



Important Information for Customers

Oman Wages Protection System Payments (WPS)

January 2025



About Oman Wages Protection System

The wage protection system (WPS) is a joint electronic system, between the Ministry of Labour and the Central Bank of Oman.

Objectives

The main objectives of the WPS can be summarised as follows:

At the employee level

- Ensure that employees receive wages on time and the agreed-upon amount according to the provisions of the labour law.
- Verify the registration of the national workforce in social insurance and their payment of subscription fees.
- Facilitate the search and resolution of wage-related labour disputes by providing researchers with wage transfer data.

At the employer level

- Facilitate the wage transfer process to banks, through a standardised payment format.
- Protect employers and their rights in cases of allegations of non-payment of wages filed by employees.
- Maintain stability in the employer-employee relationship.
- Increase productivity and reduce wage-related disputes.
- Provide convenience and save time when applying for ministry services that require attaching wage-related documents, such as labour force recruitment permits, salary modifications, absconding notices, and others. The system eliminates the need for submitting wage files and verifies them directly through electronic linkage.

At the Government level

- Ensure the stability of the national economy by creating a conducive work environment.
- Provide an accurate, documented, and comprehensive database on employees' wages in the private sector, which contributes to the development of statistical studies and appropriate economic planning.
- Direct identifying and monitoring cases of delayed wage payment to prevent the escalation of the issue, which often results in labour strikes or work stoppages.
- Protect the employee's rights prescribed by the law.
- Support the judiciary in issuing judgments and settling disputes related to workforce entitlements.
- Ensure that the Sultanate meets the requirements of international and human rights organisations.
- Contribute to the reduction of phantom employment and the hidden trade phenomenon.
- Identify cases of wage payment delays directly, monitoring them, and taking necessary actions to prevent complaints and disputes.

More about the WPS including the rules and some frequently asked questions are available on the Oman Ministry of Labor website here: <https://www.mol.gov.om/pages/ABOUT-WPS>

We recommend that our clients reach out to their HSBC representative for assistance on creating and processing WPS payments on corporate channels like HSBCnet and HSBC Connect.

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