





























## 4-મું ભાગ

### વહીવટી વિસ્તારો અને નિયંત્રિત વિસ્તારો

4.1 વહીવટી વિસ્તારોમાં નિયંત્રિત વિસ્તારો (વહીવટી) મુદત 2012-13 ના 20 સપ્ટેમ્બર 2012 ના રજીસ્ટ્રારના આદેશોને આધારે નિયંત્રિત વિસ્તારો

કરવામાં આવ્યાં છે.

4.2 મહાનગર પાલિકાના નિયંત્રિત વિસ્તારોમાં નિયંત્રિત વિસ્તારો (વહીવટી) મુદત 2012-13 ના 20 સપ્ટેમ્બર 2012 ના રજીસ્ટ્રારના આદેશોને આધારે નિયંત્રિત વિસ્તારો

4.3 વહીવટી વિસ્તારોમાં નિયંત્રિત વિસ્તારો (વહીવટી) મુદત 2012-13 ના 20 સપ્ટેમ્બર 2012 ના રજીસ્ટ્રારના આદેશોને આધારે નિયંત્રિત વિસ્તારો

કરવામાં આવ્યાં છે.

4.4 નિયંત્રિત વિસ્તારોમાં નિયંત્રિત વિસ્તારો (વહીવટી) મુદત 2012-13 ના 20 સપ્ટેમ્બર 2012 ના રજીસ્ટ્રારના આદેશોને આધારે નિયંત્રિત વિસ્તારો

4.5 નિયંત્રિત વિસ્તારોમાં નિયંત્રિત વિસ્તારો (વહીવટી) મુદત 2012-13 ના 20 સપ્ટેમ્બર 2012 ના રજીસ્ટ્રારના આદેશોને આધારે નિયંત્રિત વિસ્તારો

4.6 નિયંત્રિત વિસ્તારોમાં નિયંત્રિત વિસ્તારો (વહીવટી) મુદત 2012-13 ના 20 સપ્ટેમ્બર 2012 ના રજીસ્ટ્રારના આદેશોને આધારે નિયંત્રિત વિસ્તારો



# 1-1

## دہسکؤ نرئزید و نرئزؤ دیرسنر ہرئزہر

1.1 دہسکؤ نرئزید و نرئزؤ دیرسنر ہرئزہر (دہسکؤ نرئزؤ دیرسنر ہرئزہر (A151070)، قرہہر، ۰۰ نرئزؤ دیرسنر 20 نرئزؤ دیرسنر 2012 و نرئزؤ دیرسنر ہرئزہر؛



















## 2-2

### دہلیسہ نرسنگ و میڈیسن کالج، کراچی

- 2.1 فوٹو گرافیجنگ کے لیے 24 اگست 2012ء کو نرسنگ دہلیسہ نرسنگ کالج، کراچی
- 2.2 نرسنگ دہلیسہ نرسنگ کالج، کراچی کے لیے نرسنگ دہلیسہ نرسنگ کالج، کراچی
- 2.3 نرسنگ دہلیسہ نرسنگ کالج، کراچی کے لیے 30 اگست 2011ء کو نرسنگ دہلیسہ نرسنگ کالج، کراچی
- 2.4 نرسنگ دہلیسہ نرسنگ کالج، کراچی کے لیے 24 اگست 2012ء کو نرسنگ دہلیسہ نرسنگ کالج، کراچی
- 2.5 نرسنگ دہلیسہ نرسنگ کالج، کراچی کے لیے 23 اگست 2012ء کو نرسنگ دہلیسہ نرسنگ کالج، کراچی
- 2.6 ڈیپارٹمنٹ کے لیے 23 اگست 2012ء کو نرسنگ دہلیسہ نرسنگ کالج، کراچی
- 2.7 ڈیپارٹمنٹ کے لیے نرسنگ دہلیسہ نرسنگ کالج، کراچی





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27 ئۆزۈم ئۆزۈم 2012

28 ئۆزۈم ئۆزۈم 2010











2.2

2015/08/02  
REPUBLIC OF MALDIVES  
ދިވެހިރާއްޖޭގެ ޖުމްހޫރިއްޔާ

NATIONAL IDENTITY CARD

Number: A108684

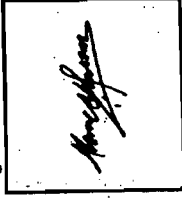
Name	Ahmed Hassan
Sex	M
Address	Mirusmaagu B. Kendhoo



SNO:409920



2015/08/02  
Signature / Finger Print



Common Name	HASSAN
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Blood Group	NA
Expires on	02/08/2015

2.3



14<sup>th</sup> June 2011

**Ahmed Hassaan**  
Emp. Number # 200062  
Junior Captain  
Marine Operations Department  
Date of Hire : 28th August 2010

Dear Mr. Hassaan,

**Addendum of Contract**

This letter serves to confirm an addendum to your employment contract which is expiring on the **28<sup>th</sup> August 2011**.

Based on your performance we are glad to extend your contract by One year until **27<sup>th</sup> August 2012**.

Further your grade level, benefit grid and all the remaining terms & conditions in your employment contract will remain the same.

The management would like to thank you for your hard work during the past year & wish you all the best for the coming year.

By signing below, both parties agree and accept all the conditions stated in this agreement.

Sincerely yours,

**Ali Riza**  
Manager of Human Resources

Accepted and agreed:

**Ahmed Hassaan**

Date: 30.06.2011

**Dietmar Koegerl**  
General Manager

Date: 18.06.2011

This agreement supersedes all prior agreements, written or oral, and sets forth the entire agreement between you and Minor International (Labuan) Limited relating to the terms of your employment and may not be orally changed, modified, renewed, or extended.

I **Ahmed Hassaan**, further understand that no such promise or guarantee of any type concerning terms and/or conditions is binding upon the Company unless made in writing, and Minor International (Labuan) Limited is my employer.



2.4

24<sup>th</sup> July 2012

Ahmed Hassan  
Junior Captain  
Front Office Department  
Employee No: 200062

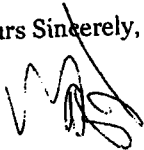
RE : **END OF CONTRACT**

Dear Hassaan,

It is with regret that we notify you that the management has decided not to extend your contract which will expire on **27<sup>th</sup> August 2012**. Furthermore, the company will be making payments entitled to you by way of earned annual leaves and all other monies (*if any*). And we request you to surrender all company belongings that may have been provided to you in the course of your employment.

I would also like to take this opportunity to thank you for the services you have rendered in Anantara Kihavah for the whole duration of your contract. And we wish you the best on your future career.

Yours Sincerely,



**Ali Riza**  
Director of Human Resources

Acknowledged received.



**Ahmed Hassaan**  
Empl. No: 200062





2.6



قرارداد

۲۰۰۶

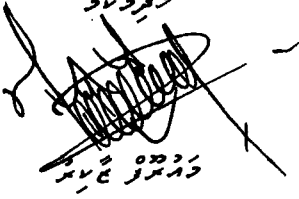
فهرست مطالب قرارداد

فهرست سوابق و مدارک مورد نیاز

این قرارداد بر اساس ماده ۱۰۰۰ قانون تجارت و سایر مقررات جاریه و در راستای اجرای تعهدات طرفین منعقد گردیده است. (در صورت لزوم) در این قرارداد موارد ذیل درج گردیده است.

این قرارداد در تاریخ ... منعقد گردید.

23 شهریور 1391

شماره قرارداد  
  
تاریخ انعقاد


7912836

A151070

2.7

33-252  
REPUBLIC OF MALDIVES

Name Mauroof Zakir	
Sex M	Date of Birth 20/10/1965
Dharmas S. Kandho	



33-252

Name Mauroof Zakir	
Sex M	Date of Birth 20/10/1965
Dharmas S. Kandho	











# 4- نىسبەت

## دۆلەت مەنپەئەتلىرىنى قوغداش ۋە تەرتىپنى يولغا قويۇش تۈزۈمى

4.1 دۆلەت مەنپەئەتلىرىنى قوغداش ۋە تەرتىپنى يولغا قويۇش تۈزۈمى 2012 يىلى 20 ئايدا تەستىق قىلىنغان ۋە ئىشلىتىشكە باشلانغان.

4.2 دۆلەت مەنپەئەتلىرىنى قوغداش ۋە تەرتىپنى يولغا قويۇش تۈزۈمىنى ئىشلىتىش ۋە تەرتىپنى يولغا قويۇش تۈزۈمى.

4.3 دۆلەت مەنپەئەتلىرىنى قوغداش ۋە تەرتىپنى يولغا قويۇش تۈزۈمى 2012 يىلى 20 ئايدا تەستىق قىلىنغان ۋە ئىشلىتىشكە باشلانغان.

سېتىش ۋە تەرتىپ

4.4 دۆلەت مەنپەئەتلىرىنى قوغداش ۋە تەرتىپنى يولغا قويۇش تۈزۈمى 2012 يىلى 20 ئايدا تەستىق قىلىنغان ۋە ئىشلىتىشكە باشلانغان.

4.5 دۆلەت مەنپەئەتلىرىنى قوغداش ۋە تەرتىپنى يولغا قويۇش تۈزۈمى 2012 يىلى 20 ئايدا تەستىق قىلىنغان ۋە ئىشلىتىشكە باشلانغان.

4.6 دۆلەت مەنپەئەتلىرىنى قوغداش ۋە تەرتىپنى يولغا قويۇش تۈزۈمى 2012 يىلى 20 ئايدا تەستىق قىلىنغان ۋە ئىشلىتىشكە باشلانغان. MH-MIS-12-2604 سېتىش ۋە تەرتىپ.







2. داسو نړیوال واکمنی د پرمختګ

داسو نړیوال واکمنی د پرمختګ (د پرمختګ واکمنی / د پرمختګ واکمنی)

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A108684

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208/VTR/2012

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## **LETTER OF EMPLOYMENT**

**August 28, 2010**

**Mr. Ahmed Hassaan**  
Mirusmaage,  
B. Kendhoo,  
Rep. of Maldives

Dear **Mr. Hassaan**,

Congratulations on your appointment as **Junior Captain** welcome to the team at Anantara Resort, Maldives, the owning company is MINOR International (Labuan) Limited.

This agreement is made on **August 28, 2010** between MINOR International (Labuan) Limited., Level 9F, Main Office Tower, Financial Park, 87000, Federal Territory of Labuan, Malaysia. (hereinafter called "**The Company**") a wholly owned subsidiary of MINOR International dba **Anantara Kihavah** and **Mr. Ahmed Hassaan** (hereinafter called "**The Employee**"). Your employment will be in accordance with the Company's Standard Operating Procedures (SOP), Local Standard Operating Procedures (LSOP), General House Rules as published in the Employee Handbook for the hotel, and Maldivian Labour Laws. In addition, your contract of employment will be subject to the following terms and conditions:

- |                              |  |
|------------------------------|--|
| <b>1. Identification:</b>    | <b>ID/ Passport Number - A108684</b><br><b>Date of Birth - November 13, 1984</b>   |
| <b>2. Position:</b>          | <b>Junior Captain</b><br><b>Anantara Kihavah Villas, Maldives</b>  |
| <b>3. Job Group:</b>         | <b>ST - Staff</b>  |
| <b>4. Business Unit:</b>     | <b>Marine Operation</b>  |
| <b>5. Commencement Date:</b> | <b>August 28, 2010</b>   |
| <b>6. Duration:</b>          | <b>August 28, 2010 to August 27, 2011 (1 year)</b>   |
| <b>7. Remuneration:</b>      | Your salary will be a net of <b>US\$ 300/-</b> per month.  |
| <b>8. Probation:</b>         | There will be a probation period of 90 days, during which either party may terminate this agreement without advance notice, a performance assessment will be done 30, 60, and 90 days. |

**9. Performance Review:**

You will receive a Performance Appraisal on a monthly basis during probation and thereafter will be in accordance with the Companies policy. This review will take into account all aspects relating to your job performance.

**10. Job Duties:**

You will report directly to the **Boat Captain** and your job description will be presented to you upon your commencement, which may include other assignments.

**11. Working Days & Working Hours:**

Your working days are **6 days per week, 48 hours per week (excluding a one hour break for meal and prayer time)**. Public Holidays in accordance with company's policy and procedure.

**12. Accommodation:**

You will be provided with In-house accommodation and maintenance according to the company's policy, which for this position would be a **6 sharing room category**.

**13. After hours privileges:**

Three Meals a day at the staff canteen; Non alcoholic beverage will be included in the meals  
Laundry; Free of charge 4 pieces per day which will be serviced twice a week.

**14. Annual Vacation:**

You will be entitled to **30 days** of paid vacation per annum after completion of 12 months.

**15. Annual Leave Airfare:**

You will be entitled to a round trip economy class direct air ticket Male' / **B. Kendhoo** / Male' on a yearly basis commencing upon the completion of 12 months service. If this is not used within one year of maturity, then the tickets shall be forfeited.

**16. Medical Benefits:**

You will have the benefit of getting medical care from a reputable hospital in Male and the service of the resort doctor.

**17. Application to Immigration Authorities:**

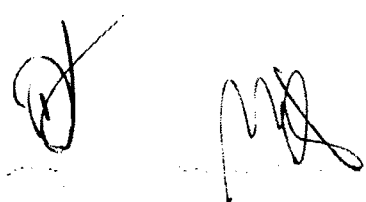
The company will be the local sponsor and be responsible for applying for your work permit and visa applications.

**18. Travel Expense en route to Assignment:**

The company will be responsible for your direct-route economy class air-ticket from **B. Kendhoo** to Maldives, which will be reimbursed upon your arrival.

**19. Medical Check-Up:**

This employment agreement will only be effective upon presentation, prior to taking up employment, of a **successful medical examination report** carried out by an approved doctor or medical institution attesting to your medical fitness for employment and according to the company regulation. Should you be found medically unfit, this offer of employment will automatically become null and void.

Two handwritten signatures in black ink are located at the bottom right of the page. The first signature is a stylized 'D' with a long horizontal stroke extending to the right. The second signature is a more complex, cursive scribble.

**20. Employment Conditions:**

During the continuance of your employment with us, you shall not without the previous consent of the company enter into service nor be employed in any capacity or for any part of this term by any person, firm or organization other than the company and will not be engaged in any undertaking, carry on any business of a similar or competing nature and will at all times conduct yourself in a manner neither directed nor calculated to prejudice the company's business and interests. Furthermore, you shall comply with all applicable laws and the company's policy and regulations and shall at all times use your best endeavors to promote the interests of the company.

**21. Non-disclosure of Confidentiality**

You shall not, during the continuance of the employment, without the company's consent, reveal, disclose, divulge or publish to any person, firm or organization. You shall use your best endeavors to prevent disclosure or publication of any information concerning the accounts or finances, confidential documents, papers or other secrets of the company.

**22. Disability**

In the event that you are hospitalized or are unable to properly perform your duties by reason of ill health, accident or otherwise for more than 30 days, the Company shall be entitled to order a medical evaluation as to your state of health, and should such medical evaluation declare that you are unfit to continue duties under this agreement, the Company shall have the option to terminate your employment. In the event of illness or disability resulting from your misconduct and necessitating your absence from work, the Company shall have the option to discontinue your salary payment during such illness or disability.

**23. Transfer**

At any time during your employment, the Company may request that you transfer to work for another business unit within the MINOR Group of Companies and or its subsidiaries, either on a temporary or permanent basis.

**24. Separation**

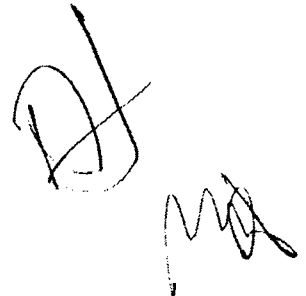
After the probation period either side may terminate this agreement by giving 60 days notice in writing, or the company may choose to pay two-month basic salary without any other benefits or compensation. Employers have the right to offset any recruitment costs that they might have incurred whilst recruiting, if you leave the employer within 6 months from the date of commencing your employment.

The Hotel reserves the right to terminate your employment without notice or salary in lieu of notice if you are found to be in serious breach of the terms and conditions specified in this agreement or any notices, or rules and regulations.

**25. Non-Competition**

You shall not during the period of your employment or one year from the date of termination / resignation of your employment (except with the consent in writing of the company) be directly or indirectly engaged or concerned in the conduct of any other business competing in any respect with the business of the company or its holding company or subsidiary companies or an associate.

You shall not at any time within one year from the date of termination / resignation of your employment directly or indirectly whether as a principal, servant or agent solicit or entice away or endeavor to solicit or entice away from the company any employee, contractor, consultant or director of the company.

Handwritten signature and initials in the bottom right corner of the page.



**26. Arbitration**

Any disagreement between the two parties which cannot be settled by mediation and conciliation shall be referred to Arbitration and be conducted under the rules of Arbitration applicable to the Republic of Maldives. The award of the Arbitrator shall be final and binding upon both parties of the referral to the Arbitration.


**27. Government Regulations**

This contract is prepared in accordance with Government regulations pertaining to employment. Employer has the right to amend any clauses of the contract of employment if there is any change in Government employment regulations.

All other terms and conditions will be bound by rules and regulations as laid down in the Associate Handbook of the Resort as well as written and verbal instructions of the Company.

By signing below, both parties agree and accept all the conditions stated in this agreement.

Sincerely yours

  
\_\_\_\_\_  
**Ali Riza**  
Manager of Human Resources

Date: 24/09/2010

Accepted and agreed:

  
\_\_\_\_\_  
**Mr. Ahmed Hassaan**

Date: \_\_\_\_\_

  
\_\_\_\_\_  
**Dietmar Koegerl**  
General Manager

Date: 04.10.2010

This agreement supersedes all prior agreements, written or oral, and sets forth the entire agreement between you and MINOR International (Labuan) Limited. Relating to the terms of your employment and may not be orally changed, modified, renewed, or extended.

I **Mr. Ahmed Hassaan**, further understand that no such promise or guarantee of any type concerning terms and/or conditions is binding upon the Company unless made in writing, and MINOR International (Labuan) Limited is my employer.

4.3

MINOR INTERNATIONAL (LABUAN) LIMITED

15 November 2012

Ms. Mariyam Nazima  
The President,  
Employment Tribunal of the Maldives,  
3rd Floor, MATI Building,  
G. Fathuruvehi,  
Male'  
Maldives

ދިވެހިރާއްޖޭގެ			
ޕްރެޝިޑެންޓް	މިނިސްޓްރީ	މަސައްކަތް	
ޕްރެޝިޑެންޓް	މިނިސްޓްރީ	މަސައްކަތް	މިނިސްޓްރީ
ޕްރެޝިޑެންޓް	މިނިސްޓްރީ	މަސައްކަތް	މިނިސްޓްރީ
ޕްރެޝިޑެންޓް	މިނިސްޓްރީ	މަސައްކަތް	މިނިސްޓްރީ

Dear Madam,

Re: Employment Tribunal Case number 208/VTR/2012

I write with reference to the captioned matter lodged at your Tribunal.

I write to inform you that Minor International (Labuan) Limited (the "Company") has appointed the following persons to appear at the Employment Tribunal in the captioned case:

1. As the Company's representative, Mr. Ali Riza, Director, Human Resources, Anantara Kihavah Villas;
2. As the Company's lawyer, Uz. Maumoon Hameed of Premier Chambers, Barristers & Attorneys, 2nd floor, M. Lux Lodge, Male'.

Signed:

Asiacorp (Hong Kong) Limited

For and on behalf of  
ASIACORP (HONG KONG) LIMITED  
AS DIRECTOR  
*Celia Chan*  
Director



By: \_\_\_\_\_  
Name: Celia Chan representing Asiacorp  
Director (Hong Kong) Limited

MINOR INTERNATIONAL (LABUAN) LIMITED  
Level 15 (A2), Main Office Tower,  
Financial Park Labuan, Jalan Merdeka,  
87000 Labuan Federal Territory, Malaysia

Tel: +60 87 443 118  
Telefax: +60 87 441 228

MINOR INTERNATIONAL (LABUAN) LIMITED

4.4

Ms. Marivam Nazima  
Employment Tribunal of the Maldives  
3rd Floor, MATI Building,  
G. Fathuruvehi,  
Male'  
Maldives

12 November 2012

Fathun 27/4/2012			
10:15	20/11		

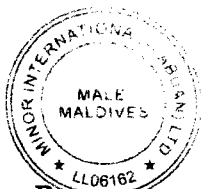
Dear Madam,

**Re: Case number: 208/VTR/2012**

I write with reference to the captioned matter lodged at your Tribunal.  
I am pleased to inform you that I accept the responsibility to appear before the  
Employment Tribunal in this matter as the appointed representative of Minor  
International (Labuan) Limited.

Thank you

Yours sincerely



**Ali Riza**  
Director of Human Resources  
Anantara Kihavah Villas

MINOR INTERNATIONAL (LABUAN) LIMITED  
Level 15(A2), Main Office Tower,  
Financial Park, 87000,  
Federal Territory of Labuan, Malaysia

Tel: +60 87 439 118  
Telefax: +60 87 441 228

4-5

**PREMIER CHAMBERS**  
BARRISTERS & ATTORNEYS | MALDIVES

Lux Lodge, 2<sup>nd</sup> Floor,  
Orchid Magu, Maafannu  
Male', Maldives  
Tel: +960 331 4377, +960 332 8116  
Fax: +960 331 4378  
Email: [admin@premier-chambers.com](mailto:admin@premier-chambers.com)

Shaaheen Hameed, Barrister  
Hassan Maaz Shareef, Attorney  
Mohamed Ibrahim, Attorney  
Maumoon Hameed, Attorney  
Mohamed Shakir, Attorney  
Mohamed Afzam Zuhury, Attorney

Ms. Mariyam Nazima  
The President  
Employment Tribunal of the Maldives  
3<sup>rd</sup> Floor, MATI Building,  
G. Fathuruvehi,  
Male'  
Maldives

20 November 2012

<p style="text-align: center;">ދިވެހިރާއްޖޭގެ ޖުދުހީ ޖުދުހީ ޖުދުހީ ޖުދުހީ ޖުދުހީ</p> <p style="text-align: center;">Fathman 2975/2012</p>			
10:16	20/11		

Dear Madam

**Re: Case number: 208/VTR/2012**

I write with reference to the captioned matter lodged at your Tribunal.

I am pleased to inform you that I accept the responsibility to appear before the Employment Tribunal in this matter as the appointed legal representative for Minor International (Labuan) Limited.

Thank you

Sincerely,



Maumoon Hameed  
Associate

