



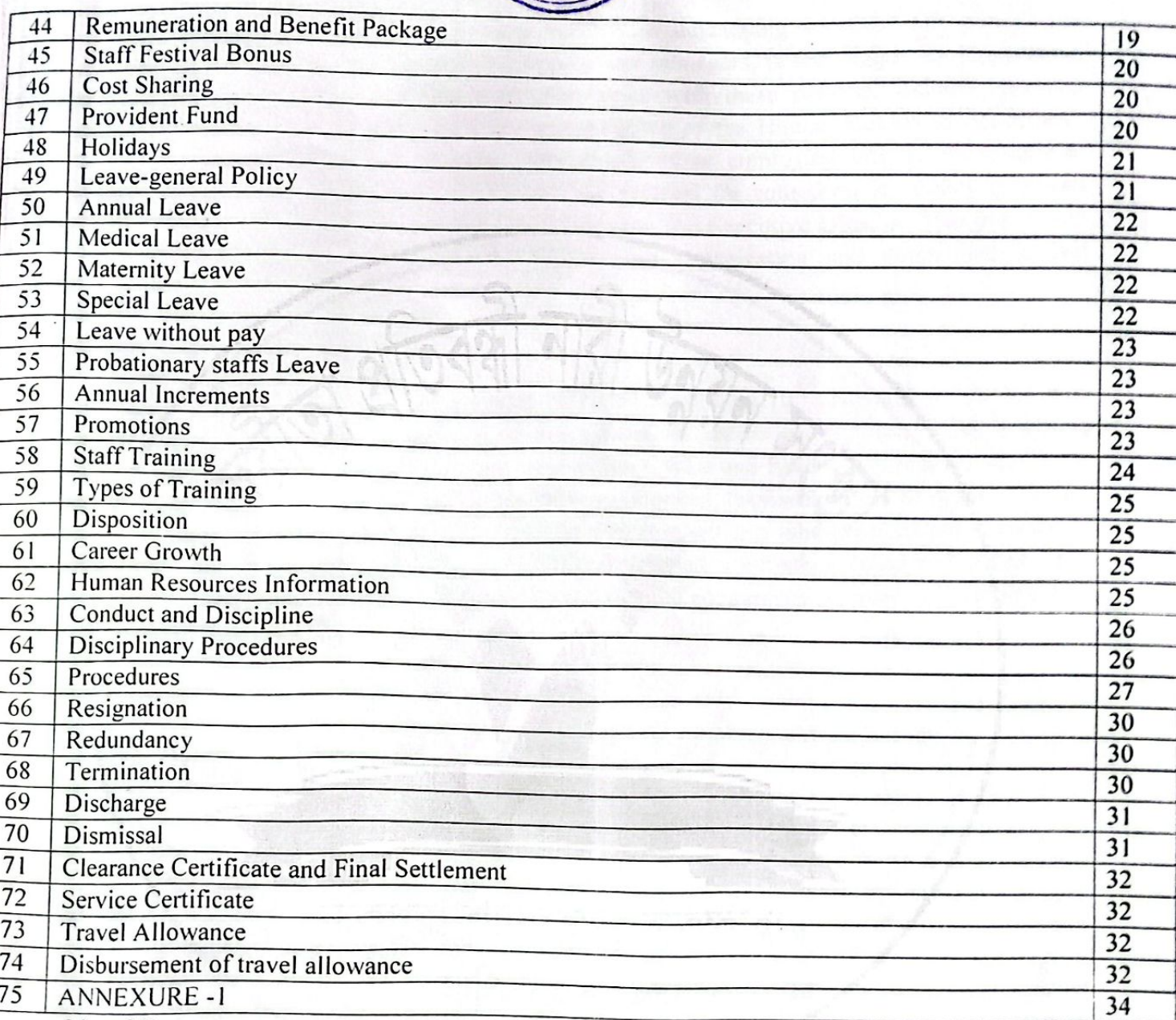
Joyita Protibandhi Nari Unnyon Songstha (UPNUS)



স্বাক্ষৰ
আছমা হাভেলা
সভাপতি
জয়ীতা প্রতিবন্ধী নারী উন্নয়ন সংস্থা
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1. Introduction: These policies have been developed with consideration for the Joyita Protibandhi Nari Unnyon Songstha (JPNUS) and the people who work in it. In exercise of the power and authority conferred by the Constitution Executive Committee of JPNUS the Executive Director of the organization is pleased to make certain provisions relating to the job responsibilities and duties of JPNUS personnel. This guide is necessarily concerned with the details of under rule 3(1) of the Foreign Donation (Voluntary Activities) Regulation 1978. Hearty thanks to those who have cooperate for devising this Policy. Specially the staff members

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of the organization for their participatory exercise in developing a fruitful HR policy. The Human Resources Unit, together with the appropriate managers, is responsible for interpreting, implementing, monitoring, and ensuring compliance with these policies. Related operating procedures and policy exceptions are the responsibility of the Human Resources department. Policies are reviewed every four years. Any employee or employing unit is encouraged to provide input regarding existing policies or new policies for consideration. Policy questions should be directed either to immediate supervisor or to the Executive Director. This policy will be applicable with the availability of resource of organization and donor and project requirements.

2. What does JPNUS mean?

Joyita Protibandhi Nari Unnyon Songstha (JPNUS) started its 10th November 2010, with awareness raising program on poverty, health, education, gender equity, discrimination among the boys and girls, sanitation in the poor community, CWDs and PWDs. It is realized that in the prevailing social system the rural poor are being overlooked, they remain out of reach of the so-called development programs. We strongly believe that without wholehearted participation of target group and their empowerment, none of the development initiatives could be fulfilled. Thus JPNUS is working in the southern part of Bangladesh and encourages the poor for changing their socio-economic condition on their own.

3. Vision, Mission and role of JPNUS Vision;

Vision: A society where persons with disability and destitute enjoy dignified life through equal rights and opportunities.

Mission: To promote equitable rights and inclusion of PWDs and destitute.

Core Value: (Core Value six)

Participation, accountability, transparency, Efficiency, Justice and Dignity.

Role: JPNUS primary role as facilitator, in supporting people to critically analyze the situation, identify the causes, define the solutions, formulate the alternative vision, plan for action and strategies to achieve desired results. Facilitation of an emancipator process that enhances their capacity and strengthens people's institutions and solidarity to address their urgent crisis as well as building alternative systems.

4. Strategic Objectives and Strategy of the organization

Strategic Objectives

- To ensure food and livelihood security
- To promote child youth lead mobilization for social change

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- To protect environment through climate resilience sustainable agriculture.
- To promote gender and social justice
- To establish democratic self governance & access to public services.
- To create enable environment on education governance
- To promote justice for marginalized including persons with disability.

1.1 Strategy/ theory of Change.

The strategic concern for JPNUS is to address two types of issues; the urgent and immediate crisis as well as the policy and actions of remote forces that maintain structural deprivation. In this case JPNUS will facilitate lobby & advocacy to the community people to ensuring their justice and make accountable governance. The exploitation through market mechanisms, denial of access to entitlement rights and services, and neo-liberal policies are the issues have structural dimensions and long term implications. Deprived and marginalized people are facing the different problems for instance, unemployment and poverty, violence against women & girls, youth & children and lack of quality education due to absence of education governance in primary and secondary schools. Concerning strategic options, given the threats, opportunities and challenges in the context, and considering the value premise and societal aspirations of JPNUS, choice of educative/facilitative approach with multiple strategy options would be appropriate. Considering the capacity and resources, the educative/facilitative strategy is the combination of following components:

- I. Empowerment to the poor people through Capacity development.
- II. Strengthening people organization at community level.
- III. Campaign & Advocacy in local level to national level.
- IV. Partnership development in different organization.

5. Human resource Development Policy (HRDP)

This manual presents the standard Human Resource Policies and procedures of ONUS. It is intended for use by In-charge / Supervisor of all levels but truly belongs to all employees of JPNUS. This policy constitutes a set of policies and guidelines for effective Human Resource Management and Human Resource Development in the organization. This Policy reflects the organization's mission, Human Resources Development procedures, sets forth the ethical, strategic and organizational parameters within which the organization interacts with its employed staff, and provides framework for logical and consistent management decisions

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6. Purpose of this Policy:



Director who oversees management functions and program operation as the Chief Executive Officer of the organization. Headed by the Executive Director JPNUS implementing committee will execute all program and project. JPNUS follows participatory management approaches. The organization believes management is not a power grid that stands at the top of our head as most people think, rather it is like the oxygen cycle where all individuals are essential because the oxygen cycle starts malfunctioning if one part of it does not function well. JPNUS is very much concern about the quality of its services. It has a transparent financial management system to monitor and control expenditure and budget. The organization produces monthly Statement of Expenditure (SOE) against monthly budget and review project activities as and where require.

9. HRDP Management Guidelines:

All JPNUS senior staffs are expected to be familiar with organizational values, mission, objectives, culture and all strategic decisions, in so far as are possible, and should conform to those.

10 Employment Policies:

JPNUS employment policies are based on the following:

1. JPNUS provides equal employment opportunity for all Bangladeshi citizens and also to provide equal opportunity for career development to all male and female staffs. JPNUS emphasis person with disabilities (PWD) and marginalized.
2. The organization believes that each employee is entitled to be treated with courtesy, dignity and consideration.
3. At the time of employment the organization is trying to maintain the equality and equity between male and female staff.
4. Each employee is entitled to fair wages, job opportunities in return for good job skills, commitment, loyalty, personal interest and best efforts. Increments, Promotion and Training are based on the staff Performance Appraisal, organization "s need and organization "s financial situation.
5. The organization will apply each employment policy in a fair, uniform and consistent manner in accordance with its policies.
6. The organization will provide safe, healthy and pleasant working conditions for each employee.
7. Each employee has the responsibility to work safely and to maintain the facilities in a good condition.
8. Employees are expected to encourage each other to display positive attitude towards work.

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9. The organization will demonstrate its commitment to protect the employee's rights so as to improve and increase employee's motivation.

10. Regular and contract employees of JPNUS shall not be authorized to work as employees for other companies or organizations.

11. Employees will conduct themselves in manner to the best interest of the organization and without conflict of interest between employee and JPNUS.

12. The employees will abide by the policies, rules and regulations of JPNUS currently in force and any new policies, rules and regulations that may become effective in future.

11. Employment Categories:

11.1 Regular Status:

Staff who is employed for an open ended period as long as the need for them exists in the organization.

11.2 Long-term Contract Status:

Staff who are employment for a specific period of time (not exceeding three years initially) on contract basis against a specified position. Such contract of employment maybe extended by mutual agreement before the end of the existing contract period. This type of contract will be accordance with specific letter of agreement; hence it must state specifically the terms and conditions, remuneration and benefits, tasks to be performed and duration.

11.3 Short-term Contract Status: Personnel who are hired on a contract basis for a short period usually less than 12 months for temporary work but have a specified position. The need for the appointment, scope for work, appointment procedures should be prepared before hand and forwarded to the Head of HRD/Admin for review. This type of contract will be accordance with specific letter of agreement; hence it must state specifically the terms and conditions, remuneration and benefits, tasks to be performed and duration.

11.4 Casual Status: Personnel who are employed on casual basis and are entitled to daily wage. The rate for a daily wage for casual staff will be equivalent to that of JPNUS regular employees in the same grade. The daily wage amount is fixed based on the person's skills and abilities to perform the duties.

Executive Director authorizes to do so.

The employment status can be changed from regular to contract depending on the situation arising from organizational need.

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12. Employment of Relatives:

Hiring of close relatives of staff is not encouraged. However, with the Executive Director's written approval, relatives of staff may be hired by the organization provided that:

- a) The relative has the required qualification
- b) Neither of related persons would be the line manager of the other a close relative is defined as any one of the parents, spouse, uncle, brother/sister in law.

13. Appointment authority:

Appointment authority is defined as the right and responsibility to make decisions with respect to recruitment, training, remuneration & benefits, evaluation & promotions, HRD discipline of staff, separation in accordance with the policies and guidelines of this manual. This authority includes the responsibility to issue and sign all relevant correspondence with staff. The Executive Director is the final appointment authority in JPNUS and he reserves the right to override decisions of appointment authority within JPNUS where necessary, for the good of organization.

14. Recruitment policies:

JPNUS is committed to recruit suitable qualified and experienced Bangladeshi male and female citizens for all vacant positions with some special attention of some flexibility towards female candidate by the way of

1. Effective and appropriate recruiting, screening and selection procedures are used;
2. Organization is trying to keep its commitment by recruiting 40% female staff in all levels
3. Selection standards are relevant to Education, Skills training, Experience, Knowledge and sensitivity necessary for successful job performance.
4. Some flexibility is introduced at the case of female candidate and some special interventions are taken place for them.
5. The hiring procedures confirm to the JPNUS HRDP requirements and organization's financial situation.
6. JPNUS intends to provide a method to hire, motive and retain good employees.
7. The organization also recognizes its obligation to provide orientation in the organization's operation and the job of the new employee so he/she can begin his/her in the best possible way.
8. No one who is below 18 years of age can be hired as an employee for JPNUS regular, contract or temporary status.

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9. No one who does not believe in gender equality and equity is not eligible as an employee.

10. Under no circumstances a regular or contract employee of any other organization is allowed to undertake regular or long-term contract employment in JPNUS.

11. All appointments in JPNUS shall conform to its existing Position with Grade and Salary chart. If level and steps does not match with Salary chart, approval authority can fix salary as per budget.

15. Recruitment Procedures:

Notification

Unit/Program office will inform the HRD of any vacant position so that the head of HRD can coordinate/notify the vacant position. Where needed, the head of HRD will review the available records and database file if there is any qualified and suitable candidate available from JPNUS internal sources or prospective external candidates already identified earlier. The Executive Director should be informed in the event his/her approval is required. In special circumstances and to make a quick decision the head or HDR may propose any suitable staff within the JPNUS for the position to the respective department head and the Executive Director.

For a new position each section/unit/department shall follow the following procedures: New staff position should be discussed with Executive Director well in advance. The unit head, through head of HRD/Admin will submit a request to Executive Director for approval, with proper justification attached with a detailed job description. Upon Executive Director's approval, an advertisement, internal circulation, promotion will be made.

Advertisements:

As a usual procedure job vacancies in JPNUS will be advertised through internal notices to the office and national newspapers. Advertisements should indicate the position, nature of appointment, location, major areas of responsibilities, terms & conditions such as salary, duration minimum educational level, work experience and special requirement. Based on the information provided by the Executive Director /Components head, the Admin /HRD will arrange advertisements for the vacant positions. The Executive Director reserves the authority to waive the need of advertisements for any specific vacant position(s) and can decide, after consultation with the head of Admin. /HRD, to fill in the post(s) by internal selection, promotion and second men.

Job Applications:

Applications for the position of JPNUS will be received by the head of Admin. /HRD. The concern unit/component, head of Admin /HRD will be responsible for primary short-listing of

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the candidates for the position of all grades. The head of Admin /HRD may suggest include or exclude applications in the short-listing process, if necessary.

16. Interview Process and Selection:

Short listed applicants may be called for interviews and suitable testing. The process should be documented in the employee's personal file. No candidate, internal or external, is guaranteed an interview. The management based on the candidate's qualifications and suitability for the position will decide interviews. Arrangement for the interviews to be held at the project level is the responsibility of the coordinator / Executive Director and at the office is the responsibility of head of HRD / Admin.

All the travel expenses or any loss due to interview are the responsibility of the applicant. The Executive Director at his discretion may waive this rule for any exceptional cases.

JPNUS will adapt a systematic interview procedure and ability/written test as deemed appropriate.

Interview Board/Selection Committee:

An interview Board/Selection Committee will be formed comprising the following personnel: Unit chief, Head of Admin and Executive Director

Interview process:

The interview Board/Selection Committee may undertake some or all of the following tests and adapt any other devices in selection process:

- Written test
- Face to face interview
- Practical operation test
- Any other tests as deemed to be necessary for the post.
- Upon completion of the test/interview the selection committee will prepare the "Proceedings of Recruitment" and for senior positions the proceedings must be submitted to the Executive Director for reference / approval.

17. Recruitment of Foreign Staff:

Recruiting any foreign staff Manager of Human Resource Department will follow all the formalities of NGO affairs bureau of Bangladesh. Executive Director of the organization will determine the salary for the foreign national based on Project and nature of work. The work for the foreign national will be contractual.

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18. Finalization of Recruitment:

Once a preliminary decision is made JPNUS will verify certain information as provided in the job application (CV) such as educational degree, work experience, last employment status.

JPNUS authority if not discussed during interviews, will also discuss the pre-requisite for JPNUS employment such as joining date, probationary period, notice period, clearance/release from present employer and reference check with personal referees and with present employer.

The Executive Director is the final authority for selection and appointment of all employees of JPNUS.

19. Offer of Employment:

The selected candidate(s) will be offered the employment with JPNUS. The offer of employment will state the major terms and conditions of employment with JPNUS such as the name of position, nature of appointment, date of joining, salary status, probationary period and conditions of confirmation, binding of JPNUS HR Policy. Any offer of employment must be contingent upon the final reference check with the present or last employer.

Appointment

The Appointing authority of JPNUS will issue an Appointment letter to the selected candidate(s). The Appointment letter must include:

Job title, Grade/Step and salary

Nature of appointment (applicable for Contract employee)

Name of program, section or department

Effective date of appointment

Probationary period, conditions of confirmation and notice period

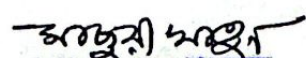
Ending date of employment (applicable for contract employee)

Leave and benefits


Any other terms and conditions

A current job description should be attached with the appointment letter. The Appointment letter and the job description will become valid only after signing by the Executive Director and the employee, in the space provided for the purpose.

Persons who are employed with another organization must provide clearance/release letter to JPNUS at the time of joining JPNUS. It is expected that JPNUS employees at the time of


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appointment, should have read JPNUS HR Policy, Gender policy, Child protection policy, Administrative Policies and other relevant important documents and s/he will get PIN no and completed ID card collecting process.

20. RE-employment:

All re-employment in JPNUS are subject to approval by the Executive Director. Such request of any person may be considered only if there is a vacancy and subject to his/her favorable performance in the past and also if he/she meets the organizations current requirement. Re-employment will not be automatic and the applicant has to go through the recruitment process and complete with other candidates who have applied for the post. An employee who was dismissed or terminated is not eligible for re-employment with JPNUS.

21. Staffs transfer/cope:

JPNUS authority can transfer / cope any staff within the organization project/program as per requirement of organization with the bases of his /her performance.

22. Job Description:

Job description is the basis of recruitment, placement, training, assignment, performance appraisal, salaries, promotion and other HR actions for the employees of JPNUS. A job description must state the functions, duties, responsibilities of employees, reporting line and relationship with other in the organization. It shall be prepared based on the jobs key result area and include specific tasks regarding child rights and gender equality.

23. Personal Files and Records:

JPNUS shall have an up-to-date Personnel File in the name of its individual regular and contract staff starting from the date of their appointment. The personnel file will contain appropriate information and documents with regard to the employee. A separate file shall be maintained for all short time contract, consultants and casual persons.

A personnel file will contain:

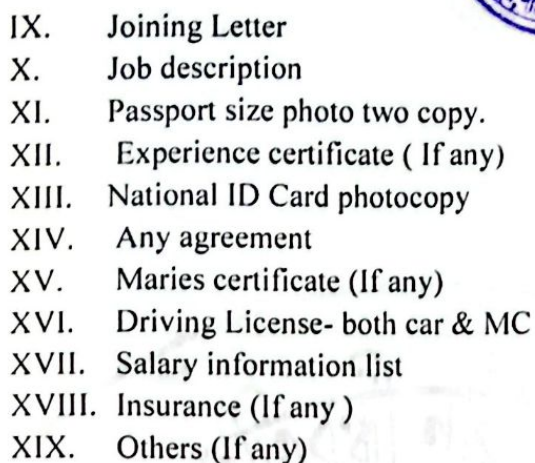
a. Staff information:

- I. Job advertisement copy
- II. Job Application
- III. CV
- IV. Interview and test related paper
- V. Offer Letter
- VI. Reference Letter
- VII. Confirmation Letter
- VIII. Academic transcript

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সম্পাদিকা
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সভাপতি
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The Personal File treated as a confidential document. Administrative officer or assigned person, as delegated, will maintain/ update the personal files of the JPNUS offices except the one that belongs to him/her. All personnel documents are confidential and therefore, access to employee's personal file is restricted to the employee's Program In charge and senior management. On written request of an employee, Executive Director may allow the employee to see his/her personnel documents (with the exception of any confidential documents not to be shared with him/her; reasons must be described).

The personal files of ex-employees, subject to the final payment are made, will be destroyed after 3 years from the date of employee's separation. In such cases the concerned office will keep a record (note) of the destroyed files. In the event any dispute between JPNUS and Employee, the concerned file cannot be destroyed until the dispute is solved.

JPNUS Resettlement policy is based on the philosophy that resettlement is intended to provide the new employee a financial incentive and to financially support him/her to settled at new posting palace.

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সভানেতৃত্ব
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জেলা পানী বোর্ড
 কোলাপাথক
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 শ্যামদেব সাওতালীয়া।



26. Induction and Job Orientation:

Statements of Policy

Induction is defined as the act of introducing a new employee to a job in the organization. It is essential to ensure that new employees get off to a good start. In short, Induction is the guided adjustment of the employees to the organization and his/her work environment. It aims to build a feeling of confidence in him/her and to create the pride in the organization he/she works for. It is JPNUS policy to induct and orient all new and existing regular or long term contract employees to become acquainted with their new position as quickly and as beneficially possible.

Objectives

The objectives of the Induction/Orientation of the employees are to:

- Have an understanding of JPNUS mission, vision, values, philosophy, standard and approach.
- Get an understanding of JPNUS activities and his/her job.
- Develop favorable attitude towards the organization, its policies and its employees.
- Install a feeling of belonging to and acceptance in the organization.
- Generate enthusiasm and high morale.
- Build relationships with colleagues and key staff in the organization.

Induction / Orientation Program

The procedures of Induction will vary depending on Level of employee, for example, head of unit/supervisor, implementer or support staff;

Type of job to be performed by the employee, for example; Program, School, Finance, Technical, Administrative or Consultant.

Whatever the level and the job of the employee, some important area of Induction/Orientation (short or detail as deemed appropriate for the position) must be included in the orientation program of the employee.

Administration of Induction Program:

Administration of Induction and Orientation Program in the office is the responsibility of the concerned section/program In-charge in consultation with the Executive Director and should cover the standard induction program (see below). For any specific position or situation the Executive Director or head of HRD/Admin may suggest (or they may be consulted) if felt necessary.

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Contents of Induction/Orientation Program: A standard Induction Program in employees can include the following elements:

- Induction to colleagues
- Orientation to organization structures
- Provide important JPNUS documents for study
- HRD Policy
- Administrative Policies
- Accounting procedures essential for them
- Unit/Department/Program specific documents
- Last annual Report (for senior staff)

Personnel Policies such as terms of employment, employee and organization's expectation, leave and benefits, HRD process, working conditions and facilities, HRD Rules & Regulations and Administrative rules.

Job specific orientation, which includes the detailed duties and responsibilities, working relationship with other staff of the office.

Meeting with key staff

Assign any specific task and provide guidance the above list covers all area of Induction Program and to be used for a senior level position. Many of the areas are not applicable for junior level position, therefore, the concerned Supervisor/ in charge will choose the suitable area for the employee's Induction/Orientation Program.

Impact of Induction Program:

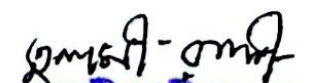
At the end of the Induction period, staff member(s) will write their views/comments and gaps in the induct process and will send it to the HRD/Admin with a copy to their unit in charge.

27. Calendar Year

JPNUS maintains January to December as its calendar year for the purposes of leave and all other working conditions. It is added here that calendar year will be maintained as per project design also.


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28. Officials Working Hours

JPNUS employees are required to work a minimum of 48 hours (8 hours a day including one hour lunch break) a week from Saturday to Thursday. Friday will be weekend day.

The Holiday shall be followed according to the holiday's list circulated by the JPNUS.

29. Staff Attendance:

It is the duty of all employees to report in time for work every official working day unless they are on leave, on tour or ill.

The attendance record from must be signed by all staff except Executive Director. The attendance sheet must be recorded/submitted to the Administration.

30. Telephone/Cell Phone & Internet:

Personal local telephone calls should be restricted to urgent matters only and not extend to social dialogue. Cell phone & internet bill will be paid as per below

A: Cell Phone & internet bill Tk. 999 per month.

B: Cell Phone & internet bill Tk. 799 per month

C: Cell Phone & internet bill Tk. 699 per month

D: Cell Phone & internet bill Tk. 599 per month

E: Cell Phone bill Tk. 200 per month

F: Cell Phone bill Tk. 100 per month

JPNUS authority can approve the cell phone bill of contractual staffs as per justification. Staff will not leave the office during working hours without approval of the Supervisor / in charge. In such cases the staff should also inform the Admin. Department and maintain movement register.

31. HRD Administrative Rules and Regulations:

Safety

- JPNUS will provide a work place free from recognized health and safety hazards.
- JPNUS will immediately report any unsafe conditions (if any) to the Head of
- Administration in the respective office. All injuries shall be reported immediately to the Supervisor / in charge and the
- Head of HRD/Admin or in their absence to the Executive Director.

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জাতীয় প্রতিবন্ধী নারী উন্নয়ন সংস্থা
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months. After completed the successfully probationary period he/she will regularize with level & grad of salary according his/her performance. During the probation the concerned Supervisor/In charge will closely guide and observe the employee's job performance and conduct.

Notice period for the JPNUS employees during probation are usually 30 days with the exception for few contract employees if stated in their appointment letter.

36.2 Expire of Probation

At the end of probation period the concern Supervisor/In charge will prepare a brief performance appraisal with regard to employee's performance level, conduct and suitability for the position and submit it to the Executive Director through head of HRD/Admin with recommendation for confirmation, extension of probation or termination.

At the end of successful completion of the probation period, Executive Director will issue a confirmation letter to the employee.

The probation period for JPNUS employees may be extended by one additional period of 2 months only in the event it is deemed.

If the performance level of the employee on probation is not found to be up to the standard required by JPNUS, he/she may be released from service with 7 days" notice, or otherwise, as stated in the appointment letter.

36.3 Benefits during Probation

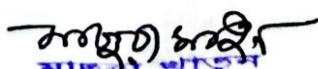
Period During the probation period an employee shall be entitled to the following remuneration and benefits:


- Monthly salary and other approved benefits.
- Annual leave at the rate of 1 day for each completed month of service.
- On confirmation, employee will be eligible for all admissible benefits according to the JPNUS HRDP Policy.

36.4 Salary Administration and Salary Structure

JPNUS basic guidelines for salary and administration are:

1. On recommendation of the Salary Review Committee and after rectified by the Executive Director of JPNUS shall determine salary rates for the organization.
2. JPNUS will evaluate each job in terms of its relative responsibility level and value to the organization as a whole. JPNUS will hire employees on probationary status expect the employees on temporary basis.


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3. JPNUS shall establish specify pay grade for each job accompanying salary range for all employees. The employee will remain in the step he/she occupies until he/she is awarded increment, promoted or the job classification changes.

4. Annual performance appraisals for an employee will be making each year in January/ as per project design. The annual salary increases, effective from 1st January each year/ as per project design.

37. Salary Related Records

JPNUS will maintain and keep the employee's salary related records such as leave, change of salary status, addition or deduction of salary, increment, promotion, performance appraisal.

38. Policy conformity

The salary administration policy shall be consistent with the policies guidelines stated in all other employment policies, especially Position and Grade structure and performance appraisal policies.

39. Salary Structure

JPNUS will provide salaries to its regular and contract staff according to the JPNUS Project Budget head.

The features of the salary chart are stated below:

JPNUS Maintains a degree of fairness between the pay allocated to jobs having deferent levels of skill, responsibility and experience.

Employees" moves upwards in the JPNUS will reflect the good performance, increased skills; work related knowledge and / or years of work with JPNUS.

The salary structure will be reviewed after every three years must depend and the organization's fund position and the local market inflation.

40. Salary fixation

New Hires

The salary for the new hires will be fixed based on the position level, the applicant's qualification, skills, experiences and the budgetary provision.

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Existing employees

Due to revising of salary structure, an employee's salary will be adjusted in such a way that the new salary shall not be less than his/her current salary.

41. Salary Increment

An employee will be awarded an Increment equivalent to 12% to 15% increase of his/her present basic salary by placing him/her at the next steps of his/her level as per the salary, based on performance appraisal. If not matching step of salary chart JPNUS authority can approved special amount for matching.

42. Promotional Increases

A staff may be promoted on the basis of his/her performance appraisal. In such cases the staff shall be assigned with the appropriate Grade (but not more than one Grade). For a promotion to higher Grade staff will occupy the step of the upper grade in such a way that he/she receives an increased salary not less than his/her one step increment at the current grade.

43. General Increases

All regular and long term contracts JPNUS staff will be automatically eligible for general increases as a result of revising the salary structure or general raise, where the changes effect their positions, grade and step.

44. Remuneration and Benefit Package

All regular and long term contract employees, irrespective of probationary or confirmed, will be compensated monthly for their services rendered to JPNUS corresponding to the Grade/Step and Position he/she holds. Employees who are on short-term contract or on casual status will receive salaries as per their respective terms and conditions.

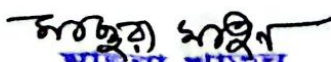
JPNUS salary is defined as gross salary. The breakdown of the gross salary, as calculated by JPNUS Finance Department, is availed with HRD/Admin Department.


Salary payments shall be paid between 28 th to 30th of each month unless or otherwise instructed by the Executive Director.

An employee shall be paid his/her salary for any fractional period of a month as per the following formula:

Monthly salary X Days worked in that month.

Deductions from employee's salary shall be made automatically for the following reasons:


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Unauthorized absence, leave without pay or suspension.

Damage to, or loss of goods expressly entrusted to the employee for custody, or for loss of money for which he/she is accountable, when such damage or loss is directly attributable to his/her negligence or default.

Recovery of over payment of salary, allowance or benefit.

Provident fund contribution (if any).

Deduction will be made through salary vouchers and will be the responsibility of the financial department. The Supervisor / in charge will provide information regarding salary deduction.

45. Staff Festival Bonus

One Festival Bonus will be paid to the confirmed staff of JPNUS as per the under mentioned criteria during the calendar year at least before 15 to 20 days. If any staff not getting confirmation, his or her festival bonus will be paid by pro rata basis from joining date. This will be paid at time of the one major festival of Muslims, Hindu, Christian and Buddhist staff as following:

Muslims	Eid-ul-Fitr
Hindus	Durga Puja
Christians	Christmas
Buddhists	Buddha Prunima

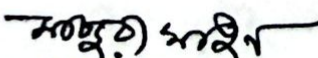
Each festival bonus will be equivalent to one month's gross salary.

No advances on the festival bonus will be allowed under any circumstances.

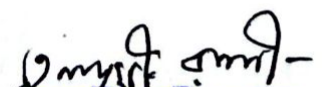
If any staff has already received a festival bonus and immediately resigns or separated, JPNUS will not take any action to recover the same.

46. Cost sharing.

Ensuring quality and monitoring of the projects, responsible persons from head office will be entitled Salary and benefits. Partial Utility support, entertainment & equipment, office rent and organizational development.


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47. Provident Fund:

The Provident fund facilities shall be provided to the confirmed regular employees of the organization who shall contribute to the fund at the rate of 10% of their basic pay per month. A separate bank account will be maintained for this purpose. If an employee leaves the organization:

Before completion of 2 years of his/her membership he/she will be eligible to receive his/her own contribution only;

After the completion of 2 years but prior to completion of 3 years, he/she will be eligible to receive his/her total contribution and 50% of the contribution from the organization. If organization can manage that capacity otherwise only his own fund will be returned.

After completion of 3 years, he/she will be eligible to receive his/her total contribution plus an equal amount from JPNUS. If organization can manage that capacity otherwise only his own fund will be returned.

JPNUS staff forum:

For the benefit of the staff JPNUS management will allow staff to form a forum by which they can save money voluntary basis and can organize other activity for the betterment of the organization.

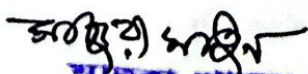
48. Holidays


All regular and contract employees of JPNUS irrespective of being on probation or confirmed, shall be instilled to observe the official holidays with full pay unless the conditions of work.

Head of Admin will prepare a yearly holiday list each year by taking into consideration the National Holidays as declared by the Govt. of Bangladesh. Once the holiday list is approved by the Executive Director list will be issued before the Calendar year slants, and become valid for the office.

In the event of no scope to communicate the decision for any such unanticipated announcement the staff may observe the announced holiday. No further day can be allowed in the event a holiday falls on a Friday. Some of the listed holidays are subject to moon appearance and Govt. announcement.

JPNUS office will remain closed on Friday in a week. All staff shared is available to work on Holiday when requested.


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49. Leave-general Policy

All regular and long-term contract staff of JPNUS shall be entitled to leave with full pay. Leave shall be granted in the form of full or half days.

Prior to taking leave, staff will fill out the prescribed Leave Application Form a request approval of the concerned Supervisor /In-charge and submit a copy to the Administration Department for record and update the leave register. The senior staff will get their leave approved by the Executive Director and it will submit a copy to the Admin department.

If the leave request is not approved or the leave is postponed, the reasons for refusal or to the Admin department postponement shall be recorded in the form. The leave application form shall be kept in general leave file and leaves are recorded in the leave register.

In the event an employee requires to extend the leave, the employee shall apply to his/her Supervisor / In-charge at the earliest and in so far as is possible the concerned Supervisor / In-charge of Administration Section will send a written reply to the employee's address (as he/she has given in the leave request form) either granting or refusing the requested extension of leave.

If the employee remains absent without authorization he/she shall be asked to explain in writing to the In-charge the reasons for the unauthorized absence. Failure to explain to the satisfaction of the employee may result into suspension of the employee as a measure of punishment, for a period not exceeding seven days. The employee shall not be entitled to any financial benefits for such period of unauthorized absence and suspension.

Each concern Supervisor / In-charge must report any unauthorized absence of more than two days to the admin for their information and future actions.

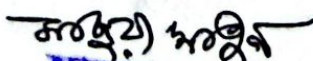
Official weekends and holidays will not be treated as the day of leave.


Leave records of an individual employee must be kept in the general leave files of the respective office Administrative officer will prepare a six monthly and yearly leave statement for office record and for notice board of the concerned section.

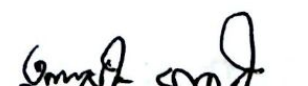
50. Annual Leave

Annual leave will be 24 days for all JPNUS staff. The JPNUS annual leave period is from 1 January to 31st December for all staff. Any balance unused leave will automatically be lapsed after 31st December.

All confirmed employees would be credited in advanced for annual leave on 1st January of each calendar year. All employees shall apply at least 5 days in advance to avail annual Leave; however, for a single day or for emergency/unanticipated circumstances the requirement for applying in advance is not mandatory.


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51. Medical Leave

A confirmed staff of JPNUS is eligible for Medical leave only when he/she is sick and unable to continue work to attend work. The employee shall inform his/her In-charge as soon as possible on the first day of absence.

A maximum of 14 days Medical leave may be granted in a year, which cannot be accrued in advance.

Medical leave of consecutive 3 or more days should be supported by certificate issued by a legitimate Medical practitioner. In the event an employee needs leave more than 3 days for sickness he/she must inform the head of HRD & Admin, the same along with doctor's certificate indicating the expected date of joining. Program In charge/Supervisor and head of Admin will closely monitor the Medical leave availed by the employees. Any abuse of Medical leave by the employee shall not be accepted by the JPNUS and disciplinary action will be taken for such abuse.

In the event Medical leave is extended staff may apply for leave to be deducted from their annual leave entitlement.

52. Maternity Leave

An expectant female employee shall notify the In-charge/Supervisor, head of Admin in writing and apply for maternity leave at least Seven months prior to the expected delivery date. The concerned female employee will also inform the Supervisor /In charge or head of Admin. After the child birth to regularize her leaves and updates her personal record.

Entitlement:

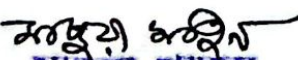
- Maximum 16 weeks (usually 08 weeks before and 8 weeks after delivery).
- Female employees are entitling to maternity leave in only two occasions during her tenure of service with JPNUS. It is applicable only for 2 issues. During her leave period contract staff will be recruited for the post.

52.1 Paternity leave:

Organization will provide 07 days paternity leave two times in his service life.

53. Special Leave

JPNUS authority can sanction maximum 10 days special leave for all employees in a year separately or with any occasion.


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54. Leave without pay

Leave without pay may be granted (with a limit) if an employee requests such leave and in the event no leave due to his/her.

Unconfirmed staff- Not exceeding 5 working days

Short terms contract staff- Not exceeding 5 working days

Confirmed staff- Not exceeding 20 working days in a year

Such leave cannot be availed with prior approval by the Executive Director and based on recommendation of the respective Supervisor / In-charge.

Absence without authorization shall be treated at leave without pay when the Executive Director is not satisfied with the employee's explanation.

An employee shall be entitled to all applicable benefits except gross salary while on leave without pay, for a maximum of one calendar month, subject to rejoining.

In exceptional case, a confirmed employee may request leave without pay for more than one month for a valid reason, and only the Executive Director may grant such leave. This concerned employee, in this case, shall not be entitled to gross salary or any other monthly allowance during the leave without pay period. If the employee takes part any long term training which will be benefiting for the organization in that case executive director may approve leave with pay.

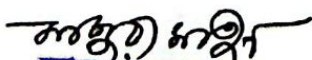
55. Probationary staffs Leave


All probationary staff, irrespective of regular or long-term contract, will be entitled to 1-day leave per month. This is intended to cover any and all types of annual, personal, sick, emergency etc. Leave beyond his/her credit will be considered as leave without pay. Any balance leave credited for employee during probation period will be treated as annual leave and added to his/her credited annual leave after confirmation.

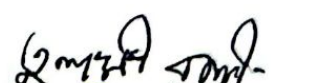
56. Annual Increments

Annual Increments are awarded once a year effective 1st July/ as per project design based on employee's performance appraisal.

No unconfirmed staff will be eligible for annual increment. Probationary staff, if appointed before 1st April, will be eligible for increment at the time of confirmation of his/her employment in the following year.


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Annual Increments are subject to satisfactory performance of staff throughout the year, and are not automatic. Therefore, if the performance appraisal of a staff is not satisfactory, she/he will not receive any increment.

The receipt of a warning letter usually results in the loss of annual increment depending on the reason for the letter and amount of improvement in the employee is observed after issuance of the letter. Supervisor / in charge will give importance to this point while making comment in the performance appraisal form.

Under very special circumstances a two-step Increment may be recommended for and employee's extra-ordinary performance and must be supported by the rationale.

57. Promotions

Promotions are only given for employees who will undertake/demonstrated higher responsibilities and possess the qualifications and skills required for the proposed position.

All promotions are subject to an existing vacancy in the organization if within budgetary levels.

All Promotion must be supported by a performance appraisal with rationale either in annual review or in other time. An interview or examination may also be arranged if deemed necessary.

While recommending / granting promotion, JPNUS position, grade and salary chart must be referred to so as to ensure that the appropriate job title and salary is given in the new position.

Upon promotion a new job description will be provided to the employee.

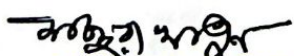
58. Staff Training

Statement of Policy


JPNUS is committed to provide training to a wide number of staff at all levels. And based on the results of how staff uses their training, further identify a selected number of staff that can then be trained in the areas of program and policy communications. JPNUS will build a cadre of staff who are able to firstly understand the complexities of program work, and secondly JPNUS staffs are able to transfer this understanding to a much wider audience than is currently undertaken.

Employee's capabilities continuously must be acquired, sharpened, and used. In this view JPNUS recognizes staff training as the most important method of Human Resources Development in the Organization.

JPNUS believes that appropriate forms of training and education contribute to Human Resources Development by the way of upgrading the job skills and benefit both employee and the organization.


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Employees must be systematically trained if they are to do their jobs well. No matter how carefully staff has been selected or how much aptitude they may have for their jobs, systematic training is essential if they are to reach a satisfactory level of job performance. Moreover, a training program gives management an opportunity to explain carefully and clearly its policies, rules and regulations. It must be emphasized that training is not concerned only with new employees but also is necessary for the employees' career growth in the organization.

JPNUS objects for the Staff Development and Training are below:

- To help the staffs learn how to perform their job or do it better and teach the new staff, counterparts and beneficiaries.
- To encourage staff to acquire new skills or to improve their existing skill and increase their job knowledge and efficiency.
- To provide appropriate training as per the need of the employee and within available resources of the organization.
- To identify the potential and suitable employees for further positions.
- To keep abreast of development in the JPNUS's operation
- To keep abreast of changes occurring outside JPNUS this can be incorporated within the organization for quality performance and organization development.

59. Types of Training 1

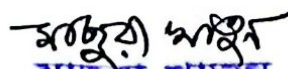
JPNUS will have various types of training which are stated below:


In-house Training

JPNUS shall provide training to staff by using the skill and experience of any senior staff, in house trainers or consultants. In-house training will be designed and managed by the concerned section, or office or may be in collaboration with the HRD division. On the job training, classroom training or combination of both and any arranged special training is the examples of the in-house training.

External Training

This is especially valuable if the external training can provide expertise or sharing of experiences at is not available in the organization. For some employees external training may be utilized to enhance, update, or develop specific skill. JPNUS employees who received external training will subsequently orient colleagues and counterparts. If any staff selected for aboard training or long


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course training he/she will bound to continue his/her service in JPNUS at least 1 year. If not he/she will bound to deposit/refund all expenditure of that training in JPNUS general fund.

60. Disposition

If a staff member's performance is found to be poor then he/she may be subject to any change of assignment, transfer, demotion, termination or any disciplinary actions if decided so. However, the required procedures must be followed if disciplinary action like dismissal is recommended.

All recommendations of disposition must be disposition with rationale and should be consistent with the employee's performance evaluation.

61. Career Growth

JPNUS within its limited scope will create the opportunities and make appropriate investment for progressive career growth of staff in the organization. Career growth may involve staff promotion to higher grades with increased responsibilities or may involve lateral change in responsibilities with prospect of broadening the employee's career and promotion in future.

Opportunity for career growth and promotion will result only from vacant creation of new positions involving increased or different responsibilities as per the need of the organization.

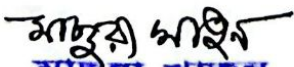
62. Human Resources Information

All appropriate information about employees should be stored in central human resources data bank in the office. This includes all basic information about each employee, such as, academic and professional education, type of job performed before, training programs attended, general skills, professional skills, special skills, performance records, potential appraisals, accomplishments etc. This data is utilized whenever there is a need to identify employees for consideration for special job, additional training, or higher-level jobs, promotion, transfer and endorse.

ONUS will also keep its ex-employee's data who have resigned, terminate, dismissed, retired made redundant. The data includes past performance level, length of service, reasons of separation, mode and data of separation, final settlement etc. The HRD/Admin Department will initially start the keep HR information gradually.

63. Conduct and Discipline.

All staff of JPNUS should observe the rules of good moral conduct in their official as well as personal activities and not act at any time in way which may bring discredit to JPNUS. Employees should be well-behaved, diligent, polite, dignified in manner and behavior and maintain a good respectable relation with other employees and also be friendly but professional in dealing with colleagues. An employee must be punctual in attendance and discharging his/her duties. An employee should be honest, sincere and well conversant with the JPNUS rules and


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regulations and be loyal to the organization. An employee shall not have a direct financial interest that conflict with the employee's duties and responsibilities. An employee should be particular in cleanness and tidiness. For the purpose of furthering a private interest, a JPNUS employee shall not, directly or indirectly, use or allow the use of official information or disseminate/disclose official information, which may cause harm to the office and its administration. Undue advantage regarding the use of JPNUS property directly or indirectly, or strictly prohibited. This includes all JPNUS property from vehicles to telephones and office equipment's etc. Each employee has a duty to protect and preserve JPNUS property, including vehicles, equipment, appliances, furniture and other items. An employee shall not engage himself/herself in criminal, immoral or disgraceful and other activities prejudicial to JPNUS. An employee must do nothing that may cause emotional, physical or financial harm to the individuals, families or communities that JPNUS is committed to helping. Breach of any of the ruled in this manual will make and employee liable to disciplinary action against him/her as per JPNUS policies. Acts of undue/unnecessary, physical or psychological sexual harassment, by any employee towards other JPNUS employees or others, will result in disciplinary action. Complaints of sexual harassment should be reported (in writing) to the immediate supervisor/in charge, HRD chief / Executive Director as deemed appropriate. When reports are lodged, an internal investigation will immediately be conducted. The Executive Director (depending on personnel involved) will take appropriate action based on the finding of the investigation. In cases where the person lodging a complaint is found to have falsified the complaint, disciplinary action will be taken against that employee.

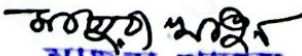
64. Disciplinary Procedures:


64. 1 Statements of Policy

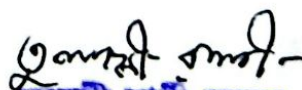
By accepting an appointment with JPNUS and employee agrees to work in a responsible, disciplined harmonious and productive manner, to be loyal to the organization and to act in matter conductive to the accomplishment of the organization's objectives.

The objective of the disciplinary action should be to motivate the employee to improve performance and not to alienate him/her from the organization. Disciplinary actions should address behavior within the control of the employee and whenever possible provide guidance towards improved behavior.

Any act of misconduct shall be dealt with according to the disciplinary guidelines. Disciplinary action depending upon the gravity of offense shall be decided by the Supervisor/ in charge, HRD/Admin or Executive Director depending on the responsibility level.


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64.2 Disciplinary Actions

A. Minor Offense:

For a minor offense or for deterioration of employees' performance level, a meeting between the employee and his/her in charge/Supervisor or designate will be conducted to informally resolve the problem as soon as possible after it occurs. In some cases of minor offense where documentation is necessary, the in charge/Supervisor in consultation with head of HRD/Admin. Or Executive Director will issue a letter of advice to the employee concerned stating how the employees can improve his/her performance.

B. Minor Misconduct:

After found guilty of minor misconduct but not deemed grounds for dismissal, the employee shall be subject to the following action:

On first offense, a warning letter will be issued describing the offense and / or that performance should improve over a specified time period.

On any further offense, or in the lack of improvement over specified period of time, the employee shall be issued a "Final Warning Letter".

Any occurrence of offense after final warning letter may result in the dismissal of the employee provided that the appropriate disciplinary procedure for dismissal is followed.

Usually the head of HRD / Admin will issue the warning letter, however, if necessary, Executive Director will issue the warning letter based on the evidence/written documents. The employee will receive the warning letter by signing and date on it. The word termination should not be incorporated or written in the warning letter.


A warning may result in the loss of increment for the year after considering the reason and gravity of the offense.

C. Misconduct:

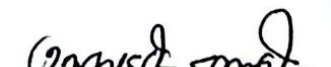
An employee may be dismissed if he/she is found guilty of the charges of gross misconduct.

No order for dismissal of an employee shall be made unless. Allegation against the person is recorded in writing. The person is given a copy thereof and not less than 10 days time for submitting his/her written explanation to the authority who has issued the show cause letter.

The person is given a personal hearing if such a prayer is made and the management approves of such order.


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65.1 Investigations:

The alleged offense shall be reported, in writing, immediately to the concerned in charged/Supervisor, head of HRD/Admin., Executive Director. The head of Admin./HRD chief or Executive Director if deemed necessary, will designate a person to investigate and prepare a written report on his/her findings.

65.2 Show cause/ Explanation:

JPNUS recognizes that all of its employees have their own right. Each employee has his/her own duties and responsibilities to perform to satisfaction of the management, and adhere to all office policies, rules and regulations. However, if an employee is convicted for an offense or is considered guilty of misconduct as per HRP Manual, JPNUS shall be obligating to show cause him/her to ensure proper justice to him/her.

The Show Cause/Explanation letter is asking the employee to show cause why disciplinary action should not be taken against his/her for the offense of misconduct. The show cause letter must state the specific allegation and time frame within the employee's written explanation should reach the authority who has issued the show cause letter. Where necessary, head of HRD/Admin should be consulted before issuing a show cause letter.

65.3 Suspension Pending Inquiry:

An employee charged for miss conduct may be suspended pending inquiry into charges against him/her and unless the matter is pending before any court. The period of such suspension shall not exceed sixty days.

An employee, who is suspended, must be paid subsistence allowances equivalent to half of his/her salary.


An order of suspension shall be in writing and shall take effect immediately on delivery to the employee.

65. 4 Hearing/Board of Inquiry

On receipt of the employee's explanation, the head of Admin./HRD shall issue a notice of inquiry to the employee to hold a hearing of the case.

An inquiry board will be formed, comprised of maximum two or three senior JPNUS confirmed staff members to adequately consider the explanation given by employee against whom the charges are brought in the show cause notice. To make the inquiry fair, every possible step shall be taken, especially in choosing the board members.

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মাহুলা মাহুলা
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চরিত্রা প্রতিবন্ধী নবী উন্নয়ন সংস্থা
শ্যামনগর, সাতক্ষীরা।


 ଅକ୍ଷୟୀ ଆଦମ୍ବା
 ସମ୍ପାଦିକା
 ଜାତୀୟା ଉତିବିଧି ନାରି ଉନ୍ନୟନ ସଂଘ
 ସାଧ୍ୟମଣ୍ଡଳ, ସାତଶିବୀ ।

ॐ नमो भगवते वासुदेवाय
 भूमीतानी यशस्व
 एकाधिका
 यशोपतिनी नारी उद्भूत नर
 व्यायमन, मातकीरा ।



Any supervising staffs who issues/signs the charge-sheet, show cause notice of inquiry, suspension order or dismissal letter, or representative from HRD/Admin or who make the final decision of the matter, cannot be member of the inquiry Board.

The inquiry board shall call in the accused employee and read the charges against him/her as per show cause/explanation letter and state the employee's explanation.

The accused employee may reply to the questions and may ask additional remarks which should be recorded in writing, by the inquiry officers.

The accused employee has the right to say and ask anything else or to produce any witness.

The witness either from the employee or from the employer's side if any, should be examined or cross examined by the inquiry officers and by the accused employee. The statements of the witness should be recorded in writing; the witness will sign the paper on which his/her statement was recorded.

The evidence in support of show cause letter and charge brought against the employee are to be noted, the evidence produced by the accused employee are also to be noted. Upon completion of the hearing the inquiry board shall read out the entire hearing in presence of the accused employee after which the employee and the board members will have to sign on every page on the minutes of hearing.

The inquiry board then shall submit a full report to the Executive Director on the outcome of hearing along with their comments/recommendations. If requested by the Executive Director, the head of HRD/Admin will review the documents for legal requirements.

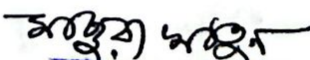
65.5 Action

In awarding punishment the Executive Director shall take into account the gravity of misconduct, the previous record, if any, of the employee and any other extenuating or aggravating circumstances that may exist.

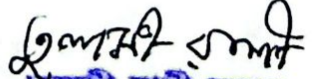
If on inquiry an employee, who was suspended, is found guilty of any charges alleged and is punished under the JPNUS HRP manual the employee shall not be entitled to any wages except the subsistence allowance as HRD policy.

If the employee is found not guilty, he/she shall be deemed to have been on duty during the period of suspension pending inquiry, if any, and shall be entitled to his/he wages for such period of suspension and the subsistence allowance shall be adjusted accordingly.

In case of punishment, a copy of the order, inflicting such punishment shall be issued to the concerned employee.


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On establishing the fact that an employee has committed a major misconduct he/she may be issued a notice of dismissal from the organization provided it is approved by the Executive Director.

No dismissal or suspension order can be issued retroactively.

If any employee refuses to accept any notice, letter, charge sheet, order or any other document addressed to him/her, it shall be deemed that such notice, letter, charge sheet, order or the document has been delivered to him/her if a copy of the same has been sent to the address of the employee as available in the office record, by registered post and copy of the same has been posted in the office notice board.

The procedure of disciplinary action must not be delayed, unless there is any valid reason.

65.6 Punishments

Within the schedule of powers and subject to these Rules and / or in force the head of HRD/ Admin. For Executive Director may at their discretion award any of the following punishments.

Verbal Warning:

Related in-charge/supervisor will have face to face verbal warning arising issues for 2 times.

Written Warning

Suspension as a measure of punishment for grave offenses, may be invoked for a period not exceed 7 days which the employee is not entitled to any financial benefits whatsoever.

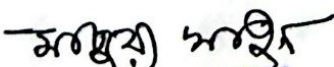
Demotion

JPNUS authority can give demotion of any staffs considering his/ her performances up to the satisfactory level.


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66. Resignation

Regular, Contract and Probationary Employee of JPNUS may resign from the service with one month's notice. Otherwise he/she will pay to JPNUS general fund Taka equivalent to one month salary.


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A confirmed employee, when resigns, shall be entitled to the following benefits:

- Unpaid salary and allowance up to the last day work. (A deduction of salary and allowances will be made if the employee as per policy of JPNUS HRD gives the required notice.
- Employee's own contribution to Provident Fund, if any.

All resignation letters must be addressed to the Executive Director through the respective Supervisor/ in charge. On receipt of the resignation letter Executive Director or his/her designate will issue acceptance letter requesting to handover the charges, materials, equipments or outstanding obligations and to take clearance / release certificate from to the respective unit final payments is made.

67. Redundancy

In case when a post or a number of staff positions are deemed necessary to become redundant due to the work pattern, reducing the organizational activities, abolishing the position or otherwise for valid reasons, staff will be notified with 1 month written notice, in such case the staff concerned will be entitled to the following benefits. 3 month gross salary, In case a redundant staff decided to resign immediately upon receiving the redundancy notice, no salary will be paid.

Upon salary and allowance up to the last day of work.

Employee's own contribution to Provident Fund, if any.

Organization's contribution to Provident Fund, if any.

All redundancy is subject to the Executive Directors prior approval.

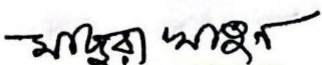
68. Termination


Termination is used when removal of a staff member by other means is not deemed appropriate.

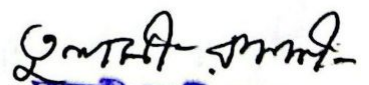
Termination is the prerogative of the Employer and this action can be taking even without any disciplinary reasons. A probationary employee may be terminated without notice.

A short-term contract service may be terminated by either party with or without notice as stated in the contract of employment. The reason for the termination must not be given in termination letter. Executive Director must authorize a termination of confirmed staff.

A terminated employee, depending on his/her employment status shall be entitled to the following benefits:


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Confirmed employee:

Two month's gross salary in lieu of notice.

Unpaid salary and allowance up to the last day of work.

Employee's own contribution to Provident Fund (If any).

Organization's contribution to PF (if any).

Employee on Probation:

Unpaid salary and allowance up to the last day of work. Employee on contract status: The benefit will be as per the terms and conditions stated in the contract of employment.

69. Discharge

An employee may be discharged from service for reasons of physical or mental incapacity or for continued ill health or such other reasons not amounting to misconduct. A medical board comprising of two doctors must be formed to examine and make recommendations.

Probationary employees are terminated (without notice) and cannot be discharged.

The Executive Director must authorize all discharged.

The employees who are discharged on Medical grounds shall be entitled to:

One month's notice or gross salary in lieu thereof.

Unpaid salary and allowance up to the last work.

Employee's own contribution to Provident Fund, if any.

Organization's contribution to Provident Fund, if any.

70. Dismissal

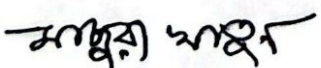
An employee may be dismissed without prior notice or pay in lieu thereof or any compensation, after following the disciplinary procedures –

If he/she is convicted for an offense involving moral turpitude, or


If he/she is found guilty of misconduct.

The following acts and omissions shall be treated as misconduct:

- Willful insubordination or disobedience to any lawful or reasonable order of a supervisor;



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- Theft, fraud or dishonesty with the employer's activity or property;
- Taking or giving bribes or any illegal gratification in connection with his/her Employment under the employer;
- Habitual „absence without leave“ or absence without authorized leave for more than five days;
- Habitual late attendance;
- Habitual breach of any Government Law or office rule or regulation;
- Riotous or disorderly behavior or any act subversive of discipline;
- Habitual negligence or neglect of work;
- Falsifying, tampering with, damaging or causing loss of employee's records.

When an employee is dismissed he/she shall be entitled to the following benefits:

Unpaid salary and allowance up to the last day of work. (No salary other than the half already paid for the employee who was under suspension).

Employee's own contribution to Provident Fund, if any.

71. Clearance Certificate and Final Settlement

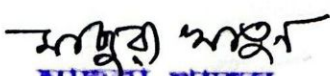
An employee, prior to his/her release from job through resignation or any action initiated by the organization, he/she must do a turnover of his/her responsibilities to his/her supervisor or to a staff as nominated by the JPNUS office.


An employee who resigns, or is terminated, discharged, made redundant or dismissed must have a clearance certificate from the concerned unit/sections of JPNUS and then submit copy of the same to the accounts section before receiving final payment.

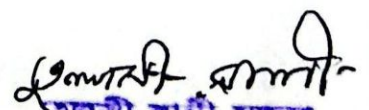
The concerned unit/section/Admin will be held responsible for advising or making final payment without receiving the clearance certificates.

The clearance certificate along with the separation letter and advice for payment shall be kept in the employee's personal file.

The final settlement must be approved by the Executive Director in advance and shall be signed by the outgoing employee indicating that he/she agrees with settlement and nothing is due to him/her form. The final settlement statement, upon completion, shall be kept in the employee's personal file.


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72. Service Certificate

JPNUS employee, who resigns or is terminated, discharged, dismissed or made redundant are entitled to a service certificate. The Executive Director will sign off the service certificate.

73. Travel Allowance.

Any employee travel anywhere in Bangladesh s/he will take approval from his/her immediate supervisor before starting his/her journey. If any staff travels in aboard s/he will take approval from executive director.

Any employee traveling on duty or transfer within Bangladesh shall be entitled to get travel allowance for food, transport and if necessary to night halt then hotel rent.

74. Disbursement of travel allowance:

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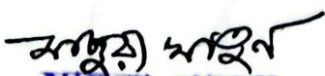
If any staff travels in outstation he/she will get Peridium following under the table;


Meal	Level of position		
	Executive Director to Deputy Director	Assistant Director to Manager	Below Manager to Project/Support staff
Breakfast	150	100	75
Lunch	350	350	325
Dinner	250	250	250
Total in BDT	750	700	650

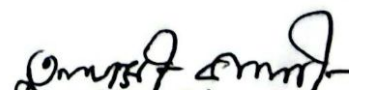
Transport allowance:

a) Executive Director for traveling outstation s/he will be allowed to avail the 1st class /AC Bus train transport & Air (Air Bus). 1st class hotel rent will be payable

b) Project/Program Coordinator, Head Manager Finance and Admin, Accountant, Program Supervisor, S.N.T/C.V/Union supervisor is entitled to get the 2nd class train, non Ac bus facility and hotel rent in the normal class will provide by the Office.


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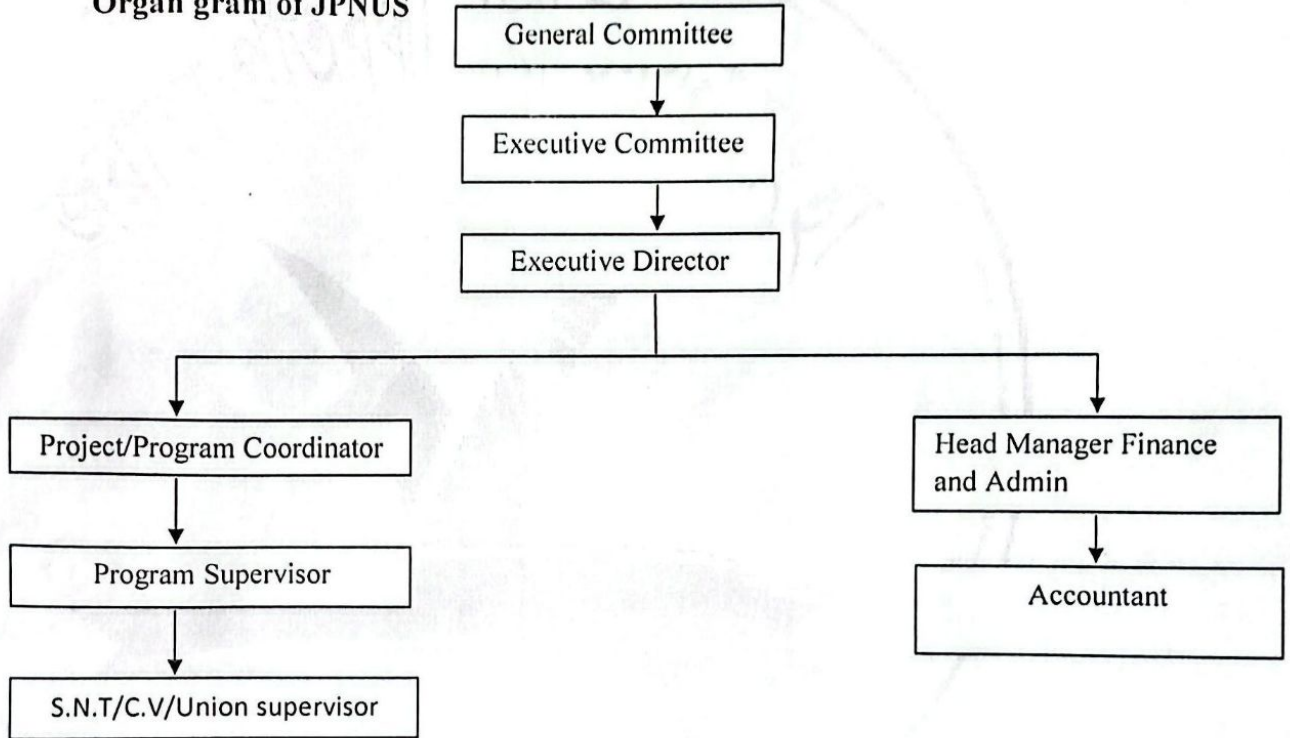
If any staff travel in aboard s/he will get actual transport and accommodation cost and avail per diem cost as bellows;

South Asia per day - 60 \$ (USD)

Europe and others region – Per day - 100 \$ (USD)

75. Annex-1

Organ gram of JPNUS



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সম্পাদিকা
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END

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