

COMMUNITY ACTION TREKS LIMITED (C.A.T)

CONTRACT OF EMPLOYMENT BETWEEN PORTERS AND C.A.T

We are setting out the working conditions applicable to porters employed by C.A.T. Our aim is to enhance the status of the porter who is so vital to the trekking industry in Nepal by making fair remuneration and providing good working conditions. This should result in mutual benefit to not only the porters but also the Company and the clients.

All porters should know, especially if you are new to C.A.T, that your comments and feedback before and after the trek are expected and required to help progress one of the main aims of C.A.T, which is to strengthen community life in Nepal. Porters are expected to make themselves available for training sessions in health and hygiene, first aid, environment matters and in spoken English as and when laid by the C.A.T Directors.

It should be noted that once you sign up to working with C.A.T, you have to accept certain responsibilities as listed below. Ultimately you must agree to the decision made by the C.A.T Directors and/or the Sirdar/Trek Leader on trek.

The Company will ensure that:

1. No porter will carry over 30kg and will therefore not be allowed to carry double loads.
2. Porters will be covered by adequate insurance for injury and permanent disability as well as death.
3. Before starting the trek the porters are reminded of the symptoms and dangers of high altitude sickness by the Director or someone competent appointed by the Director.
4. You are strongly encouraged to report any such symptoms or other health problems to your Sirdar/Trek Leader.
5. No porter will be dismissed without pay because of illness.
6. Porters who are sick, especially with altitude problems, will be escorted down to safety by responsible staff members under the direction of the Sirdar/Trek Leader. The Sirdar will have funds to cover this emergency. The clients will be alerted to the situation and advised that the sick person is being helped down.
7. Porters will receive the same medical treatment that is available to clients and other CAT staff. The company has the following insurance policy for the porters:
8.
 - a. Accidental Insurance (including AMS)
 - b. Helicopter evacuation for porters during extreme emergency. For this the Sirdar must provide the names list to the company when they employ porters for trek.
9. Porters must have adequate shelter at night and under no circumstances be left outside.
10. Porters will be provided with appropriate warm, windproof trek suit, boots, socks, gloves, hat, snow goggles and blanket. This equipment will be issued when required and collected when no longer needed to ensure there is no loss.
11. Porters will have financial assistance to the start and from the finish of treks i.e. return local bus fares and Rs200 Nr per day food allowance due to the market price increase.

12. The basic trekker day wages for a porter is 600 NR which include food allowance. The basic wage will increase at altitude as above 3500m (800 NR), 4000m (800 NR). There will be bonus arrangements on days of major festivals, especially Dashain, at the discretion of the General Manager. Higher rates are paid in specific regions and districts of Nepal as agreed with local porter unions.
13. Advance of wages will be made when required and recorded and witnessed by the porter and Sirdar/Trek Leader.

The Porters must ensure that:

- 1) No porter should apply for a job with CAT under the age 16 years.
- 2) Porters must be punctual and arrive in good time at the start of the trek, during the trek and at the lunch site and evening camp.
- 3) The environment must be considered all the times. There must be no cutting of growing (green) trees or branches. Litter and all waste must be properly disposed of including human waste. Porters must be prepared to carry out non-biodegradable rubbish on request from the Sirdar/Trek Leader.
- 4) Porters should help around the camp with tents and food, especially with large groups and during emergencies such as stormy weather.
- 5) Porters must not ask clients for tips, donations or clothing.
- 6) Clients must be treated with usual Nepalese respect for visitors and help whenever there is a need.
- 7) Porters must not gamble nor consume alcohol on trek.
- 8) On request from the Directors, porters are asked to give verbal report on any particular trek. At any time the porter is encouraged to report any aspect of the trek he or she finds upsetting or wishes to give suggestions as to how future treks could be improved.
- 9) Porters are encouraged to join any Nepalese Porter Association that work to improve their working conditions. Many changes have been made in the last 5 years to the working conditions of porters as a result of increased political interest and CAT will continue to adopt the highest possible standards of employment conditions for all its staff
- 10) Porters are responsible for all CAT clothing and the equipment made available to them. It should be well looked after and returned in good condition after use.
- 11) Porters must realize that if they break any of the above conditions they could be dismissed.

I confirm that I have understood the above Terms of Employment and that I am happy to accept them.

Signature of Porter.....

Date.....

Document prepared by D.K. Scott on 5th September 2002 and updated October 2011

Founder Director: Mr D.K. Scott CBE

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