

GOVERNMENT OF THE PEOPLE'S REPUBLIC OF BANGLADESH
MINISTRY OF FOREIGN AFFAIRS
DHAKA

No. 19.00.0000.111.40.459.20/367

Date: 20 March 2023


Subject: Permission for foreign employment.

The Government of the People's Republic of Bangladesh is pleased to permit Ms. Tamanna Tabassum Khan, Senior Assistant Secretary (currently undergoing training on Dispute Settlement under UNCLOS at ITLOS) to serve in the Office of Legal Affairs (OLA) of International Seabed Authority as 'Associate Legal Officer' for 01 (one) year with effect from the date of her relinquishment of charges at the Ministry of Foreign Affairs under the terms and conditions mentioned below:

- a. The period of service with the foreign employer shall be counted from the date of relinquishment to the date prior to the date of resumption of her duties in the service of the Government of Bangladesh. Her services for the same period will be treated as foreign service under the International Seabed Authority, with lien, on her post in the service of the Government of Bangladesh;
- b. The period of her foreign employment shall be counted towards her seniority, annual increment of pay and retirement. No benefit other than those stipulated herein shall accrue to her for this period.
- c. The Government of Bangladesh is at liberty to decide whether to extend the period of her lien, if she applies for such extension, from the service under the Government of Bangladesh. Even if such extension is approved, she will automatically cease to be in the service under the Government of Bangladesh, under the provisions of Rule 34 of part 1 of Bangladesh Service Rules, in the event of being absent for a continued period of 05 (five) years;
- d. During the period of her employment under the foreign employer, she shall not receive any pay or allowances (including traveling allowances etc.) or leave from the Government of Bangladesh;
- e. The Government of Bangladesh has no responsibility of regulating the terms of this leave or paying leave salary due in respect of such leave during the period of her employment under the foreign employer. No liability in respect of leave salary on account of such leave earned or taken during foreign employment shall devolve on the Government of Bangladesh or any organization under it. The Government of Bangladesh will not recover any leave salary contribution from the foreign employer;
- f. No expense to be incurred in connection with her joining the post under the foreign employer or resuming her post in the service under the Government of Bangladesh after completion of foreign employment shall be borne by the Government of Bangladesh. During her service under the foreign employer she will draw her pay and allowances, etc, from that employer as per terms of her employment with the foreign employer;
- g. She will not be entitled to receive any leave salary from the Government of the People's Republic of Bangladesh or from any organization under it in respect of disability leave on account of any disability arising out of her employment with the foreign employer, even though the disability might manifest itself after the termination of her foreign employment;
- h. During the period of her employment with the foreign employer, she will not be entitled to receive any medical facility or support in respect of self or her family at the expense of the Government of the People's Republic of Bangladesh;
- i. The Government of the People's Republic of Bangladesh will not involve itself in any way in determining her terms of service with her foreign employer or in settling any dispute of any kind arising out of her foreign service with the foreign employer. However, she may be given necessary consular, legal or any other form of assistance, if necessary, as citizen of Bangladesh.
- j. She will regularly pay her contributions to General/Contributory Provident Fund, Group Insurance Premium and Benevolent Fund. Her pension contributions and leave salary contributions will be paid by herself or by her foreign employer. She will also pay regularly to the Government Account the installments of her House Building/ Motor Cycle/ Bicycle Loan/ advance and other loans or dues payable to the Government if she has any;
- k. During the lien period she will submit the required information (such as statement of assets, income tax return etc.) as instructed by the Government from time to time;
- l. If her contact address/telephone number/fax number or e-mail address is changed during the lien period, she will immediately inform the concerned authority of it;
- m. On termination of her foreign service, she shall resume the duties of her post in Bangladesh at the Ministry of Foreign Affairs immediately. In case of her failure to report to her employer in

the Government of Bangladesh within the approved period of lien, the period of her absence beyond the approved period of lien will be treated as unauthorised absence and disciplinary actions will be taken against her;

- n. The Government of Bangladesh may cancel the permission of foreign employment/lien at any time for public interest or for violation of any of the underlings agreed by her;
 - o. During the period of her employment with the foreign employer, she will pay 1% of his Basic Pay of such foreign employment to the Government Treasury Account. She will submit a declaration duly attested by the employer regarding the salary drawn by her during the lien period;
 - p. On completion of foreign employment, she will join at the Ministry of Foreign Affairs and inform the concerned authority that sanctioned this lien within 7 (seven) working days;
 - q. Before the completion of the approved period of foreign employment, she may join at the Ministry of Foreign affairs with release order form the concerned foreign employer. In such a case, the concerned authority will take necessary action to cancel the remaining period of her lien
 - r. She will comply with any other condition mentioned in the rules.
2. Violation of any of the terms and condition mentioned above and in the undertaking appended hereto may lead to cancellation of this lien and initiation of disciplinary actions against her.


20/03/2023
(Mohammad Abdullah-Al-Mamun)
Director (Personnel)

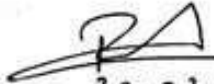
Ms. Tamanna Tabassum Khan
Senior Assistant Secretary
Ministry of Foreign Affairs, Bangladesh

No. 19.00.0000.111.40.459.20/367

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Copy for information and necessary action (not according to seniority):

01. Cabinet Secretary, Cabinet Division, Bangladesh Secretariat, Dhaka.
02. Principal Secretary, Prime Minister's Office, Old Sangsad Bhaban, Tejgaon, Dhaka.
03. Senior Secretary/Secretary, Ministry of Public Administration/ Security Services Division/Public Security Division, Dhaka.
04. Controller General of Accounts, AGB Bhaban, Segunbagicha, Agargaon, Dhaka.
05. Director General, Department of Immigration and Passport, Dhaka.
06. Director General (Administration/FMO), Ministry of Foreign Affairs, Dhaka.
07. Chief Accounts and Finance Officer (Foreign Affairs), Segunbagicha, Dhaka.
08. Director (SMO/FSO/Personnel/P&O/Finance), Ministry of Foreign Affairs, Dhaka.
09. Senior Assistant Secretary/ Assistant Secretary (SSA/ P&O/ Consular/ Budget/ Cash/ MB&EQ/ ICT), Ministry of Foreign Affairs, Dhaka.
10. Immigration Officer, Hazrat Shahjalal International Airport, Dhaka.
11. General Manager, Exchange Control Department, Bangladesh Bank, Dhaka.
12. **Secretary General, International Seabed Authority, 14 - 20 Port Royal Street, Kingston, Jamaica**
13. Personal file of the officer concerned.


20.03.2023
(Rashed Ahmed)
Assistant Secretary (P-1)
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