



6.8 ގައި ބަޔާންކޮށްފައިވާ ގޮތުގައި 09 ޖުލައި 2019 ގައި ވަނަ އަހަރުގެ ދަންނަވާލު ފޮނުވާލެވިފައިވާ ގޮތުގައި

ފަސޭހަކުރުވާލެވިފައިވާ ގޮތުގައި ދަންނަވާލެވިފައިވާ ގޮތުގައި ބަޔާންކޮށްފައިވާ ގޮތުގައި ފަސޭހަކުރުވާލެވިފައިވާ ގޮތުގައި.





Dear [Name],

Thankyou for your email and hope you are doing well.

And since you mentioned in the email “dean of the business school has requested to extend your contract for another year”; it will be very good if you have mentioned why dean of the business school requested it.

Please note the following:

- My first contract started on the 10 January 2018 to 8 October 2018. This was after I was being informed that I got the job during early December 2018 and you will inform me very soon to sign the contract. It took you more than a month for this.
- First contract extension (for 1 year) started from 9 October 2018 to 8 October 2019. And you’re in a good position to know why this happened.
- Second contract extension (for another 1 year) started from 9 October 2019 and now to 8 October 2020. Again; you are in good position why this happened, despite communications and effort from dean of the business school to make the job permanent.

Following is a screen shot of employment Act of Maldives – Chapter 4 section 13

By 9th January 2020 it will be two years for this puzzle. Neither me or you have the right to do anything we want that contradicts the law.

Personally I am ok. But professionally this is not healthy foy my job at MNU, neither its fair.

[Name], after talking to you yesterday, I know you are very understanding and reasonable; you are not a person unlike many others who’s ego take over more than self. And I believe MNU HR will also be the same. And hope you understand what you are doing over here.

I signed this second extension (in protest) only because I know if I make this a huge fuss than it is right now, this will go down negatively on students; which I personally don’t want.

Wanted to let you know, today I have signed the contract; two papers are at MNUBS admin. And as I said over the phone to you and also to our dean, I will try and give my 100% commitment to MNU and MNUBS until the end of this semester. After that I don’t know.

I hope you will take the matter seriously, rather than sleeping over it for another year, and do the right thing which will benefit MNU and employees; and of course with in the law.

I have copied this email to our Dean, faculty and HOD and Deputy Director.

Sorry about the long boring and awkward email. And thank you for reading this.

Kind Regards





08 6.9 2020 ގަވާއިދު ދަށުން ސަރުކާރުގެ ގަވާއިދު ދަށުން ދަންނަވާ ޖެނެރަލް ނޯޓިސް
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Dear Ahmed Mihad,

This is a kind reminder that your contract will expire on 8th October 2020.

As of now the permanent staff who is on no-pay leave holding the position for which you have been contracted has not communicated her intention to return. However, you will be notified at least one week prior to the expiry of the contract if the faculty decides to offer an extension till the permanent staff returns or a permanent staff is recruited in the event the current staff fails to return on the date of leave expiry.

Kind Regards
[Redacted] (Name)
Senior HR Officer
3345144

24 6.10 2020 ގަވާއިދު ދަށުން ސަރުކާރުގެ ގަވާއިދު ދަށުން ދަންނަވާ ޖެނެރަލް ނޯޓިސް
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Dear Ahmed Mihad,

This is a kind reminder that your contract employment agreement will expire on 8th October 2020. You may handover any belongings under your care to the HOD or Faculty after 8th October 2020

Thank you for your service at MNU

Best Regards,
[Redacted] (Name)
Senior HR Officer
3345144





Dear Mihad,

As you are fully aware your contractual agreement is renewed on understanding that you are holding a contract position of a permanent staff who is on an approved No-Pay leave. This was clearly conveyed to you in your interview. As for the treatment of the contract, we have given you 1 (month's) notice of your contract termination on expiry on 8th of September, upon expiry of the notice your contract will terminate on 8th October as agreed.

There if no reference to your contract that you will be a permanent member unless you are selected for a permanent position. The fact that we offered you the contract position to cover for our lecturer [REDACTED] (Name) during her leave of absence on and in consideration of your previous performance does not automatically make you a fulltime member of the faculty.

We are aware of the provision you are referring under s13(g) and (h) that where a contract has been EXTENDED for more than two years it can be deemed as a permanent contract. Please note that for this reason our contract staffs are always required to enter into a new contract for each year of service and thus we do not extend contracts. Though the same incumbent may be offered to the second contract based on teaching performance.

The permanent staff has not been terminated from her position and therefore under the law we are to reserve her position until she returns from the leave, as such we will have to continue with contractual arrangements until then. According to regulations, a contract staff will become a permanent staff only where the staff has applied for a permanent opening as advertised and after being selected through the recruitment and selection process only. However, a contract staff will not become a permanent staff to a position already occupied by a permanent staff.

We once again thank you for your service.

Best Regards

6.13 ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް ދިވެހިރާއްޖޭގެ ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް ދިވެހިރާއްޖޭގެ ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް ދިވެހިރާއްޖޭގެ ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް

(ބަނދަ) ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް ދިވެހިރާއްޖޭގެ ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް ދިވެހިރާއްޖޭގެ ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް ދިވެހިރާއްޖޭގެ ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް

ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް ދިވެހިރާއްޖޭގެ ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް ދިވެހިރާއްޖޭގެ ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް ދިވެހިރާއްޖޭގެ ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް 09 ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް

2020 ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް ދިވެހިރާއްޖޭގެ ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް ދިވެހިރާއްޖޭގެ ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް ދިވެހިރާއްޖޭގެ ޕްރޮސެކިއުޓަރ ޖެނެރަލްގެ އޮފީސް



