

**THE PRESIDENT OF THE TRANSITIONAL FEDERAL
GOVERNMENT OF THE REPUBLIC OF SOMALIA.**

**LAW NUMBER 11
BAIDOA 05-12-2006**

The president of the Transitional Federal Republic of Somalia,
Having seen; the Article 44(4) (b) of the Transitional Charter;

Having seen, the suggestion of the acting speaker of the parliament who is as well the 2nd Deputy of the Speaker, stated in the letter with Ref. NO-TFP/2/237/06, dated on 4th December 2006, by which the parliament has approved the law for the Civil Servant of the Government;

Having acknowledged the need for the implementing the law of the Civil Servants of the Governments has accepted and hereby approved the implementation of this law for the Civil Servants of the Government.

**ABDULLAHI YUSSUF AHMED
THE PRESIDENT OF THE TFG OF THE SOMALI REPUBLIC**

THE LAW FOR THE SOMALI CIVIL SERVANTS NO.11.

PART ONE

GENERAL PROVISION

ARTICLE ONE

WORD DEFINATION

The following words are, unless otherwise translated in another way within this code meant as in each word is defined respectively here below:-

- “Council of Ministries “ is meant for the Prime Minister & Ministries
- Level is meant similar or same Grades that march together and their steps as specified in Article 4 and the attachments of this code/law.
- Family: is composed of the employee (workers) and his/her spouse and their children under the age of 18yrs & any other persons he/she is responsible of as stated by the regulation of The Somali family.
- Rank is meant the parts of the levels for grade seniority.
- Head of the institution is meant:
 - (a) The President of the Republic.
 - (b) The Prime minister of the authority.
 - (c) A minister of a ministry.
- Officer: is meant -head of a government institution constituted legally but not coming under a Ministry.
- Salary is meant the money paid to an employee every month as his/her right as Stated in the annex of this code.
- Government institution is intended for: the presidency, office of the prime minister, Ministry, Agency ,Municipal, Council, Bank or projects owned by the Government or that are prostates (partially owned by the Government) National Commissions & Regional and district administrations.
- (National service) is meant any service or work of the state/nation that stands for the common interest of the nation.
- Judiciary; is meant for the judicial Bodies.
- Pension is meant a person who retires from Government service after having served for at least 20 consecutive years or allowed, as such by the law. This person will be paid as a reward some money for having put his/her youth capability and work into his/her motherland during his/her service period in the Government.

RETIREMENT AND RETIRING: Are other words by which this law uses of the same meaning
As for the above?

- **Occupation:** is a type of work that gives a person ability to learn or know and work by hand or Mind.
- **Tradecraft:** is work of skill that requires a certificate or testimonial for one to acquire

And to have experience in skill for both manual and theoretical practices.

- **Apprentice:** - is a person under a training in order to promote him to level of an assistant Professional person, or a professional not in the Government institutions.
- **Assistant professional:** is a person at a higher level than a normal worker but his Experience and knowledge capacity are not at a skilled professional.
- **Grade 3 professional:** is a person that has acquired a manual skill through experience or Exercise and has passed the evaluating examination for grade Three level.
- **Grade 2 professional:** is a person capable of finding out and rectifying a technical problem and is able to replace part of equipment technical while having passed the exam for evaluating the professional of the second.
- **Higher level professional:** 1st level professional: is a person with the capability of getting and rectify a technical problem and able to know or discover the cause of the problem with the required theory as well and have successfully passed the exam for evaluating the first grade (level) professional skill.
- **Technician Grade 3:** is a person possessing the certificate of technical secondary school Or its equivalent.
- **Technician Grade 2:** is a person who after having completed a technical secondary School has taken:-
 - (a) At least two years of training course relating to the knowledge about his/her work.
 - (b) At least one year of technical training in relation to the knowledge of his/her work and at Least two years of field-work experience excluding the training.

ARTICLE 2

AFFECTING

- 1- this code or law affects the permanent employees of the Government
- 2- This code does not affect:
 - (a) The state leaders who came to office by election.
 - (b) The casual employees or worker under contract or Agreement who work for the Government.
 - (c) The employee of the private institutions and cooperation's which Government owns no' part.
 - (d) Members of the armed forces, police force and para-military force.

PART TWO

THE FORM

ARTICLE THREE

1. Every position/post shall have a Rank, duties and Responsibility recognized in short form as A, B, C, D.
2. General number of an institution's positions set up for the revenue of the Government and those not assigned for any revenue shall collectively form the institution's structure and shall be organized in special Regulation.

ARTICLE 4

THE LEVELS

- 1- The following levels shall come to exist:
 - **Levels (A)** and **(AY)** head of administration and professional scholar.
 - Level **(f)**-technical i.e. a person with a secondary level certificate or a higher one Of technical skill or equivalent one.
 - **Level (B)**-executor.
 - Level **(C)**-clerk.
 - Level **(X)**-skilled person or one having a skilled certificate.
 - Level **(D)** - servant, watchman etc.
- 2- Every level shall have Ranks and scales indicated in the annexes of this law & salary to be determined and set up by special committee with its members consisting the ministries of finance and labour, central Bank and the National civil service commission of the Government.

PART THREE

RECRUITINGT

ARTICLE 5

THE CONDITIONS REQUIRED FROM THE PERSON TO BE EMPLOYED:

Any person to be recruited as a Government employee should be:-

- 1- A Somali.
- 2- Aged not less then 18 years.
- 3- Healthy with no disease that can debar him to fulfill the duties of work to be employed for.
- 4- Not liable for having committed a crime that prohibits him to be a Government employee as complies with the Somali penal code.
- 5- In possession of the testimonial certificate/Diplomas required eligibly for the post to be taken which consist of: -
 - (a) University diploma/degree or its equivalent when the post is at level **(A)** and **(AY)**.
 - (b) Ordinary secondary certificate or its equivalent when the position is at **(B10)**.

However if besides secondary certificate he possesses a technical course and special skilled work of at least two years e shall be taken for the Grade of **(B.9)**.

- (c) Primary Education certificate or its equivalent shall be taken with Grade **(C-11)** how ever if besides the primary Education he possess certificate with skilled training course and skilled work experience of at least he years and will be taken for the Rank of **(C-10)**.
- (6). Should be having a testimony certifying that he/she can write and read the Somali language.

ARTICLE 6

COMMITTEE FOR CHECKING & EVALUATING THE CERTIFICATES.

The committee for checking & evaluating the certificates comes under the ministry of culture and Higher Education and is assigned to examine and identify the recognizable certificates. The committee is composed of: -

- 1- The General Director for the ministry of culture and Higher Education-chairperson.
- 2- The Deputy Chancellor of the Somali National University-member. Before the Somali University resumes to function an expert nominated by the Ministry of higher Education shall replace in his place.
- 3- Manager of the department of the personnel workers for the Ministry of labour and Human Resource Development member
- 4- Manager for the department of planning for the ministry of Education and public Guidance member.
- 5- A Member from the general co-ordination of the Somali labour organization-member.
- 6- A representative from the National Civil Commission of the Government Member.

DUTIES OF THE COMMITTEE

1. To set up an internal Regulation for administering its functions.
2. to evaluate the presented certificates after ensuring their Validity.
3. to trace the lost certificates of which the owners submitted their complaints to the committee's

ARTICLE 7

INQUIRING FOR THE RECRUITMENT OF THE A WORKERS.

When the Government institutions need recruitment of workers , they apply and present their requirements to the National Civil Service Commission of the Government, while giving a copy of their applications to the Ministry of Labour and Human resource Development .

The Commission will then associate and make consultation with the Ministry of Labour and Human Resource Development about the relevant presented issue, hence two steps:-

either it will forward to the respective institutional previous competitive candidates with the

- a. t will forward to the respective institutional previous competitive candidates with the relevant conditions who have already, passed successfully the required examination and were in the Commission's preserved list for a period not more than two months.
 - b. Or it will make public advertisement in the News papers, Radio Broadcasts and websites for the vacant posts and the conditions required from the applicant candidates.
- 2- The Recruitment of the workers shall be in open competition equal for all.
 - 3- The method for recruiting the workers shall be applied for the procedure process of workers, recruitment indicated in this law and any other referential regulation set up by the National Civil Service Commission of the Government.

ARTICLE 8

WORKERS NOT REQUIRED OF SPECIAL KNOWLEDGE QUALIFICATION

The enrolment of workers that are not required from them of Educational knowledge qualifications such as servant, watchman etc.

Who are in this case to be employed for government institutions, private co-operations and sectors are for their enrolments assigned responsibly for the Regional and District Committees of Worker's enrolments, who will select fairly the people who fulfill the conditions contained in Article 5 of this code/law and those conditions in particular for the positions & relevantly required workers

ARTICLE 9

Bearers of University Degrees

A person who has not worked for the Government previously but applies for a job while bearing a University Degree or its equivalent, shall under go through an examination of competition with counterparts if there are any, or will only be interviewed if there are no other competitors.

ARTICLE 10

Bearers of Secondary Education Certificates

A bearer of Secondary Education Certificate or its equivalent will pass through an examination in competition with others of counterparts if there are any, or will otherwise be interviewed if there are no other competitors.

ARTICLE 11

Bearer of Primary Education Certificates

1. Those bearing Primary Education Level Certificates or its equivalent can be taken to be employed after passing through competitive exam, is conducted by the National Civil Service Commission as stated in Article 13 of this code
2. Successful candidate taken by a Government Institution shall be given a short training awareness.

ARTICLE 12

Workers of Professional skills Recruitment

1. The employment of the skilled professional workers with testimonial certificates will depend on competitive examination which they will sit for and that shall be conducted by the National Civil Service Commission of lab ours in collaboration with skilled people who are professionally knowledgeable for the type of specialization examined for the competing candidates.
2. The syllabus to be applied in examining these people will be the one set up for evaluating the skilled persons.
3. The successful skilled candidates who then taken for the job will each of them be paid according to the level of skill he/she has qualified for however an skilled person when newly in service can not be paid to more than the second level of skilled person.

4. People who passed successfully the exams referred in Article 11 and this Article, but have not entered in to service as the relevant posts were filled and shall be put recorded in the waiting list for period of two months; if an institution or sector applies for workers of which those in the preserved list fit they will be taken for the posts with out re-examining them.

ARTICLE 13

EXAMINATION AND ENROLMENT OF THE GOVERNMENT WORKERS.

Any examination or job enrolment pertaining to workers to be employed by Government Ministries and other Institutions shall be conducted and administrated by the National Civil Service Commission.

ARTICLE 14

WORKERS REQUIRED BY THE REGIONS AND DISTRICTS.

procedural regulation for recruiting workers at regional and district levels, excluding those not in condition to possess certificates and educational qualifications, shall equally be the same as indicated in article 13 of this law and shall be conducted & managed by the commission's regional & districts branches or representatives.

ARTICLE 15

PENALTY/PUNISHMENT

- 1- The Government institutions are not allowed to recruitment workers of any type without abiding and complying with the state laws & Regulations,
- 2- In anyone who recruits or employs a worker through illegal means not complying with the law shall be liable for a penalty that may exceed up to termination from service.
- 3- A person employed with out the legal procedural process for the Job enrollment as state by this code/law will be dismissed from service.

ARTICLE 16

THE APPROVAL FOR VALIDITY OF RECRUITING

1. Recruitment of Government workers with the Grades (A) and (AY), will be legally approval and the valid for implementation with a regulation to be produced by the President of Somali Republic after getting the decision of the National Civil Service Commission of the Government and suggestion of the Prime-Minister
2. Recruitment of Government workers with the Grades (F) and (B), will be legally approval and the valid for implementation with a regulation to be produced the Prime-Minister of TFG after getting the decision of the National Civil Service Commission of the Government and suggestion the Minister of Labour and Human Resource Development.
3. Recruitment of Government workers with the Grades (X), (C) and (D), will be legally approval and the valid for implementation with a regulation to be produced the Minister of Labour and Human Resource Development after getting the decision of the National Civil Service Commission of the Government

ARTICLE 17

THE STARTING GRADES TO BE TAKEN FOR UNIVERSITY DEGREE HOLDERS

- 1- University Degree Holders or its equivalent level shall be taken in the beginning at the Grade A/8.
- 2- The Scholar/intellectuals will be employed with the starting salary of AY/3.
- 3- The salaries for University Degree Holders shall be based as in accordance with their Diploma and worker experience.

ARTICLE 18

STARTING GRADES FOR THE EXECUTIVE AND TECHNICIANS

- 1- A person with an ordinary certificate of secondary Education level will be taken at Grade (B-10) but if such a person has taken special training course of at least two years after completing secondary Education level he/she will be taken at the Grade (B-9) while three more years of work experience attained before the special training course can lead the person to be taken to the starting Grade of (B-8)
- 2- A person having a technical secondary School certificate or who has taken at least one year of technical skills training course after having completed an ordinary secondary School successfully will be enrolment and taken at the start of (F-3) Grade.

ARTICLE 19

CLERKS STATING GRADES.

One holding an ordinary primary Education certificate will be employed at Grade (C-11) but it after primary Educating the person has taken at least two years of skilled training course he/she will be at the Grade of (C-11).

PART IV

ARTICLE 20

FORMAL ANS INFORMAL SERVICE ENROLMENT

PERIAD OF INFORMAL SERVICE BY NEW WORKERS.

- 1- Any person employed for Government service will undergo three months of informal service as a trial.
- 2- When a new employee is beginning to work the Head of the Department has to acknowledge in writing the period the new worker will be under observation for service lest and the conditions required particularly in evaluating his/her duty performance.

ARTICLE 21

CONDITIONS FOR THE OFFICIAL ENDORSEMENT OF WORK RECRUITMENT.

The enrolment of the new employees can be legalized officially: -

- (a) When having completed the under-trial period.
- (b) And have fulfilled suitably the other conditions reefered in part 2 of article 21.
- (c) When the under-trial period ends the head of the Department will justify that the person under trial of service has met and complied with the relevant conditions and that it is convenient to endorse his/her employment as legally official.

ARTICLE 22

TREMINATION OF PERSON UNDER SERVICE TRIAL

The head of the Department together with the labuor commission car terminate from work a new employee within the period of his/her service trial if firmly proved that hi/her work performance in the effective and and shall have no right.

Part V

ARTICLE 23

DUTIES

An employee has: -

- 1- To focus and spare his/her time and service performance on how to manage effectively the duties and responsibility upon his/her post assignment and other related tasks assigned to him by the head of the Department.
- 2- To work at the place tent or transferred t him by the head of Department.
- 3- To put all efforts to serve tirelessly for the service duties assigned to him while adhering to the articles of this code and----- system laid down for the common interest.
- 4- To respect and honour the regulations of the work.
- 5- To be aware and recognize that the information' received from the service are secret.
- 6- To be punctual and observant of time for work.
- 7- To obey and honour the senior officials.
- 8- To take care and treat well the Government properties.
- 9- To ovoid anything that car injure and loophole his duty.

ARTICLE 24

THINGS FORBIDES FROM AN EMPLOYEE

1. An employee/worker is not allowed: -
 - (a) To do any act that can create suspect of this perfection and sincerity to the Government and People.
 - (b) To print assist the printing of articles about the Government or give speech or official report about Government policy or information concerning of the state security unless otherwise these are part of his/her normal duties or etherized by the head of the institution/Department.

- (c) To hold two posts at once unless legally permitted.
 - (d) To manage his/her personal affairs improperly which may lead him to be always indebted.
 - (e) To leave his/her work without prior permission from his/her leaders.
- 3- Should not do any act that may bring integration among the workers or employees.

ARTICLE 25

OATH

Any person taken as Government employee when beginning to work will take the oath specified here below while swearing in front of the head of the Department I swear by the Name of Allah that I will abide and adhere strictly to the constitution and laws of the country; that I will fully implement the general principles of the Government while I shall perform and fulfill the service duties assigned for me as ordained by the law, exerting myself to put all efforts with liability and justice, observe the peace and security however and existence of the Nation.

ARTICLE 27

COMPENSATION FOR THE LOSSES CAUSED BY THE WORKERS.

- 1- any loss or damage resulting from a worker's failure of his duty performance as well as the problems caused by violating the articles **24 and 25** of this code/law will oblige the worker to pay compensation to the Government.

ARTICLE 28

ORDER OF A LEADER NOT COMPLYING WITH THE LAW

When a worker/employee receives an order from the head of the Department, that does not legally comply with the law he/she should tell to make the leader aware of his/her opinion specifying the reasons why he/she is telling of the illegal order, if the order is to be strengthened with written the worker/employee has to obey and fulfill the order if the order so given causes a service effect the leader who gave the order will be responsible for the consequence.

ARTICLE 29

A DEBT OWNED BY THE GOVERNMENT TO AN EMPLOYEE

When the government owns a debt to an employee the amount indebted to the worker will be deducted from his/her salary as this deduction will not exceed more than $\frac{1}{4}$ (one quarter) of his/her monthly salary.

If however the indebted person is being terminated from work for whatever reason the whole amount owned to him/her will be deducted at once from the money he owns to the government as his rights.

Part VI

THE LEAVES

ARTICLE 30

LEAVE IN THE WEEKS AND HOLIDAYS

- 1- Workers have the right to get one day off from work for every week' which is normally at Friday.
- 2- They also have the right to be free and rest from work during holidays recognized officially by Government.

ARTICLE 31

ANNUAL LEAVE

- 1-an employee has the right to get 30days of leave per year while continues to earn his salary normally; the leave is usually given by the end of each year that he has regularly worked.
- 2-the leaders or heads of Departments have to set proper plan on how they could over the leave considering on the interests of the both the work and the workers.
- 3- if the Government ceases the workers leave due to the common interest of the Nation it can be preserved for three years.

ARTICLE 32

LEAVE WITH UOT PAYMENT

A worker can be given a leave with out payment of salary that can exceed to four months with in every three years such a leave with no salary payment can be authorized by the ministry of labour and Department of the workers after getting a report from the institution or Organization which the respective employee workers for.

ARTICLE 33

MATERNITY AND BREAST FEEDING LEAVE

- 1-A part from the types of leave stated in the article 30, 31, 32,33, 34 and 35 of this law, an employee woman will have the right for a maternity leave of upto 4 months with the payment of her normal salary, whereas she is conditioned to produce and come up with an official testimony for her maternity.
- 2-the employee woman will take her leave refered in the above paragraph as specified here below:-
 - a) two months before her delivery
 - b) two months after her delivery
- 3-After completing her maternal leave, and resumes her service, the employee woman will have the right for two hours leave of child breastfeeding every working days such leave will continue for one year period as from the day she came back from her leave and resumed her service.
- 4- the employee woman will have her normal annual leave as well in the year she takes her maternal and breastfeeding leave.

Article 34

THE SICK LEAVE

- 1- The sick leave is authorized by the institution of which the patient works for, after getting an official justification from a government doctor if the period of the sick leave give the patient, the patient exceeds more than 30(thirty) days within a year, he/she would bring the official justification from committee doctors named by the ministry of health.
- 2- The patient will be paid full salary for the first 6 months of his sick leave more than 6 consecutive months, the patient will be paid half salary, if however, his sickness or injury has resulted while performing government service duty, he will be given full salary (without any deduction) until the end of his sick leave.
- 3- The employee cannot be offered a light sick leave of more then ten days per year, which in this case must be justified by a Doctor. If exceeding ten days the extra duration will be deducted from the person's normal annual leave.

ARTICLE 35

LEAVE FOR SCHOLARSHIP/TRAINING COURSE

1. When the Government offers an employee a scholarship or a training course either within or outside the country such a person will be given a leave of which its duration shall be fixed and set up on the rule here below:-
 - a) if the scholarship is of university level or its equivalent, the duration of the leave shall be set up by the ministry of higher education while making consultations with the institution which the employee works for
 - b) the period of leave for a person offered a training course below a university level, shall be fixed by the institution which the employee works for, making consultations with the department office the training course
 - c) if the worker gets a scholarship or special training course of his own which his institution has not extended to him, he will be allowed with a leave with out payment of salary for the period of his course of his course if such a course or training is necessary for the institution .
2. a worker offered a scholarship by the government shall sign a written guarantee declaring that he will work for the government for a period not less than 3 years as from the time he completes his scholarship education .

ARTICLE 36

THE DEPRIVATION OF A LEAVE

- 1) If a need arises, the head of the institution can call back to work the workers who are in the leave stated in Articles 30 and 31.
- 2) The workers called back to work after deprival of their leave should report at their working positions by the time allocated from them.
- 3) The leave deprived from the worker has to be given back letter or paid as money exchange.

Part VII

PROMOTION DEMOTION SPECIAL DUTY ASSIGNMENT AS ENVOY TRANSFER AND DUTY IN FOREIGN COUNTRY

ARTICLE 37

PROMOTION OF A WORKER

- 1- Promotion is the state in which a worker is raised to a position or higher rank than the one he/she then holds or retains, whereas this may occur as a normal procedure or may be a special merit a warded to the worker.
- 2- Promotion of position or post can be entitled when such a position is vacant.

- 3- A worker can be considered to be promoted when having retained his Then rank for at least two years.
- 4- A worker who takes one year of training course related to his relevant work of specialization shall be accounted and recognized as being equivalent to two years of service.
- 5- A worker cannot be promoted more than one rank at once if the worker is nominated to a position higher than his rank he will earn some salary of his former rank whereas he will however have the right to earn the legal allowance for the new post appointed for him.

ARTICLE 38

THE INSTITUTION'S COMMITTEE FOR PROMOTION REWARDING AND DISCIPLINE.

- 1- Every institution shall have a committee for the promotion Rewording and discipline of the institution's workers representing national civil service commission which shall promise of:-
 - (a) The Director General _____ chairperson.
 - (b) Department Managers _____ members.
 - (c) Two members of the civil service commission =
 - (d) If the above members do not include of a female member at least one woman from institution shall be ended.
 - (e) 2.when the institution proposes a promotion for a worker, it will be presented to the institution's committee for promotion rewarding and discipline after any analyzing deeply on the matter the committee while considering the annual report and the curriculum vitae of the workers suggested for the promotion as well as the conditions for promotions shall submit it's opinion to the head of the institution different levels shall be based and followed up as indicated in article 16 of this law.

ARTICLE 39

APPROVAL OF THE PROMOTIONS

The approval of promotions for workers at different levels shall be based and followed up as in article 16 of this law.

ARTICLE 40

RANK DEMOTION

- 1- Rank Demotion means a measure taken against a worker by reducing or lowering his possessed rank to one below it.
- 2- The approval of rank demotion for workers at:
 - i) If the worker is extra to the required number of employees by the institution.
 - ii) If he is useful to the other institution in consideration to his skill
 - iii) If found to be necessary and important and for the interest of the state/nation, or for the workers' welfare.
2. the transfer of the worker does not effect to either increase or decrease his salary however incase it becomes necessary for his salary to be lessened, the Ministry of Labour and Development of Human Resources has to re-evaluate considering his education, general knowledge and work experience.

3. the transfer of such a worker can be valid officially when the head of the institution from which the worker is being transferred and the Ministry of Labour and Human Resources Deveopment agree upon together on the issue
4. the endorsement for the transfer of workers at different level shall be applied as in accordance with the provisions refered in article 16 of this law

ARTICLE 41

TEMPORARY DUTY ASSIGNMENT FOR WORKER AS SPECIAL ENVOY.

- 1- Temporary duty assignment of a worker as a special envoy is the act of transferring a worker from his usual to:-
 - (a) An other Government institution.
 - (b) Local Government.
 - (c) An institution partially owned by the Government.
 - (d) Another Government.
 - (e) An international Organization.
- 2- the serve duty of the worker transferred in this case as a special envoy shall be accounted legally as a government serve whereas he will earn his allowances salary from his original institution of employer unless otherwise the two parties have reached together an other government.

ARTICLE 42

TRANSFER OF A WORKER

- 1- Transfer is the act of charging a work from his original institution of employer to another
- 2- A worker can be transferred from his/her institution of employer for the following cases:-
 - (a) He/she is extra to the required number of employees.
 - (b) The employees is necessarily more signification to the other institution them the one employed for him/her due to his/her knowledge of professional skill.
 - (c) It is necessary for the common interest of the nation.
- 3- Having seen the opinion of committee the head of the institution while prioritizing it if he finds the committee's suggestion as being acceptable shall forward the proposal to the national civil service commission, offering a copy to the minister of labor and development of human resources.
- 4- If the NCSC agrees accordingly with the proposal promotion shall presented its decision to the responsible person with the legal power of its approval (for producing the final degree) as stated by article 16 of this law
- 5- A part from the type of promotion specified on the above the president and the prime minister can give promotion of special merit to a government worker when it appears to them that the worker deserves it.

ARTICLE 43

Workers in foreign countries

A government worker post in a foreign country for national serve who in countries with a problem relation to his duty assignment hence finds in to be difficult to return back to the country shall his wife or children or any one else having the right be given his salary until when he can possibly return back to the country or his case in finally ensured.

ARTICLE 44

Prioritizing of the workers of same Ranks

Workers of same Ranks are prioritized according their sanity in service or date of rank.

PART VIII

DISCIPLINE

ARTICLE 45

THE DISCIPLINARY PROCEDURE AGAINST WORKERS

1- The disciplinary procedures to be taken against a worker will include :-

- (a) Oral warning
- (b) Warning in writing.
- (c) Fine not exceeding 7(seven) days of his/her salary.
- (d) Deduction of one month's salary applying the procedural process written in Article 28 of this law
- (e) Temporary termination from work with no salary payment for period not exceeding 3 (three months) whereas this period will not have any effect to his pension or work benefit after retirement
- (f) Retardation or restriction of promotion
- (g) Salary deduction or decrease reaching upto 1/3 of this pay
- (h) Demotion
- (i) Dismissal from work

2- The Disciplinary procedures stated in the letters (a) to (c) of the above paragraph of this Article can be applied to a worker when he/she commits on offense pertaining to:-

- (a) Work Negligence or reduction of work performance.
- (b) Disobedience
- (c) Violation against the Article 23 & 24 of this law
- (d) Misbehavior leading to the discontinuity of work or to disrupt the work.
- (e) Failure to manage the subordinate staff after violating the law and Order
- (f) Absence from work without justification.
- (g) Overlooking acts of violation against the working system by the junior workers.

3- The penalties referred to the letters (d) to (h) in section one of this Article can be deserved by committing the crime: -

- (a) Violation on exercising power.
- (b) Heavy violation upon office duty to cause problem to a Government institution or particular people.
- (c) Misuse or stealing of public properties entrusted to the employee.
- (d) Asking or accepting to take bribes for doing or having Dane an official work/duty.

- (e) Disobedience.
 - (f) Betrayal of Government secret.
 - (g) Misuse of official power to gain personal interest.
- 4- The penalties of the crimes stated on the above can be extended or reduced when there are certain circumstances adding to the penalty or making simple or light to it.

ARTICLE 46

Taking measures of disciplinary punishments

- 1- The president of the TFR and prime minister of the TFG or any person they appoint to represent and act on their behalf have the power to:-
 - (a) Exercise the disciplinary penalties specified in section one of Article 45 upon the staff employees of the presidents and prime minister's offices after hearing the suggestions of the promoting rewarding and penal committee of their offices.
 - (b) For the prime minister to impose the penalties stated at letters (c) to (h) in section one of Article 45, upon the General Manager and the similar staff officials of the Government institutions after hearing the suggestion of the committee he has nominated.
 - (c) The prime minister will exercise the penalties referred at letters (d),(g) and (h) in section one of the Article 45 upon the Government servants when having heard the suggestion of the minister for the respective Ministry.
- 2- The Minister for the institution has the power to: -
 - (a) Rule the criminal penalties indicated at letters (c), (e) and (f) in section one of Article 45 of this code, against the staff employees of the institution while having heard the suggestion of the Ministry promoting, Rewarding and penal Committee.
 - (b) To charge against the General Manager and the staff member of the Ministry the penalties stated at letters (a) and (b) in section one of Article 45 of this code.
 - (c) To give his/her suggestion to the prime Minister on the disciplinary penalties started by the letters (d),(g) and (h) for the workers of his/her ministry after heaving and accepting the suggestion of the promoting, Rewarding and Disciplinary penal Committee of the Mainstay.
- 3- The General Manager of the Government institution has the power to inflict against the Employees of his/her institution disciplinary penalties referred at letters (a) and (b) in section one of Article 45 of this law, after hearing the concept of the Director of the Department, which the Employee is a member of.
- 4- The regional Committee for promotion, Rewarding and Disciplinary penalty consists of :-
 - (a) The provincial/Regional Commissioner – chairperson.
 - (b) The second Deputy of the provincial Commissioner- Secretary.
 - (c) A representative member from the Police – member.
 - (d) A representative member from the ministry of labour ----
 - (e) A representative from the General labour Organization member of the Region.
- 5- The Committee for the promotion Rewarding & Disciplinary penalty of the Regions have the Disciplinary penalties for the Government workers the power:-
 - (a) To impose upon the Regional workers the penalties referred at letters (a) and (b)
 - (b) in section one of Article 45 of this low.
 - (c) To refer and extend to the minister for the relevant ministry the Disciplinary penalties stated at letters (c) to (h) in section one of Article 45 of this law.

- (d) To assign on its behalf a District level Committee to present its suggestion on the Disciplinary cases that occur at the District outside the Regional head Quarter towns.
- 6- The minister will have to take the measures referred at letters (a) and (c) in section two of this Article after having seen and accepted the suggestion of the Regional Committee.
- 7- The Disciplinary penalties stated by the letters (d), (g) and (h) in section one of Article 45 of this code, can be implemented and legally applied with the approval of the prime minister's or minister for labor's decree depending on the level of the worker/employee.

Article 47

Methods for prosecuting the Disciplinary cases

- 1- Any disciplinary case has to be presented to the respective Committee having the right and power to execute in writing within one Month period as from the date when the case took place, otherwise it will be invalid or null and void.
- 2- The Committee will inform in writing the accused of the date for prosecuting the case against him while delivering to him a copy of the accusation against him at least 24 hours before the case opens for having. The copy should bear enough information about the case of prosecution against the accused.
- 3- The Committee should: -
 - (a) Take all evidences supporting the accusation as well as the defensive evidences produced or submitted by the accused that should be present when the case & evidences are being heard so as to defend himself fully.
 - (b) The written statement of the Committee should summarise all evidences taken and how the exchanged statements between the accuser & and defendant have occurred.
 - (c) The Committee's decision should be in writing and signed by all its members.
 - (d) The disciplinary Committee should process in prosecuting the case submitted to them within 15 days and complete the sooner possible.
 - (e) One copy of the decision of the Disciplinary Committee has to be offered to the involved or concerned person and one copy to be kept in his file while one copy has to be sent to the Ministry of labour

Article 48

SUSPENSION FROM WORK

- 1- If the head of the institution sees it to be necessary for the common interest he can suspend a worker from work and stop his salary an employee accused of Disciplinary penalty or offense.
- 2- The head of the institution can as well suspend such a person and stop his salary if: -
 - (a) A law court has given him a warrant.
 - (b) Proved that the person commits repeatedly the offense accused of him or may result into a more serious problem to inflict the state.
- 3- During the suspension the person will not be paid any salary but his family may be offered some incentive support not more than half his basic salary.

Article 49

Suspension a disciplinary act until the completion of a penal Code case

If a penal Code case against an employee is being prosecuted at a law court, a disciplinary penalty case cannot be prosecuted at the same time against him until the penal Code case at the court closes. If the Disciplinary penalty case was begun earlier and was then under process, it will be halted until the outcome of the penal Code case from the court is ensured.

Article 50

Prosecuting an employee in a Disciplinary penal act after his Dismissal from a lawsuit by the court

Though a worker's case of penal code can be nullified or dismissed by the court after being proved not guilty he can then be prosecuted for a disciplinary penal case if found to be liable for a disciplinary act during the processing of the lawsuit against him.

Part IX

TERMINATION OF WORK

Article 51

WORK TERMINATION

- 1- An employee can apply in request for terminating from service, submitting an application to the head of the institution. He can however withdraw and return back (with) his application before getting a reply of acceptance to his demand.
- 2- On hearing and considering the suggestion of the committee for promotion. Rewarding and Disciplinary penalty, the Head of the institution can reject the resignation for a common interest if the person's service duty is seen to be necessary.
- 3- A worker who after his request of resignation has been rejected vacates from work on his own, will his case be prosecuted through the supreme court and can be liable to receive a one year imprisonment with a five whereas he will as well be prohibited to exercise his professional skill knowledge in private service for a period of five years.
- 4- The terminations from service by the workers whose levels are specified in sections one and two of Article 40, can be legally valid as accordingly indicated for every level in Article 40, t00.

Article 52

REINSTATEMENT IN SERVICE

- 1- The worker to be with the condition referred in the letters (a),(b) and (c) of this section can be reinstated in the service that he previously held for the institution that is if:-
 - (a) His professional in service is needed once again.
 - (b) There is a vacant position he can properly fit.
 - (c) During his previous duty performance in service has shown efforts activeness and sincerity taking reference from his former personal file.
- 2-When the conditions in particular for each are in complete which comprise of: -
 - (d) A worker imprisoned for a case not related to Government work.

- (e) If the employee requests in writing from the institution of his employer for service reinstatement within two Months period as from the date he was related from the prison.
- (f) If the judgment convicted against the employee does not compel work interdiction as state at letter (b) in Article 56, of this law.

3-As specified by Article 54, of this law, the person previously terminated from service duct to poor Health condition can be reinstated in work if:-

- (g) A committee of Government Doctors nominated and assigned by the ministry of labour have justified that he has recovered and resumed good Health condition to enable him retain his service performance actively.
- (h) He requests in writing for service reinstatement within two years period as from the date of his work termination.

4-As indicated by Article 51, of this law the person previously allowed to resign through legal procedure requests for work reinstatement within one-year period as from the date his resignation was accepted.

The authoritative power of the decision to be reached on the request for service reinstatement of the employee belongs to the Committee for promotion Rewarding and Disciplinary penalty of the institution whereas in this case it will be legally valid with the decree of the prime Minster or minister for labour while following Article 40, of this code.

6- the person to be reinstated in service will have the right to be paid salary when having started the work officially

7- the workers referred at letter (a) in section _____ of this article who are allowed for work reinstatement will, during their absence from the service, be accounted as leave without salary and with no rights of pension.

ARTICLE 53

RETIRE FROM SERVICE DUE TO AGE

1 A worker will retire from service at the age of: -

- A. 60 years for men
- B. 55 years for women

5. - Some time a worker can be allowed to get retired from the work before reaching at the stated on the above while considering certain particular circumstances.

ARTICLE 54

RETIREMENT DUE TO POOR HEALTH CONDITION

An employee can be allowed to retire from work due to poor health condition if a committee of Government doctored prove legally that he cannot sever in work because of his health inefficiency, while he will be given his service rights following this Law.

ARTICLE 55

WIRK TERMINATION ON A COMMON INTEREST

1 any employee can be terminated from work due to a common interest

2- such an act for terminationg a worker from service willl be published and submitted in the decree of the Prime Minister of the TFG.

ARTICLE 56

WIRK TERMINATION DUE TO DISCIPLINARY PENALTY; CONVICTION OF COURT OR ABSENCE FROM WORK FOR LONG PERIOD WITHOUT JUSTIFICATION.

1.- A worker can be discharged from work for reasons based on the following factors:-

- a) disciplinary penalty convicted by the disciplinary committee.
- b) Final conviction by a court in connection with misuse of Office power to get illegal interest or stealing Public properties, deception, Theft, robbery or any other offense prohibiting the person to be employed in any Government service even thought he may be pardoned.
- c) Being away from service duty for period of six months without any reasonable justification, Absence less then six months will course the person to get a disciplinary punishment.
- d) The worker whose work termination was related to this article has no right of getting the normal leave of the last year since the during for him to get such leave was not complete.

ARTICLE 57

WORK TERMINATION WITH NO COMPENSATION

1. A part from the office stated in this code, a worker can be dismissed from the Government service without getting any rights of compensation.

or at the presence of the institution promoting rewording & disciplinary committee he is proved to be liable of the following defects:-

disloyalty, sneaking, from duty and undermining of Government work, showing bad example to the Government Employees so that he reaches to his personal interest

6. The labour committee and the institution's Administration are responsible assigned ensure one of this Articles

PART X.

THE PART OF THE TECHNICIANS

ARTICLE 58

DEFINATION OF THE WORDS IN THE TECHNICIAN PART.

When we are talking of the technician part of this law, the following words will their meaning be taken as defined for each in here below.

1. Occupation is work or job that can give the person the ability to learn and do it by hand or mentally.
2. TRADE –CRAF:- is work of professional skill requiring a certificate or testimonial to be deserved in which one should have experience relating to his practical manual skill and theory
3. APPRENTICE:- is person in a training in order to promote him to the level of Assistant to skilled professional or professional hot in the Government Departments institutions.
4. AN ASSISTANT OF A PROFESSIONAL: - is a person mare intellectual than the ordinary staff but whose experience and knowledge does not reach to the level of a professional
5. PROFESSIONAL:- (3RD LEVEL) :- is a person who gained a manual skill though experience or training (laylis) and have succeeded in the evaluation examination for the third level .
6. MEDIUM PROFESSIONAL :- (2ND LEVEL) :- is a person capable of recognizing and amending or rectifying a certain defect, as well as being able to change part of a technical equipment implement, and who have successfully passed the examination for evaluating the second level of a skilled professional.
7. SUPERIOR PROFESSIONAL: - (FRIST LEVEL): - is a person capable of recognizing & repairing a certain defect and who can know the cause of the defect by analyzing it through the required theoretical process and who, likewise, have successfully passed the exam for evaluating the first level of skilled professional.
8. A TECHNICIAN: (3RD LEVEL): is a person holding a certificate of a technical secondary school level or its equivalent.
9. A MEDIUM TECHNICIAN: (2ND LEVEL): is a person who, after having completed a technical secondary school has taken
 - (a) At least 2 years training course relating to his work.
 - (b) At least one year of skilled training related to his work and have worked practically for at least 2 years excluding the Training.
- 10.HIGHER TECHNICIAN (FIRST LEVEL): is a person who, while holding a technical secondary school level certificate has taken at least 2 yrs of skilled technical training from a recognized college and have served practically in that technical skill for at least three years after the Training.
- 11.AN INTELECTUAL (A UNIVERSITY LEVEL PROFESSIONAL) is a person holding a university degree of technical profession.
12. THE PART IF THE SKILLED TECHNICIANS – is meant the part in this Law that has been set to administer with the learners of technical professional, assistant of skilled professional, professional technician and the intellectuals.
The words for the technicians will generally be applied for all matters pertaining to the relevant part of this Law and the technicians of levels F-3, F-2 and F-1, when being used in Particular.

ARTICLE 59

THE ADMINISTRATION FOR THE TECHNICAL PROFESSIONS

The technically professional workers have been set apart the part of this law which deals with the administration of their Ranks/Levels, entitled positions and salaries, are specified in Annex or Attachment 2 of this code.

ARTICLE 60

THE ADMINISTRATION OF THE TECHNICIANS

1. the ranks of the technicians comprise of
 - (a) Intellectual
 - (b) Technician
 - (c) Professional
 - (d) Assistant professional
 - (e) Technical trainee/ learner
2. Every position has different Ranks/levels, starting salary and final or maximum payment.
3. Every member of the technical workers shall, while considering the level of the evaluating Exam he has passed or the type of the professional certificate he holds, be entitled to the appropriate Rank referred in attachment 2 of this Law.

ARTICLE 61

PROMOTION

1. Technicians have the right to get Ranks promotion
2. Promotion in Rank can be deserved:-
 - (a) by one passing successfully in an exam
 - (b) when the person comes with a certificate higher than the one he held previously.
3. the person who shows capability, loyalty and extra efficiency in his work performance and has taken a significant role in the country's development can be given a promotion of special merit.
4. A technician cannot be promoted from his Rank unless he comes up with the conditions specified in this Article.

ARTICLE 62

EXAMINATION

1. any member of the professional workers may be examined once in every two years in order to evaluate the level of his knowledge.
2. The member who passes successfully the Exam can be promoted one Rank.
3. The member to attend the exam should be recommended by his heads/ Leaders before the entry of the exam confirming that he deserves to participate in the exam, while considering his duty performance, conduct and efficiency in work.

ARTICLE 63

THE LEVEL OF KNOWLEDGE OF A SKILLED PERSON

1. A skilled person, who wishes to become a knowledgeable technician, he should be knowledgeable of the profession he concentrates on by theory and in practical, and should be able to use the books and the structure related to the skill.
2. a skilled professional should serve for at least two yrs with first Ranks of the skill and have to succeed in the exam for evaluation before being promoted to the next higher Ranks
3. the first (or superior) skilled professional who is promoted to a technician will not have education in his salary, but will take the position of the technical level he qualified for in the exam.

4. A superior professional (First Rank/ Level) with a good knowledge and long experience, having a report of good conduct in his personal file but who fails the exam he would qualify for a technician yet is necessarily needed for the job, his salary will instead be increased once in every years until it reaches to the highest level paid to a Technician .

ARTICLE 64

A HIFHER TECHNICIAN PROMOTING TO AN INTELLECTUAL.

1. A higher technician promoted to a level of an intellectual will be paid same salary he earned at his level of higher technician but will be entitled to take up the lowest position of an intellectual.
2. A higher technician having good knowledge and long experience with a good regular report of personal conduct, but who fails to succeed the Exam, he would qualify for an intellectual level and is imperatively required at the service will receive an increase of his salary once in every three years until it is taken to the highest level paid to an Intellectual.

ARTICLE 65

THE INTELLECTUALS

The starting salary of the intellectuals at university level will be at differentr scales depending on their Diploma or Degree and work experience.

ARTICLE 66

CERTIFICATE OF PRIMARY LEVEL EDUCATION

A person holding a primary level certificate who takes special training course of a technician for at least two years will be at same level with the technician F-3.

ARTICLE 67

ORDINARY DECONDARY SECHOOL CERTIFICATE

The person holding an ordinary secondary school certificate who takes a special training course of a technician for one year or who passes successfully the Exam for technician will be at same level with the technician F-2

ARTICLE 68

THE ENROLMENT OF A TECHNICAL LEARNER

1. Every skill or technical profession may have to enroll a worker as a technical learner who will take training on the skill.
2. when the technical learner is being enrolled and taken to be trained, the normal procedure used in the enrolment of the ordinary workers that are not required to have special professional knowledge, will be followed and applied.
3. if the budget allows, the Government Institutions will pay every technical learner an allowance of US \$30-40 per month.
4. according to the regulation of the workers' protection

Part XI

PROTECTION AND ALLOWANCES OF THE WORKERS

ARTICLE 71.

PROTECTION OF THE WORKERS

The protection of the workers shall be prepared and set up for a special law.

ARTICLE 72.

ALLOWANCES FOR THE WORKERS.

The matter or issues about the workers allowances shall be prepared and established for a special law.

Part XII

THE PENSION AND BENEFITS OF WORKERS.

ARTICLE 73.

GENERAL RULES

- 1- the general rules or system of the pension and benefits are as follows:-
 - (a) The positions to be given the workers who have served the Government service for 20 consecutive years or more will be as such:-
 - (I) 65% of his basic salary if he has served for 20 years or above but not reaching to 25 years.
 - (II) 75% of his basic salary if he has served for 25 years above but not reaching to 30 years.
 - (III) 85% of his basic salary if he has served for 30 years or more.
 - (b) the workers who have not reached the period of retirements to have deserved pensions but have served for 10 consecutive years or more in Government

services they will be paid Benefit rights equal to one month basic salary, each year they have served after retiring from work.

- 2- the period by which one can deserve to get the pension and rights referred or satiated in paragraph 1 of this Article shall be started as from 1st April 1950 or from the date the person has begun the permanent service which ever was then in the latter time. However the ensuring of the pension way of its payment and limitation of its duration are assigned for special committee of which its members shall include the ministry of finance and Economy the ministry of labour and Development pf the workers the central Bank and the National Civil Service Commission of the Government.
- 3- In respect to this law the phrase “Basic Salary” is meant the net monthly payment or wage of the person when retiring from the service excluding all kinds of allowances.
- 4- As for as the general rule of the pension prescribed in this law is concerned the Government institutions shall not be subject to pay more than one pension as a right for each worker. Nevertheless in case it happens for a worker to come back and re-start a Government service after having taken or been paid his pension the latter employment shall be accounted and considered as a temporary one and shall have the right of benefit comparable to the period he then served.
- 5- In case a worker who eligibly deserved the right of pension dies his inheritances will have the right of getting one pension according.
- 6- A worker who got retiring cannot once again hold and because a permanent worker in Government service officially.

ARTICLE 74

THE CONDITIONS FOR LOSING THE PENTION AND BENEFIT

- 1- An office discharged or dismissed from the service for the following reasons shall not be paid pension or work benefit:-
 - (a) disciplinary measure.
 - (b) If convicted by law court for at least 3 years in consequence to penal accusation relating to misuse of power of responsibility for illegal personal interests, theft of public property deception and any offence that forbids one to be employed in Government service.
- 2- The worker subjected to the conditions stated in latter (a) and (b) of the above paragraph shall be given the money used to be deducted from his salary in contribution for his pension or benefit of work.

ARTICLE 75

TERMINATION FROM SERVICE.

- 1- The worker who retires from Government service on his own will shall not be given pension if he has not completed 20 consecutive years of Government service. However he can be paid work benefits if he has served 5 or more consecutive years where by in this case he will be given one month basic salary of every full year he has served.
- 2- The worker who served for a period less than 5 years but who has been legally allowed to be discharge from service he will have the right to get the money deducted from his salary as contribution for his pension after his actual retirement.

ARTICLE 76

THE ECONMICAL EXPENDITURE PENSIONS.

- 1- The economical expenditures to be used for the pension of Government workers shall be arranged by the ministry of economy and finance
- 2- The economical express for the pension shall be administrated under legal regulation (legal decree) to be produced by the cabinet ministers while regarding the suggestion of the ministers for Economy.
- 3- Every member among the Government workers shall have to pay 5% of his basic salary to be added into the economical pension contributions.
- 4- The Government will increase 5% of the Government worker's basic salary to be pension Economic contribution. This money shall be kept and preserved by a deputy head specially assigned for of Government revenue and cannot be transferred for use in any other expense.

ARTICLE 77

PENSIN OF DISABILITY

- 1- Apart from work benefits and pension on retirement a worker who happens to be retired for injury of disability caused while in Government service duty and has been verified by a committee of Doctors such a person will deserve the right specified here below:
 - (a) 15% of his basic salary if the type of the disability is below 20% laver or a light injury.
 - (b) 25% of his salary basic if the type of the Disability is between 20% and 35% level or is medium injury
 - (c) 100% if it is above 35% level or is a heavy one.

ARTICLE 78

PENSION TO BE PAID IN ADNANCE

The workers who ought to get pension referred in Article 73 or 78 of this law, if, in written they request for before getting retired, would be given $\frac{1}{4}$ of one's pension in advance, whereas the remaining $\frac{3}{4}$ would be paid by end of each month.

ARTICLE 79

A GOVERNMENT WORKER WHO DIES WHILE IN A STATE DUTY

- 1- if the worker who legally deserved getting a pension but is still in service dies for an injury he got while performing the duty entitled to him he would be given an assistance amount of money valuing to sex months of his basic salary.
- 2- If a worker who has not yet reached at the stage of disserving a pension dies for an injury he received while executing his service duty his closest kinds who rights belong his inheritance would be given the right specified in paragraph 1 of this Article.
- 3- If a Government worker dies in a military action operation while performing a National duty or serving in a battle filed for the defense of the country he would deserve to be paid

the right stated in Article 19 paragraph 1 and 2 of the law for the pension and service benefits of the National force.

ARTICLE 80

WELFARE FOR THE ORPHANS

- 1- If a person in person dies his children will have the right to be paid the amount he earn for each month as normal until when the youngest of his children reaches at the age of 18 years.
- 2- If worker who served regularly up to the period of deserving the right to get pension and was still in service happens to die as a normal death, his children will be subject to the rule in section one of this Article.

ARTICLE 81

THE USUAL DEATH OF A WORKER WHO DID NOT REACH THE STATE OF DESERVING A PENSION

If a worker who has no the right of getting a pension dies for a usual death his next of kinds belonging his inheritance will have the right of getting a mount of money equal to one month of his basic (net) salary for the period of years he served the Government will as well give them an amount of one month of his normal salary as an assistance.

ARTICLE 82

LOSING AND EJECTING OF A PENSION FROM A WORKER

- 1- if a worker who deserved the of pension is convicted by legal count while stilling Government mast service as the result of having committed the penal code stated in latter (b) of Article 55 of this law, will automatically lose his right of the pension however he be paid the amount of money deducted from him normally as a contribution to this pension after retirement.
- 2- If a worker deserving the right of pension a specified by this law or has already reached the retirement age is convicted of penal codes against the Somali sovereignty as stated in part one of Book two of the Somali penal code whereas such conviction may lead to a sentence of death life in prison or an imprisonment not less then 10 years he will definitely lose the right of getting pension.
- 3- In a case where a worker deserving the right of a pension as prescribed by this law, or is already at the age of retirement is convicted by a count of law for a penalty other then those mentioned in section one of this Article, but that can subject him to be suspended from work (temporary interdiction) he will lose the right of pension for the period of temporary interdiction.

ARTICLE 83

THE ACCEPTANCE AND PAYMENTS OF PENSIONS AND WORK BENEFITS.

When an employee's service for an institution comes to an end his pension and work benefit of retirements shall be accepted and legally approved by the ministry of labor and Development after getting recommendation from the relevant institution whereas the ministry of finance shall then pay.

ARTICLE 84

PENSION AND WORK BENEFITS ARE NOT TRANSFERABLE.

- 1- the pension and work benefits prescribed by this law cannot be entrusted to anyone else or transferred to else where.
- 2- A court of law can rule to stop the payments of a pension or work benefits due to debts or other things owned to the person by the Government. The court can as well order to stop such payment for a reason relating to the payment of a credit owned, by certain particular people as in accordance with the Civil code.

ARTICLE 85

ARRANGEMENTS OF GOVERNMENT WORKERS BASIC SALARIES.

The basic salaries for the Civil servants of the Government shall be arranged, determined and set up by special Committee composed of members from the ministry of labor and Development of workers, the central Bank and the National Civil Servant commission of the Government.

ARTICLE 86

WORK CONTRACT

Any person to be employed for Government service shall enter an agreement of contract with the institution that takes the person which its period shall be based on the institution's need but can however be renewed.

ARTICLE 87

NULLIFICATION.

Any law contrary to or not complying with this law has been nullified and put to null and void.

ARTICLE 88

VALIDITY FOR IMPLEMENTATION.

This law shall be valid, legal and applicable for implementation when approved and passed as a Bill of law by the parliament and thereafter endorsed and signed by the president of the Somali Republic.

**Anniex-1
Apart (A) Administrators.**

Grade A	
	A-1
	A-2
	A2-1.
	A2-2
	A3-1
	A3-2
	A3-3
	A-4
	A5-1
	A5-2
	A5-3
	A6-1
	A6-2
	A6-3
	A7-1
	A7-2
	A7-3
	A7-4
	A7-5
	A8-1
	A8-2
	A8-3
	A8-4
	A8-5

Part (B) Executives

Grade B
B7-1
B7-2
B7-3
B8-1
B8-2
B8-3
B8.4
B8-5
B9-1
B9-2
B9-3
B9-4
B9-5
B10-1
B10-2
B10-3
B10-4
B10-5

Part (C)

Grade C
C8-1
C8-2
C8-3
C8-4
C8-5
C9-1
C9-2
C9-3
C9-4
C9-5
C10-1
C10-2
C10-3
C10-4
C10-5
C11-1
C11-2
C11-3
C11-4
C11-5

Part (D) Auxiliaries

Grade D
D12-1
D12-2
D12-3
D12-4
D12-5
D13-1
D13-2
D13-3
D13-4
D13-5
D14-1
D14-2
D14-3
D14-4
D14-5
D15-1
D15-2
D15-3
D15-4
D15-5

Annex-2

Grades for Technical Workers.

Part A-AY

Grade 1
Grade 2
Grade 3

Part F

Grade 1
Grade 2
Grade 3

Grades for Skilled workers.

Part X

Grade 1
Grade 2
Grade 3
Grade 4
Grade 5

The method by which a Technical workers can be promoted to the Levels of middle and higher Technical:-

<u>Grade</u>	<u>Work training</u>	<u>promotion Level</u>
Technical	1-2 years	mid-Level Technical
Technical	2 years	=
Technical	3 years	=
Technical	4 years	Higher lever Technical
Technical	3 years	=
Technical	3 years	=
Technical	3 years	=

Annex-3

The list of the officially recognized technical professionals here below is listed the technical professionals recognized so far as being eligible and employing with the rules and regulations of the legal professionals:-

I. physician scientist

1. Chemist.
2. Physicist.
3. technical physician

II. Article Engineer and related professional technicians.

1. Architect and town planner.
2. Architectural Engineer
3. power and Electronic Engineer
4. Mechanical Engineer
5. Chemical Engineer
6. steel metal Engineer
7. metal drilling Engineer
8. Industrial professional Engineer
- 9.
10. designer and ----
11. Architectural technician Engineer
12. power and Electronic professional or Technician
13. Mechanical Engineering professional or technician
14. Chemical Engineering professional or technician.
15. steel metal technical professional
16. Metal drilling professional.

III. Heads of Airplanes and Ships

1. plane pilots, Navigators and piloting Engineering.
2. head of (Ship and plane) Navigators
3. Ship Engineer.

IV. Scientists their Technical professional.

1. Specialists in human Botany and Veterinarian
2. insects and pharmacology
3. Agronomist
4. professional technicians in scientific living matters

V. Medical Doctor Tooth specialists and veterinarian

1. Medical protection
2. Tooth specialists Doctor
3. Medical Assistance

4. veterinarians
5. veterinarians Assistance
6. pharmacist
7. pharmacist Assistance
8. looker specialist and nutritionist
9. professional Assistance
10. Technician Mid-wife
11. Professional assistance Mid-wife
12. Technician Mid-wife
13. Eye specialist and Eye glens preparer
14. physiotherapist and therapist
15. X-Ray specialist.

VI. Decorator/sculptor and photographer

1. Decorator/sculptor
2. Film operation and photographer

VII. Farmers, pastoralist, Rangers, Fishers and hunters

1. seed and veritable planning
2. planting of different types of seeds/fruits
3. Expert in livestock breeding
4. specialist in livestock Milk
5. Garden plantation
6. Operating of forming machines
7. Ranging of planting of trees
8. Fishing
9. poultry farming

VIII. Production of Operating of yielding machines

1. Drilling of wells and minerals or metals
2. Metals and Minerals expert

IV. Producing of Metals

1. Yielding, changing and purifying of metals in melting pot
2. Making equipments out of metal melting
3. Making melting pot from melting the metals
4. Making of metals
5. Hardening of a metal
6. Making taps and electric wires from metals
7. Metallization and Galvanization of metallic equipments

X. Preparation and Making of timber/wood

1. Technical preparation of wood
2. Sawing of wood and making timber out of it
3. Smoothing of the timber

XI. Dealing in chemicals

1. Chemical grinders and mixers
2. chemical roasters and heat treaters
3. Filtering and separating operators
4. Purification of petroleum

XII. Specialist in cloth weaving

1. Preparation of thread and cotton
2. Braiding and rolling of threads
3. Unbraiding, binding together and preparing of cloth design
4. Unbraiding
5. Sewing or weaving
6. Designing, dyeing and completing of cloth

XIII. Scratching, hide making and separation of skin and wool

1. Scratching and hide-making
2. Scratching out the wool

XIV. Machines for food and drink processing

1. Maize mills
2. Grinding and Purifying of sugar
3. Butchers
4. Food and Drinks Preservation
5. Filtration of milk, ghee and milk-shake
6. Bread and Sweet making
7. Making of fermentation and alcohol

XV. Preparing and producing of Tobacco

1. Preparing of the tobacco
2. Making of cigarette pieces

XVI. Tailors, Sewing machine specialist and sewing of cloth wears

1. Tailors and cloth sewers
2. Tailors of cotton wearers
3. Sewing of men and women caps
4. Cutting and designing of clothes
5. Specialist in tailoring and weaving
6. Sewing of hard clothes

XVII. Shoe-makers & making of hides

1. Shoe-makers & Shoe repairs
2. Cutting of shoes, measuring of shoe size & hand sewing
3. Sewing of hides materials

XVIII. Making of furniture and carpentry

1. Furnituring
2. Use of machine for furnituring

XIX. Stone mason & sculpture

1. stone mason and sculpturing
- XX. Blacksmithing tool making and working with the machine for making Tools:-
 1. Blacksmithing, hammering and melting of the metal
 2. Tool making designing of the metal and making of the tool
 3. Specialist to operate in self-operating machine for making tools
 4. Specialist to operate normal machine for the making tools
 5. Scraping, lubricating and sharpening of the tools for cutting things
- XXI. Making tools for measuring connecting of machine parts of making of The machine
 1. Machine making, connecting and adjusting
 2. Repairing of watches/clocks & tools for measuring
 3. Car mechanics
 4. Engineer in airplane machines
- XXII. Technician in power & electric machines
 1. electrician
 2. electric technician
 3. Technician in connecting and fixing together the power and electric parts
- XXII. Radio Stations and Audio video equipments
 1. Radio broadcasting technician
 2. Technician for broadcasting equipments and film photographs
- XXIII. Tap maker, Welder and steel building
 1. Tap maker and pipe technician
 2. Welder
 3. ;
 4. Preparer of steel building and builder
- XXIV. Gold Specialist and mineral miner
 1. Specialist in gold and bronze and mineral breakers.
- Gold Specialist and mineral miner
 2. Specialist in gold and bronze and mineral breakers.
- XXVI.
- XXVII.
- XXVIII. Marking Peppers and cartons.
 1. Marking paper packages and cartons.
- XXIX. printation
 1. preparation of the letter for printation (hand and machine)
 2. Use of printing machines for printing papers stereotypes and other related things.

3. Marking of stereotypes and teletypes.
4. Decoration of tools for printations.
5. Marking of book covers, Newspapers and capital letters for printing.
6. Printing of coloured Films and photos.

XXX. Painter.

1. Building painter.

XXXI. Production.

1. Marking and repairing of Musical instrument.
2. Sewing of carriers and weaving of brooms.
3. Marking concrete and various things

XXXII. Article, Engineer and Building

1. Floor-designer, stone-builder and roofs.
2. Preparing of edifice, completing of cements.
3. Designer of ceiling.
4. Designer and wood arranger.
5. Wall smoothener.
6. Fixing of ac tubes and instruments on the wall.
7. Marking of glass doors and win-doors.
8. building

XXXIII. Machines for elect-oration water building and refrigeration.

1. Machines for distributing Electric power, air and water.
2. Machine for water wells.

XXXIV. Machines for loading and loading.

1. How to work with machine for pulling.
2. Machines for collecting soil.
3. Use of cranes and lifters.

XXXV. Transportation.

1. Repairing and designing of ship machines.
2. Repairing and moving of cranes.
3. Driving of vehicles.
4. Repairing of car engines.

XXXVI. Cook

1. Cloth washer and ironer.
2. Barber and saline.

3. Fire Extinguisher.