5	7,800		10,052		1	1	7,800	10,052	1	1	7,800	10,052	2		15,600		3		23,400		7	2	54,600	20,104
6	6,240	(7,680)	8,758						1	1	6,240	8,758	3		23,040		1		6,240		5	1	35,520	8,758
7	4,680	(5,776)	6,804		1	1	4,680	6,804	1	1	4,680	6,804	15	5	86,640	34,020		4		27,216	17	11	96,000	74,844
8			5,216			3	15,648			3	15,648		25		130,400			4		20,864	35		0	182,560
9			4,560			1	4,560															1	0	4,560
10			3,988			1	3,988		1		3,988		2		7,976							4	0	15,952
11			3,705			6	22,230															6	0	22,230
() : for Metallurgical Department					3	15	31,200	98,041	4	7	31,980	45,250	21	32	138,540	172,396	5	8	42,900	48,080	33	62	244,620	363,767
					18		129,241		11		77,230		53		310,936		13		90,980				608,387	
1 Rial Omani = 2.597 US\$					\$335,639				\$200,566				\$807,501				\$236,275				\$1,579,981			