

FRESHAIR TECHNICAL SYSTEMS

Internal Human Resources & Operations Guide — Labor Market Reference

Labor Market Architecture & Compensation Standards

This document serves as the official internal benchmark for technical recruitment, trade compensation structure, and logistical deployment workflows within the United Arab Emirates.

1. TOTAL COMPENSATION ARCHITECTURE

1.1 HVAC Tradesman Framework

GRADE	ROLE TITLE	EXPERIENCE TIER	MONTHLY BASIC (AED)
01	Helper / Trainee	0–2 Years	1,000 – 1,500
02	AC Technician / Apprentice	Mid-Entry	1,500 – 2,500
03	AC Foreman / Mid-level	Mid-Level	2,500 – 4,000
04	AC Senior Technician / Master	Senior	4,000 – 6,500
05	AC Service Manager / Supervisor	Management	6,500 – 10,000
06	Project Manager	Management	10,000 – 15,000
07	Technical Sales Representative	Commercial	15,000 – 25,000 +/-
08	Team Leader / Franchise Partner	Executive	25,000 – 50,000 +/-

1.2 Ducting Fabrication Team

- **Junior Ductman / Helper:** AED 1,100 – 1,600
(Includes free accommodation, transport, and visa)
- **Experienced Ductman (3–5 years):** AED 1,700 – 2,800
(Includes overtime pay, flight tickets, and insurance)
- **Chargehand / Duct Foreman:** AED 3,000 – 5,000+
(Includes live-out allowance option and phone allowance)

1.3 Specialized VRF Technicians

- **Junior / Mid-Level (2–4 years):** AED 2,000 – 3,000
- **Senior / Lead Technician (5+ years):** AED 3,500 – 4,500
- **Master / Specialized Tech:** AED 4,500 – 6,000+
(Multi-site system management)

1.4 Welders & Pipe Fitters

WELDERS COMPENSATION SPECTRUM	PIPE FITTERS COMPENSATION SPECTRUM
Entry-Level / General: AED 1,500 – 2,500	Entry-Level / Junior (0–3 years): AED 1,500 – 2,400
Mid-Level (ARC / TIG): AED 2,500 – 3,500	Mid-Level (3–8 years): AED 2,500 – 3,500
Advanced (6G / Specialized): AED 3,500 – 6,000	Senior / Specialized (Chilled Water): AED 3,500 – 5,000+

2. CANDIDATE EVALUATION STANDARDS

Core Employer Prerequisites

- **Regional Experience:** Minimum 3–5 years of verified UAE/GCC operational experience in comprehensive HVAC maintenance, diagnostics, and mechanical installation.
- **Technical Diagnostic Capabilities:** Advanced testing and troubleshooting knowledge of Variable Refrigerant Flow (VRF/VRV) networks, centralized water chillers, and large air handling units (AHUs).
- **Compliance Literacy:** Practical familiarity with DEWA (Dubai Electricity and Water Authority) infrastructure standards and technical criteria.

STRATEGIC VALUE MULTIPLIERS

- **The UAE Driving License Premium:** Valid local driving license adds an immediate **AED 500 to 1,000 monthly cash premium** to mid/senior tiers and significantly optimizes dispatch agility.
- **Local Competency Credentials:** Successful passing of the Dubai Municipality (DM) Exam is critical for securing technical legal classifications on employee visa designations.
- **Manufacturer Certifications:** Factory credentials from premium brands (Daikin, Carrier, York, LG) serve as core differentiators for executing tier-one high-rise commercial service agreements.

3. OPERATIONAL MECHANICS & ACCOMMODATION MODELS

3.1 Seasonality & Overtime (OT)

Base salaries for junior technician tiers and helpers are heavily reinforced via targeted overtime payouts during the peak extended summer window (**May to September**). Resource modeling must account for elevated emergency preventative call-out scales during these critical temperature spikes.

3.2 Overseas Sourcing Funnel

Sourcing channels across traditional talent corridors require rigorous in-country trade testing (brazing, compressor wiring, live faults). Under UAE Labor Law, all corporate residency onboarding costs, visas, and medical checking fees must be entirely borne by the employer.

3.3 Accommodations Infrastructure

- **Company-Provided Housing (Tiers 1–3, Junior Craftsmen, Fitters):** Maintained inside industrial municipal sectors including **Muhaisnah (Sonapur), Al Quoz, or Jebel Ali**. Fully DHA-compliant infrastructure covering all core utilities (DEWA), central air setups, centralized mess/catering, laundry, and daily multi-site transport mobilization.

- **Live-Out Housing Allowance (Tiers 4–8, Foremen, Senior Specialists):** Fixed cash-allowance structures incorporated straight into monthly packages. Key placement hotspots for these technical professionals include decentralized residential sectors, accessible commercial nodes, and surrounding sectors adjacent to **Dubai Silicon Oasis (DSO)**.

Regards,

FreshAir Administrative Matrix Team

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