



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



MUMBAI: TUESDAY, MAY 14, 2024 • VOL. NO. 1 • Issue • No. 28. DIV. OF FLYCREATIVE ONLINE PVT. LTD. (A unit of Creative Group) • 6 PAGES

TO CURB FAKE JOB ADVERTISEMENTS Registered RAs should update their URIs, social media handles by May 31

NEW DELHI: Worried over the recent spike in fake employment offers circulating online trapping Indian job aspirants abroad, the ministry of external affairs and Protector General of Emigrants division have alerted stakeholders such as Ministry of Electronics and IT, Cybercrime Division, Indian Computer Emergency Response Team (CERT) and Social Media Intermediaries (SMIs) for coordinated action to tackle this menace.

According to the Emigration Act (1983), only Recruitment Agents (RAs) registered on e-Migrate portal -- are

authorised to publish advertisements of overseas job opportunities. In order to curb bogus advertisements, orders are being issued to SMIs that recruitment advertisements only from registered IRAs be posted/hosted by them on social media platforms.

With this aim, the ministry is compiling a white listed data base of Uniform Resource Identifiers (URIs)/web addresses and social media handles of registered RAs which can be provided to the SMIs. All recruitment advertisements posted thereafter shall be only from white listed URIs. The registered RAAs will hereaf-

ter be mandated to have their UATD on the advertisements published by them. The registered RAs required to provide their updated social media handles on their profile page of eMigrate portal. The procedure for updating required information is mentioned in Annex-1. This exercise must be completed by May 31, 2024.

In order to curb fake employment offers, Protectors of Emigrants have been asked to oversee under their jurisdiction that the required information given within the given deadline.



HEALTHCARE INDUSTRY

Healthcare sector 2024

Technological advancements, changing patient needs, the global socio-economic landscape etc have accelerated the transformation of the healthcare sector. It can be said without any doubt that the global healthcare industry is undergoing a period of unprecedented transformation. The global healthcare industry is increasingly leaning towards the integration of innovative technologies and new approaches to improve patient care, delivery, patient outcomes and operational efficiencies. Despite these advancements, challenges remain in terms of the complexity of protecting sensitive information. Cyber security risks and digital literacy concerns are challenges to overcome.

Expected trends in the healthcare sector in 2024?

Surveys conducted among healthcare professionals around the world indicate that digital health technologies are on the rise everyday. Digital health technologies such as virtual hospitals, virtual healthcare assistants and digital therapeutics are expected to impact the healthcare sector in the near future. Personal and preventive healthcare is also poised for expansion. The advancements in genomics and biotechnology are imperative to reduce future strain on healthcare systems. Personal and preventive healthcare is also poised for expansion. Recognising the profound

impact of the healthcare sector on overall well-being, it is expected that governments and healthcare industries around the world will pay an intensified focus on holistic mental health approaches in 2024. Governments and healthcare industries around the world are expected to allocate more resources for this. Primary care, healthcare disparities and health insurance are also expected to be promoted in 2024. The healthcare sector is gearing up for transformative shifts giving emphasis on rise in healthcare costs, global staffing crisis and healthcare worker satisfaction.

How critical are healthcare workers?

Health workers (HCWs) play a crucial role in various areas of healthcare. Their presence is essential and indispensable in any situation requiring medical emergencies. Facing occupational risks and emotional distress they discharge their duties in areas of patient care, infection control, occupational safety and many more for patient community and the success of the healthcare system. They worked with a fighting spirit like warriors during COVID-19 pandemic, which took the entire world to a standstill. Their work is manifested in multifaceted roles from patient care to pandemic response and occupational safety.

Unified GCC visa will boost travel from India

DUBAI : The much-awaited unified GCC tourist visa will boost "bleisure" (business-leisure) travel in the region, as visitors will increasingly mix the two to extend their trips to explore the neighbouring countries.

As reported earlier, the Gulf countries will put in place the system to launch the single tourist visa by the end of the year, which will enable the rollout of the GCC unified visa and allow visitors to explore all the six countries on a single visa, similar to Schengen countries.

Family visits to rise

Rikant Pitti, the co-founder of EaseMy-Trip.com, said the unified

GCC tourist visa will give a substantial boost to bleisure travel from India to the UAE and wider region. Travellers coming from India to the UAE are extending their stays in the Emirates for a few days to make the most of their trips and this trend will pick up with the introduction of the visa.

"There is a huge trend in India where people from the corporate side to UAE come with their families. They want to mix their business and leisure together and hang out for a few more days to explore multiple destinations as both Dubai and Abu Dhabi have a lot to offer," he said. Pittie added that the

Arabian travel industry is witnessing remarkable growth, driven by factors such as technological advancements, evolving consumer preferences, and a renewed focus on sustainable travel. "We are keen to explore collaborations and initiatives that enhance travel experiences while promoting responsible tourism."

Philip Barnes, CEO, Rotana, said there is an increase in bleisure travel as guests opt to extend their business trips to the region to explore more of what the UAE and its neighbours have to offer.

"We are in the fortunate position that we can cater

(Cont. on page-6)

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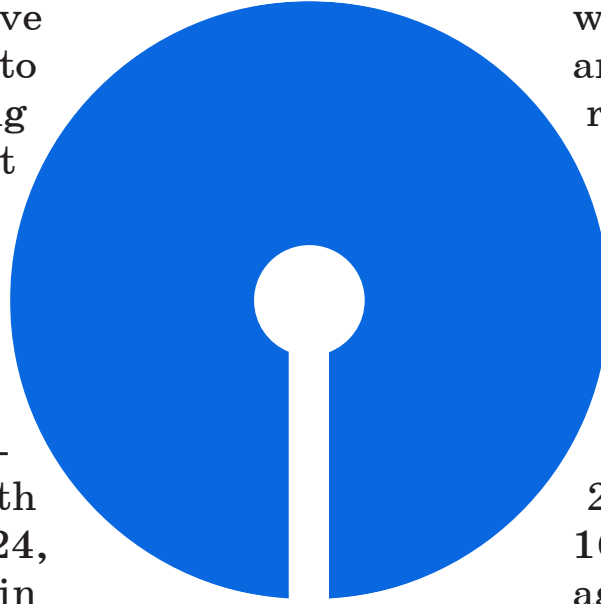


SBI to hire 12,000 employees

MUMBAI: The country's largest bank State Bank of India (SBI) is in the process of hiring close to 12,000 employees who would be trained for various roles, including Information Technology, its Chairman Dinesh Khara said at the Bank's Q4 earnings press conference.

"Around 11,000 to 12,000 employees are in the hiring process. These are general employees, but we actually are having a system where at our associate level and officers' level around 85pc of them are engineers. We give them some exposure to understand banking and thereafter we start channelising them into various associate roles and some of them will be channelised in IT," Khara said. SBI had a total employee strength of 2,32,296 in FY24, down from 2,35,858 in FY 23. On a question

lines on infrastructure project financing, Khara said that the lender



may re-price infrastructure loans if the norms get

implemented. "Incremental provisions will not be significant. We will be able to absorb and if this becomes a reality, we will be looking at repricing the loan," Khara said.

The bank reported a 24pc rise in net profit at Rs 20,698 crore for the fourth quarter ended March 31, 2024 compared with Rs 16,695 crore in the year-ago period. Net Interest Income (NII) during the quarter ended March 31,

2024 increased slightly to Rs 41,655 crore from Rs 40,393 crore in the year-earlier period. Net Interest Margin declined 37 bps to 3.47pc. The gross non-performing asset (GNPA) came in at 2.24pc as against 2.78pc last year, while net NPA came in at 0.57pc compared with 0.67pc last year. Khara said that the GNPA is the lowest in 10 years. The bank announced a dividend of Rs 13.70 per equity share.

Forex reserves rise by \$3.68bn

MUMBAI: Forex reserves gained by \$3.68 billion to \$641.59 billion for the week to May 3. Typically, the reserves

defend the rupee if it's in a free fall, though officially RBI does not have a level for the rupee.

The reserves had hit an

which is the major component of the reserves, increased by \$4.459 billion to \$564.161 billion, the data show. Expressed

in dollar terms, the foreign currency assets include the effect of appreciation or depreciation of non-US units like the euro, the British pound and the Japanese yen held in the foreign exchange reserves. Despite the continuing rally in gold prices, the bullion reserves declined by \$653 million to \$54.88 billion during the reporting week.

On the other hand, the special drawing rights (SDRs) with World Bank rose by \$2 million to \$18.051 billion, the apex bank said, adding the country's reserve position with IMF was down by \$140 million to \$4.499 billion.



gain when the RBI buys dollars/foreign exchange from the market primarily to stabilise the rupee, which for many weeks has been a bit wobbly. The reserves decline when the central bank sells foreign exchange to

all-time high of \$648.562 billion in the week to April 5, eight continuous weeks of increases after breaching the previous high of Sept 2021 in March this year. For the week ended May 3, the foreign currency assets,

Dubai attracts 5.1mn visitors in Q1 2024

DUBAI: Dubai welcomed 5.18 million international overnight visitors in the first three

rate of 83pc, ranking among the highest globally, said Sheikh Hamdan Bin Mohammad bin

Rashid Al Maktoum, Crown Prince of Dubai and Chairman of Dubai Executive Council.

"Dubai remains committed to delivering an exceptional tourism experience, aligned with the goal of the Dubai Economic Agenda D33 to establish Dubai's position as one of the world's top three cities for



months of 2024, about 11pc higher than the first quarter of last year, the Department of Economy and Tourism (DET) revealed. DET has said that the Emirate saw 4.67 million tourist arrivals during the same period in 2023.

Hotels in the Emirate recorded an occupancy

tourism," he shared. Issam Kazim, the CEO of Dubai's Department of Tourism and Commerce Marketing (DTCM), credited the robust growth numbers to increased global airline capacities and the Emirate's 'diversified approach to boosting its tourism numbers'.

NEOM, Saudi Red Sea Authority to develop marine tourism

RIYADH: The Saudi Red Sea Authority and NEOM signed a memorandum of understanding to co-operate on developing legislation, regulations and technology in marine tourism.

The MoU's goal is to enhance research, deliver innovation, and improve the visitor experience for tourists. The agreement reflects SRSA's commitment to attracting investment in coastal tourism activities

The MoU's goal is to enhance research, deliver innovation, and improve the visitor experience for tourists in Saudi Arabia's existing, emerging and future



Red Sea coastal destinations. Nadhmi Al-Nasr signed the SRSA Acting CEO Mohammed Al-Nasser and NEOM's CEO will promote an exchange of

expertise and enable the implementation of joint initiatives. The agreement also reflects SRSA's commitment to attracting investment in coastal tourism activities. The partnership will further assist small and medium enterprises in the sector through administrative, technical, and advisory support.

Through this agreement, SRSA aims to integrate with relevant public, private, and third-sector entities to achieve one of the goals of Saudi Vision 2030, which is to develop coastal tourism as a valuable sector of the Kingdom's economy.

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Age limit insurance

NEW DELHI: The decision by the Insurance Regulatory and Development

insurance without being limited by age-related constraints. It indicates a progressive step towards ensuring that more people, including the elderly population, can avail of essential health coverage and benefits.



Authority of India (IRDAI) to remove age restrictions on health insurance policies is a significant move that reflects a more inclusive approach towards insurance coverage in India. Earlier, most insurance companies would not sell health insurance products to persons above 65 years.

This change allows individuals of all age groups to access health

restrictions, the IRDAI is promoting greater financial security and healthcare access for a broader segment of the population, ultimately enhancing the overall insurance landscape in the country.

Rakesh Jain, chief executive officer (CEO), Reliance General Insurance said: "For senior citizens, this initiative signifies an end to the constraints that previously barred many from securing health insurance past a certain age. This move fosters financial security by allowing older individuals at a vulnerable age to access crucial healthcare without age-based barriers. It will encourage long-term health planning and innovation in insurance products, catering to diverse age groups' needs."

"The competitive market dynamics spurred by this change may result in improved offerings and services for consumers. Insurers will now be encouraged to design products that cater specifically to the needs of senior

on health removed

citizens, including those with pre-existing conditions," Jain stated.

With the removal of age restrictions on health insurance policies in India, insurers will need to adapt their underwriting practices to effectively manage the increased

risks associated with insuring older demographics. Insurers may need to reevaluate risk assessment methodologies, pricing structures and coverage options to accommodate a more diverse age range of policyholders.

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Currency	Buying	Selling
US Dollar	84.35	83.3
Euro	90.94	89.75
Australian Dollar	56.11	54.96
Japanese Yen	0.58	0.53
Canadian Dollar	62.03	60.88
Singapore Dollar	62.5	61.45
Swedish krona	8.7	6.91
UAE Dirham	23.24	22.59
Swiss Franc	93.25	91.45
British Pound	105.74	104.39
New Zealand Dollar	51.17	49.79
Thai Baht	2.38	2.18
Hong Kong Dollar	11.65	10.34
Saudi Arabian Riyal	22.96	22.01
Bahraini Dinar	227.49	213.49
Chinese Yuan	12.46	10.66
Danish Krone	12.56	11.56
Kuwaiti Dinar	277.82	261.82
Malaysian Ringgit	18.83	17.28
Omani Rial	223	211
Qatari Riyal	23.69	21.44
South African Rand	4.97	4.13

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GULF FAQs

How soon must employer pay full final settlement

I am planning to resign and leave the UAE next month. Legally speaking, how soon must companies give the full and final settlement? How soon after resigning do I need to exit the country?

Pursuant to your queries, it is assumed that you are employed by a mainland company. Therefore, the provisions of Federal Decree-Law No. 33 of 2021 on the Regulation of Employment Relations, Cabinet Resolution No. 1 of 2022 on the Implementation of Federal Decree-Law No. 33 of 2021 regarding the Regulation of Employment Relations, and Federal Decree-Law No. 29 of 2021 Regarding Entry and Residence of Aliens are applicable.

In accordance with Article 53 of the Employment Law, the employer must settle all financial dues owed to the worker within 14 days from the expiration date of the contract. These dues include an employee's salary, as well as other compensation explicitly mentioned in the contract. It will also include outlined in relevant resolutions or established by-laws of the contract or the employing establishment.

The Article 53 of the Employment Law reads: "Paying the Workers' Entitlements at the end of the contract term. The employer shall pay to the worker, within 14 days from the end date of the contract term, his wages and all his other entitlements stipulated herein and resolutions issued for its implementation, the contract or the establishment's by-laws." Furthermore, Article 7 of the Cabinet Resolution No. 1 of 2022 provides for conditions, rules and procedures for issuing, renewing and cancelling work permits. An employer should initiate the process of cancelling the work permit of an employee with the Ministry of HR & Emiratisation (MoHRE) as mentioned in Article 7(3) of the Cabinet Resolution No. 1 of 2022, which states: "Procedures for cancelling work permits: (a) The submission of an application for cancelling the work permit shall be through the channels specified by the ministry: (b) Completion of the required data and attached documents. (c) Payment of the fines for delays in issuing the work permit or for failure to renew it, if any. (d) Acknowledgment by the establishment of granting the worker all of his entitlements. (e) Any other conditions determined by resolution of the minister or whomever he delegates."

Moreover, in accordance with Article (19) of Federal Law No (6) for 1973 Concerning Immigration and Residence As amended By virtue of Law 7 of 1985, Law 13 of 1996 And Federal

Decree- Law No. 17 of 2017 provides that the individual has to leave after the revocation of his residency which reads as:

"Foreigners who have obtained residence licence shall be subject to the provisions of Article(11) herein. They must leave the country upon the revocation of his residence permit or the expiration of his term."

In addition, Article 11 of the Federal Decree-Law No. (29) of 2021 Regarding Entry And Residence Of Aliens provides for the consequences for individuals whose visas or residence permits have been cancelled or have expired without renewal. It states that if someone remains in the country illegally after their visa or residence permit has been cancelled or expired, they will be subject to an administrative fine for each day they continue to reside illegally.

Article 11. Cancelling And Expiring Of Visa Or Residence:" Any alien whose visa or residence permit has been cancelled or whose residence has expired with the expiration of the period of the visa or residence permit, and does not initiate renewal -- in cases in which this is permissible -- or if he did not leave the state within the periods determined by the Executive Regulations of this Decree-Law, an administrative fine shall be imposed on him for each day in which he resides illegally in the state as of the date of the expiry of these periods, and the value of this fine shall be determined by a decision of the council of ministers."

However, it should be noted that in the UAE once a residence visa is cancelled, you are still allowed to stay in the UAE until the period mentioned in your visa cancellation document. This document is issued by the General Directorate of Residency & Foreigners Affairs (GDRFA) Dubai or Federal Authority for Identity, Citizenship, Customs & Port Security (ICP) in the UAE residency cancellation document.

Based on the aforementioned provisions of law, you may still reside in the UAE upon cancellation of your work permit and UAE residency visa. Make sure to change your residency status within the grace period mentioned in your UAE residency visa cancellation document. Likewise, your employer needs to pay you the salary and end-of-service benefits within 14 days from the date of cancellation of your work permit, as per required by law. In the event, that your employer does not pay your end of settlements within 14 days from the date of cancellation of your work permit, you may consider filing a complaint against your employer with MoHRE.

Failure of recliner seats Singapore Airlines ordered to pay \$3,580 to couple

HYDERABAD: Singapore Airlines (SIA) has been ordered to pay two of its passengers Rs 2 lakh plus other costs after they filed a complaint concerning recliner seats on a flight from Hyderabad to Singapore.

Director-General of police in Telangana Ravi Gupta was travelling with his wife on May 23, 2023, in business class, but found that their seats could not recline electronically.

Gupta said the malfunction caused them inconvenience and he had to stay awake throughout the almost four-hour

flight despite paying Rs 1,33,500 in total for the plane tickets. He made a complaint to the District Consumer Disputes Redressal Commission in Hyderabad, which ordered SIA to return Rs 97,500 to the couple along with an interest charge of 12p from the date of complaint. Additionally, the airline would also have to bear the cost of Rs 1 lakh for the duo's "mental agony and physical suffering", along with paying Rs 10,000 to cover the cost for the complaint. The total sum amounts to around \$3,580.

Cancelling company licence

I registered a company in the UAE and got an investor visa based on it. I am now planning to leave the country for good. Do I need to cancel the licence or will it expire on its own? .

The UAE has several jurisdictions where a company may be registered. Since you have not mentioned the specific emirate, we may respond to your questions from a general perspective. In the UAE, licences for business entities or companies in most jurisdictions are generally given for a year. At the end of such a duration i.e., a year, the licence needs to be renewed by paying renewal fees and submitting the documentation required by the competent authorities. If such renewal is not done on time, then the validity of the licence expires on its own.

However, this does not mean that the entity shall cease to exist or the licence gets cancelled on its own. Instead, the entity shall continue to exist in the records and registers of the governing authority as an entity with an expired licence. This means that the entity despite its existence will not be allowed to carry out its activities as per its licence, as the licence will be expired. The licence may be renewed at any time later on, upon payment of the applicable fees with applicable penalties (if any) and submitting requisite documents.

As to whether you need to cancel your company's licence, shall depend entirely on your plans to return to the UAE. If you are leaving the UAE for good, then it would be prudent on your part to liquidate/wind up your company entirely before you depart from the UAE. The liquidation/ winding up (as the case may be) will have to be done in accordance with the applicable laws of the jurisdiction in which the company is incorporated. Such a process shall ensure that your company is fully terminated and no further action or claim can lie against your company.

However, should you wish to return to the UAE in a few years, you may elect to sustain your company's licences annually or revive the licences upon your return. This shall allow you to obtain visas in the UAE, under the company's sponsorship. As an alternative, you may also elect to sell/transfer all your shares in the company to another legal person (i.e., an individual or a corporate entity) and resign from all management positions in the company. That way, you may sever your relationship with your company. It would also be advisable on your part to consult with a legal practitioner specialising in corporate laws in the UAE, who may provide you with the necessary advice and assistance on the matter.

Pros and cons of a healthcare worker's career

(Cont. from page-1)

The skills expected of a healthcare worker? Communication skills

Knowing how to communicate well with others is essential for healthcare workers as they interact with patients, their families and colleagues on a daily basis. When communication is positive and clear, patients are more likely to follow medical recommendations and lifestyle changes, and colleagues can work better together, which ultimately benefits patients. Your job may involve explaining test reports to a patient, providing care and medication to them or answering questions. This skill includes active listening, patience and positive attitude.

Teamwork

Healthcare workers rarely work their own. Every successful healthcare assignment is a teamwork success. Healthcare professionals work in collaboration with other healthcare staff everyday. Therefore, every healthcare worker must be a good team player. It is crucial for them to work together as a team with colleagues to get more comprehensive and faster treatment for patients. Many healthcare organisations have created teams of healthcare professionals from different specialties to deal with unpredictable and challenging disease conditions. An interdisciplinary approach is also applied. Teamwork skills are therefore a must for anyone interested in pursuing a healthcare worker career.

Empathy

Empathy for patients is one of the keys to good healthcare. Behaving empathetically to people who are going through difficult situations can make you a more effective health care provider because you are likely to come into contact with all types of patients and various medical problems. Interacting empathetically with colleagues will enable you to understand their situations and help them. Therefore, empa-

thy is a critical skill for healthcare workers.

Stress management

Dealing with difficult situations often puts pressure on healthcare professionals. Healthcare workers work under more stressful conditions than any other group of workers. Working in a stressful environment reduces productivity. Therefore, it is essential for healthcare workers to learn how to deal with stress and constant pressure from patients.

Flexibility

Health workers may take extra shifts, stay with critically ill patients or vary daily schedules depending on the patient's condition and the needs of the healthcare facilities they work in. Sometimes, a healthcare job may require you to report on short notice. It is essential in the healthcare field to always be ready to adapt to the arrangements in which you are placed to work.

Time management

Usually, busy schedules are "daily sights" in most healthcare facilities, from hospitals to small clinics. It is important for healthcare professionals to have effective time management skills to manage this. Good time management allows healthcare professionals to organise and prioritise administrative tasks, patient care, and personal responsibilities.

Positive attitude

A positive attitude is the quality of a healthcare professional. A positive attitude is very important when interacting with patients and colleagues. Having a positive attitude helps you empathise with patients and provide them with better care. Cultivating a positive attitude enables you to positively influence patients, colleagues and the organisation and become an efficient and pleasant employee.

Patience

Patience is a quality required to understand and listen to the needs, circumstances and expectations of patients and colleagues. Understand-

ing their needs, circumstances and expectations may help you empathize with them more. Your ability to be patient with co-workers, patients and your employer highlights how much you value patience.

Attention to detail

Avoiding medical errors is as important to healthcare professionals as patient care. This requires extreme caution and attention to detail. Attention to detail will help you greatly when scheduling patients and providing care. Since working in healthcare involves a great deal of attention and awareness, attention to detail can reduce the risk of making medical errors.

Following protocols

Hospitals and clinics implement many strict protocols to keep the workplace and patients safe. Health workers and patients are obliged to comply with this. Protocols may be displayed in all healthcare institutions. It is important for healthcare professionals to know and follow the protocols of the institution they work for.

Cleanliness

Maintaining high standards of hygiene is critical in any healthcare organisation or environment. Poor hygiene reduces the immune system of the patients and makes the patients susceptible to infection. Healthcare professionals need to understand and regularly practice how to properly clean equipment. Patient safety also depends on cleanliness, hygiene, and sterile equipment.

If there's one sector that never shuts down, it is healthcare!! Hospitals and healthcare centres are always open, which means health workers can count on full time and overtime every week. It provides job security and steady income to healthcare workers. This is unheard of in other fields such as manufacturing or retail. Healthcare workers who are excellent team players, problem solvers and possess desirable soft skills have the opportunity to advance faster than work-

ers in other fields.

Job security and steady earnings:

One of the greatest aspects of healthcare is the opportunity to specialise in a particular area. Specialised trainings are available in most hospitals and healthcare centres. There are many options available to healthcare workers before finalising on a specialty. Almost three-quarters of the healthcare professions, such as doctor, nurse, lab technician etc, have multiple medical fields to choose from for specialisation. Healthcare is also unique in that there are always job opportunities in whatever specialty one chooses to work in. The advantages of working in healthcare industry are fulfilling work, above average earning potential, strong job outlook, Stimulating work environment, variety of career opportunities, opportunity to travel, positions at all educational levels, flexible schedules.

When health workers contribute to the physical, mental, and emotional well-being of people in their community, they usually gain people's respect and appreciation. Thus healthcare service is a Giving Back to the community by helping patients and their families through difficult times. Healthcare sector is also a sector of social self-sacrifice and dedication. During pandemic outbreaks like Covid-19, no one has ever forgotten to express their gratitude to the health workers and

their great work, no matter through any media.

Patients who come to healthcare with different medical conditions and challenges require different care. Working in a variety of healthcare settings gives healthcare workers the opportunity to constantly upgrade their skills. Every patient that comes to them brings new experience and knowledge to the healthcare workers. It helps them a lot for their professional enhancement. Healthcare workers are still the first to know about new advances in medical technology.

And yet they fight. For the patients and against the diseases!

One of the disadvantages of healthcare workers is the fact that they are exposed to chemical and physical hazards (drugs, allergens, sharp objects, etc.) as well as infectious agents (bacteria and viruses) and significant work stress. Hospitals and other healthcare organisations are working diligently to prevent and reduce occupational hazards for healthcare workers. The fact that health workers have to face violence and threats from patients and their relatives in recent times is also a matter of concern. Legislation on the part of governments and interventions of law enforcing authorities are giving comfort and confidence to health workers in this regard. **(To Be Continued / NEXT: International Nurses Day, 2024- Some Late Notes)**

Unified GCC visa...

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in long-term bookings from leisure travellers during holiday periods such as Eid Al Fitr, Eid Al Adha and school breaks. "Families are increasingly seeking spacious accommodations that offer engaging entertainment and leisure activities. The combination of the GCC's growing business and leisure offerings have made it a prime destination for long-term stays from every segment of travellers," he said.

Similarly, he said they witnessed a sharp increase