

Sudan University of Science & Technology

Vice-Chancellor' Office
Khartoum

Labor Contract
Non-Sudanese Teaching Staff

This contract is concluded this, between:

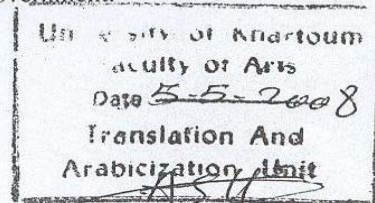
- Sudan University of Science & Technology (*First Party*), and
- Prof./Dr./Lecturer/ Teaching Asst.: (*Second Party*)

First: Obligations of the First Party:

1. To pay to the *Second Party* a monthly comprehensive salary of US\$....., at the end of every calendar month, in addition to the salary and entitlements of the Sudanese teaching staff being in his/her similar academic degree, according to the Sudanese teaching staff wage structure, as a privilege.
2. To provide a suitable accommodation for the *Second Party*, according to the University rules applied in this respect.
3. To secure the transport of the *Second Party* from the residence to the work and vice versa, both at the beginning and the end of the work day.
4. To grant the *Second Party* four (4) first class tickets for him/her, spouse and two of children of less than 18 years old, to and from his/her original native in any of the Arab countries, both at the contract termination and at annual leave. In this respect, the *First Party* shall not be bound to pay any differences in the ticket price one month after being extracted.
5. To grant the *Second Party* an annual leave of 60 days with full pay, as the work requires and at the end of the university year.

Second: Obligations of the Second Party:

1. To work for the *First Party* in a post of, Faculty of, for a renewable period of one year starting from
2. To abide by all laws of the country being in force.
3. To work as for the *First Party* full-time.
4. To carry out the duties and tasks of his/her job, whether as for teaching, management or supervision, both at graduate and postgraduate levels, just as will be specified by the concerned faculty of department; and to carry out his/her duties quite efficiently and in excellent performance.
5. To work for the *Second Party* 36 hours a week.
6. To carry out the orders and assignments given by his/her direct supervisors or seniors (if are not inconsistent with the Islamic rules); and to perform his/her duties according to the regulations and given instructions.
7. To avoid impolite acts or appear in a disrespectful appearance that is inconsistent with his/her job or that contradicts the work ethics, morals or honest.
8. To carry out his job duties assigned to him/her from any of the university different sites.
9. To pay any fees or charges to be imposed by the government.



Termination:

This contract shall be terminated in the following cases:

1. On the expiry of the specified period without being renewed.
2. The First Party shall have the right to terminate this contract before its expiry date in the following cases:
 - a. If the Second Party violate or breach any of its obligations provided in (Second) hereunder.
 - b. If the Second Party involves in any other work, with or without pay, without the First Party's prior consent.
 - c. If reported by the Second Party's direct senior any improper performance or negligence in carrying out the specified duties.
 - d. The First Party shall have the right to terminate this contract at any time, if a verdict is issued by a court of jurisdiction against the Second Party in any crime related to behavior, conduct or honest.
 - e. If any health reasons happen to the Second Party, as may be specified and resolved by at the discretion of the First Party.
3. If either of the two parties is not desirous to renew this contract, such party shall serve a notice on the other party two months prior to the contract termination. In case the Second Party terminates this contract before its expiry date, then he/she shall no longer be entitled to the tickets.

General Provisions:

1. The Second Party shall be entitled to the salary and other entitlements provided here-above if only he/she has perfectly performed his/her job duties provided hereunder.
2. The Second Party shall not be given his/her rights nor a certificate of discharge both in case of annual leave or contract termination save if he/she has completely performed and fulfilled his/her obligations provided in the item (Second) hereunder.
3. The First Party shall have the right refund the costs incurred to bring the Second Party, if such Second Party violates or breaches any of the terms and conditions provided hereunder.
4. This contract shall be construed according to the Sudanese Laws and only the Sudanese court shall be the competent to consider any dispute arising therefrom.

First Party's Signature

Prof. Ahmed el-Tayeb Ahmed,
Vice-Chancellor
Date:

Second Party's Signature

Name:
Occupation:
Date:

