



Republic of Sudan



Ministry of Humanitarian Affairs (MHA)
Humanitarian Aid Commission (HAC)

JOINT PROCEDURES CENTRE (JPC)

GENERAL DIRECTORY OF PROCEDURES

Revised July 2009

Table of Contents

1.	INTRODUCTION	5
2.	REGISTRATION PROCEDURES	6
2.1	Registration of International NGOs (INGOs)	6
2.2	Registration of National NGOs (NNGOs).....	7
2.3	NGOs Networks	8
3.	IMMIGRATION AND TRAVEL PROCEDURES	8
3.1	Entry Visa for Work Purpose for Foreigners Working for International NGOs	8
3.2	Exceptional Entry Permit Procedures	9
3.3	Entry Visa for Visitors.....	10
3.4	Entry Visa for Foreigners Working for National NGOs	10
3.5	Procedures for Entry Visa Issued at the Airport.....	11
3.6	Registration of Foreigners	11
3.7	Stay Visa (Residence Permit) for Foreigners Working for International and National NGOs – New and Renewal.....	12
3.8	Exit and Re-Entry Visa10.....	13
3.9	Multiple Exit and Re-Entry Visa	13
3.10	Final Exit Visa	13
3.11	Procedures for Traveling to State Capitals	14
4.	CUSTOMS PROCEDURES	15
4.1	Customs Agreements for INGOs.....	15
4.2	Importation List	15
4.3	Adding New Items to the Importation List.....	16
4.4	Importation of Items	16
4.5	Procedures for Destruction of Expired, Damaged or Inappropriate Items	19
5.	TAX EXEMPTION	20
5.1	Taxation Procedures	20
5.2	Value Added Tax (VAT).....	20
5.3	Port Fees Exemption.....	20
5.4	Individual Income Tax.....	20
6.	TRAFFIC PROCEDURES (REGISTRATION, NUMBER PLATES AND DRIVING LICENSE)	21
6.1	Registration of Vehicles Purchased Abroad and Locally	21

6.2	Vehicle renewal of registration.....	21
6.3	Cancellation of Vehicle plate,	22
6.4	Missing \unallocated Vehicles	22
6.5	Missing \misallocated\damaged Plate.....	22
6.6	Issuing Vehicle driving License/ permit.....	23
7.	LABOUR PROCEDURES	23
7.1	Work Permit for Foreign Staff.....	23
7.2	Exceptional Procedures for International Staff Recruitment.....	25
7.3	Work Permits and Termination/End of Contracts	26
7.4	Recruitment of National Staff (excluding skilled/non-skilled)	27
8.	PERMIT FOR A STAFF MEMBER TO ENTER AIRPORT TERMINALS	30
9.	AVIATION PROCEDURES	30
10.	NGOS MEDIA DELEGATIONS AND MATERIAL	31
11.	CONDUCTION OF FIELD SURVEYS	31
12.	PERMISSION TO WORK IN NEW AREA(S)/OPEN SUB- OFFICE(S).....	32
13.	TECHNICAL AGREEMENTS	32
13.1	Definition of a Technical Agreement (TA)	32
13.2	Procedures for Signing the Technical Agreement	33
14.	OPENING OF BANK ACCOUNTS AT SUDANESE BANKS.....	34
14.1	Opening a New Bank Account	34
14.2	Utilization of Previously Opened Bank Accounts.....	34
14.3	Movement of Cash where no bank services exist.....	34
15.	REPORTING.....	34
15.1	Annual Report.....	34
15.2	Bi-Annual Report	34
15.3	Special Report.....	34
15.4	Reports at State Level.....	35
15.5	End of the Project Report	35
16.	MONITORING AND EVALUATION	35
17.	CLOSURE OF NGO OPERATIONS	37
17.1	NGOs wishing to close their country operations.....	37
17.2	Termination of NGO Operations by the Government:	37
18.	ANNEX (A) - DARFUR FAST TRACK PROCEDURES	40
18.1	REGISTRATION PROCEDURES	40
18.2	IMMIGRATION AND TRAVELING PROCEDURES	41

18.3	CUSTOMS PROCEDURES	42
18.4	TAX EXEMPTION	43
18.5	LABOUR PROCEDURES	43
18.6	AVIATION TRAFFIC	43
19.	ANNEX (B) – PROCEDURES FOR OTHER EMERGENCIES	44
20.	REGISTRATION FORMS	46
20.1	Registration Form (A)	46
21.	ANNEX (C) - FEES.....	56
21.1	Fees for General Procedures	56
21.2	Fees for Darfur Procedures	58
22.	ANNEX (D) – TIMELINES FOR GENERAL PROCEDURES	60
23.	ANNEX (F) – LABOUR FORMS	62
23.1	New Work Permit Form – International Staff	62
23.2	Renewal Work Permit Form – International Staff.....	63
23.3	National Staff Recruitment Assessment Sheet	64

1. INTRODUCTION

INTRODUCTION

The Ministry of Humanitarian Affairs (MHA) and the Humanitarian Aid Commission (HAC) have taken the opportunity to issue the first Directory of Procedures for NGOs in order to facilitate the humanitarian activities in the Sudan.

The General Directory of Procedures (GDP) is an attempt to pull together all the various procedures related to NGOs into one document and also to standardize these procedures in compliance with relevant laws and bylaws. The Humanitarian Aid Commission under the auspices of the Joint Procedures Centre (JPC) undertook the task of putting together this document. The JPC constituted a Tripartite Joint Technical Committee (TJTC) in November 2006, comprising representatives from various departments/ line ministries of the Government of Sudan, UN and NGOs. This joint Committee was constituted to develop the procedures in a consultative manner. The Committee, after several deliberations between December 2006 and September 2007, has completed the General Directory of Procedures.

This Directory has been compiled to clarify some of the procedures that NGOs are to follow, on the basis of relevant current legislation and regulations, and imparts no legal obligation. Any new law or regulation will warrant a revision of the relevant section of the procedures. Organizations making use of this document must make reference to current legislation for any legal obligation.

The Directory consists of many chapters that provide a package of important information for those who work with the Humanitarian and Voluntary Aid in the Sudan. It records all procedures regarding NGO activities and it is hoped that the Directory will contribute to the facilitation of these procedures and thereby promote the humanitarian activities in the Sudan.

The procedures cover registration of new NGOs, immigration procedures, customs, taxation, Labour, registration of vehicles and equipment, issuing plates numbers, clearance, recruitment, NGO work, health procedures, medical staff, communications devices, arrivals at airports and seaports, aviation traffic, media documentary materials, in order to facilitate NGO humanitarian assistance in Sudan. Some procedures for the Southern States in Sudan may need to be checked against SSRRC requirements.

The Directory provides a good opportunity to organize the administration channels and create considerable coordination with different local and international partners in the field of humanitarian Voluntary activities.

All chapters in the Directory reflect the role of the Ministries and governmental establishments in order to create good contacts, develop cooperation and coordination among all official and governmental establishments/entities.

We do hope that, issuing such a directory represents a turning point that will help develop understanding with the national and international NGOs. We also hope that humanitarian partners will facilitate the wide dissemination of this directory and ensure that all relevant stakeholders at federal and state levels are fully conversant with this GDP, which is available both in English and Arabic.

This Directory has been prepared in English in joint consultation between the UN, Governemant, and NGOs. If there is any contradiction between the English and Arabic versions, the English version will be considered as the reference.

A specific annex concerning procedures for Darfur is attached to this document. The Darfur annex should be read in conjunction with the general procedures that apply to the rest of Sudan. Many procedures are the same for Darfur as they are for the rest of the country and only those that are different are included in the annex. These special provisions will remain in effect so long as the Moratorium on Restrictions, which is periodically extended through Ministerial Decrees, remains valid for Darfur. When the Moratorium on Restrictions is lifted Darfur will follow all procedures just as the rest of Sudan.

The Joint Procedures Centre (JPC), in collaboration with the Tripartite Joint Technical Committee, will be responsible for periodical revision of the General Procedures and updates, which will then be endorsed by the High Level Committee HLC(for Darfur).

A note on the revised Edition of the GDP June 2009:

This is a revised edition of the General Directory of Procedures, which was originally published in September 2007. The revision has added new chapters on traffic procedures, monitoring and evaluation, NGO closure procedures and procedures for emergencies in other areas. A significant inclusion is a template of the **Technical Agreement**, which was developed by the TJTC and issued in early 2009. A guideline on procedures to follow for conducting **nutrition surveys** has also been included in the Directory. Some of the provisions have been revised following the issuance of a Ministerial Decree on April 16, 2009. The revision has also provided further clarification on a number of procedures, updated the fee schedule and time frames.

The recent **Ministerial Decrees 3 and 4**, issued to facilitate humanitarian work have been attached to this Directory.

2. REGISTRATION PROCEDURES

2.1 Registration of International NGOs (INGOs)

2.1.1 Permanent Registration

Permanent registration is for the whole of Sudan. In addition to the terms of article 9(3)¹ of the Humanitarian and Voluntary Act 2006, the concerned NGO shall provide the following to the Embassy of Sudan in the country where the NGO Headquarters is located or to the nearest Embassy in the region:

- A request addressed to the NGOs Registrar General signed by the NGO Headquarters or Representative stating the type of activity/expected Programmes to be implemented in the Sudan, areas of operations and an indicative budget. Such activity or Programmes shall not be of religious, missionary, ethnic, political nature or in contradiction with the prevailing laws in the Sudan.

¹ Article 9(3) reads as follows: 'For the purpose of the registration of any foreign voluntary organization, the following conditions shall be satisfied, namely that: a) it shall be registered in accordance with the laws in force in the state of origin; b) it shall produce a registration certificate approved by the Sudan embassy, or its diplomatic mission in the state concerned; c) it shall present an application showing the type of the work, which it intends to practice in the Sudan; d) its quarters of origin shall not be in any state, in a state of war with the Sudan, or boycotted thereby; e) it shall produce what may prove its financial and technical capabilities to practice the activity, or the work intended to be practiced in the Sudan, and the sources of such capabilities; f) it shall implement its Programmes in co-operation, or jointly with national organization, or more; g) it shall sign the country agreement; h) any other conditions, as the Ministry may lay down, from time to time' (sic).

- Submit form (A) – to be filled by the NGO Headquarters.
- Copy of the Financial Report and all the NGO activities in the last three years. Copy of the NGO certificate in the country where the headquarters are located.

An official reply will be provided to the NGO - within three months from the submission of all required documents – in form of a registration certificate signed by the Registrar General or a letter of refusal. Renewal of registration must take place every year (see 2.1.2).

Following registration and before starting activities, the NGO shall sign the Country Agreement with the Registrar General (HAC).

The moment the NGO received positive response about the registration, the NGO will have to pay a registration fee at HAC Federal. A receipt for this payment will be provided to the NGO.

2.1.2 Annual Renewal of the Registration (Licensing Renewal)

One month before the expiry of the certificate of registration the INGO shall provide the following to the Registrar General Office:

- The NGO Country Director or his/her representative shall submit a letter to the Registrar General requesting the renewal of the registration and indicating plans and summary budget for the following year.
- Registration renewal form duly filled.
- A copy of the annual report, financial report, and audited report of the previous year of activity (except for newly established organizations, which will have to report activities since their establishment).
- Payment of renewal/licensing fee. An official receipt will be given for any payment.

When all requirements are provided by the concerned NGO, a renewal certificate signed by the Registrar General shall be issued within one week.

2.2 Registration of National NGOs (NNGOs)

For registration of National NGOs the concerned organization should submit the following:

- An application, signed by the NGO Preparation Committee requesting the registration
- Submission of the constitution of the NGO, which must include the following information:
 - Objectives of the NGO.
 - Means to achieve their goals.
 - Organogram.
 - Membership conditions.
 - Expected financial resources.
 - Mechanisms for closing down of the NGO.
 - Disposal of assets in case of closing down.
- List of Members (minimum 30).
- Names and CVs of the Preparation Committee members.
- Address of the NGO.

- Payment of registration fee. An official receipt will be given for any payment.

When all requirements are provided by the concerned NGO, a registration certificate signed by the Registrar General shall be issued within one month. Renewal of registration must take place every year (see 2.1.2).

2.3 NGOs Networks

As per the provision of article 15(2) of the Humanitarian and Voluntary Act 2006, NGOs may establish networks. A network must be composed of a minimum of 10 organizations registered with HAC, working in the same sector or geographical area.

For a network to be recognized, the following documents must be provided to HAC:

- Copy of the constitution of the network, which must include the following information:
 - Objectives of the NGOs network.
 - Means to achieve their goals.
 - Organogram.
 - Membership conditions.
 - Expected financial resources (where applicable).
 - Mechanisms for closing down of the network.
 - Disposal of assets in case of closing down (where applicable).
- Address of the network.
- List of Members (minimum 10).
- Payment of fee. An official receipt will be given for any payment.

When all requirements are provided by the concerned NGO, a registration certificate signed by the Registrar General shall be issued within two months. Renewal of registration must take place every two years.

3. IMMIGRATION AND TRAVEL PROCEDURES

3.1 Entry Visa² for Work Purpose for Foreigners Working for International NGOs

Stage 1 – Procedure at JPC

To obtain this visa, the NGO shall submit the following to the JPC:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGOs Director General at JPC, requesting the entry visa and stating the position/place of work/contract duration of the staff member.
- A recent color photo.
- A copy of the passport, including full name and other details. The NGO is to ensure that the copy is clear.

² Entry visa is usually valid for one month.

- Copy of the Curriculum Vitae.
- Job Description/Terms of Reference (TOR).
- A copy of preliminary work permit (for procedures refer 7.1.3)
- A copy of the relevant Technical Agreement (except for posts excluded from Technical Agreements as set out in chapter 7.1).

When the procedure at the JPC is completed, the JPC will provide two reference numbers to the NGO. Meanwhile the MOFA sends the reference number to the embassy where the staff member is applying for the entry visa. It is the responsibility of the NGO to provide the concerned staff member with the reference numbers.

Stage 2 – Procedure at Embassy

Once stage 1 is completed, the applicant should present the following documents to the Embassy of the Sudan where he/she is applying.

- Entry visa application form duly filled.
- Payment of fees³. An official receipt will be given for any payment.
- Reference number as supplied by the MoFA.

To obtain a visa for family members (spouse and children), the same procedure applies, with the exception of provision of a job description, Curriculum Vitae and the Technical Agreement.

3.2 Exceptional Entry Permit Procedures

In case of sudden emergencies anywhere in Sudan as per declaration of any of the Federal Government entities, or in case of a special request made by Government entities to international partners for immediate deployment of NGO personnel to respond to a sudden crisis, processes to facilitate swift entry will be used.

- To secure an emergency entry visa, the NGO shall submit a letter signed by the Country Director or his/her deputy to the NGO Director General at JPC explaining the situation and requesting assistance in securing an emergency visa to be either collected at the airport or at the relevant Sudan Embassy.
- The letter should include details of the applicant's name, profession, place of work, passport number, likely duration of contract and the embassy at which s/he will apply for an entry visa.

For visas to be issued at the airport, within 24 hours, the NGO Director General at JPC will write a letter addressed to the Immigration authorities that an emergency visa should be issued.

For visas issued at the embassy, the MoFA will issue the letter to be used at the embassy within two working days.

At the Sudan embassy, the applicant will submit the following documents:

- A copy of the letter from the NGO General Director at JPC.

³ Amount of fees varies depending on country of application/origin.

- A recent and colored photo.
- The passport.
- A certificate showing academic qualifications (only required for medical doctors/nurses/civil engineers).
- Copy of the Curriculum Vitae (C.V.).
- A completed Immigration Form.

3.3 Entry Visa⁴ for Visitors⁵

Stage 1 – Procedure at JPC

NGOs are required to apply to JPC for all visitor visas⁶. To obtain this visa, the NGO shall submit the following to the JPC:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director at HAC, requesting the entry visa and stating the person, purpose of visit, required period, the relation of the visitor with the NGO.
- A recent color photo.
- A copy of the passport, including full name and other details. The NGO is to ensure that the copy is clear.
- Copy of the Curriculum Vitae (C.V.).

When the procedure at the JPC is completed, the JPC will provide two reference numbers to the NGO. Meanwhile the MOFA sends the reference number to the embassy where the staff member is applying for the entry visa. It is the responsibility of the NGO to provide the concerned staff member with the reference numbers.

NGOs are required to apply to JPC for all visitor visas

Stage 2 – Procedure at Embassy

Once stage 1 is completed, the applicant should present the following documents to the Embassy of the Sudan where he/she is applying

- Entry visa application form duly filled.
- Payment of fees⁷.
- An official receipt will be given for any payment. Reference number as supplied by the MoFA.

3.4 Entry Visa for Foreigners Working for National NGOs

Stage 1 – Procedure at JPC

For the purpose of obtaining an entry visa for foreign staff working for NNGOs, the NGO shall submit the following to the JPC:

⁴ Entry visa is usually valid for one month. It is possible to apply for one-month extensions up to a maximum of three months from the day of the first entry in the Sudan.

⁵ Visitors include private donors, personnel from HQ, Regional Offices, short term Consultants and family members.

⁶ Visitors to Darfur are exempted from this requirement as per the fast track procedures.

⁷ Amount of fees varies depending on country of application/origin.

- A letter from the NGO signed by the Director or his/her Deputy addressed to the NGO Director General at JPC specifying the purpose of entry and the duration of stay.
- A copy of the passport, including full name and other details. The NGO is to ensure that the copy is clear.
- Copy of the Registration Certificate of the NGO. Copy of the CV of the international staff member. Copy of a preliminary work permit

When the procedure at the JPC is completed, the JPC will provide two reference numbers to the NGO. Meanwhile the MOFA sends the reference number to the embassy where the staff member is applying for the entry visa. It is the responsibility of the NGO to provide the concerned staff member with the reference numbers.

Stage 2 – Procedure at Embassy

Once stage 1 is completed, the staff member should present the following documents to the Embassy of the Sudan where he/she is applying:

- Entry visa application form duly filled.
- Payment of fees⁸. An official receipt will be given for any payment.
- Reference number as supplied by the MoFA.

To obtain a visa for family members (spouse and children), the same procedure applies, with the exception of provision of job description and CV.

3.5 Procedures for Entry Visa Issued at the Airport

Should the applicant live/reside in a country where there is no Embassy of Sudan, the NGO can apply to obtain an entry visa at the airport. The NGO should provide the information for a staff member or visitor visa as appropriate as set out in sections 3.1, 3.2 or 3.3 above. The letter should explain that an airport visa is being requested.

When the procedure at the JPC is completed, the Immigration Department at JPC will issue a letter of approval to the NGO. The same letter will be sent by Immigration Department at JPC to the Immigration at the airport. It is the responsibility of the NGO to provide the staff member with a copy of the Immigration Department letter of approval which the staff member should carry with them when they travel.

3.6 Registration of Foreigners

On arrival in the country, staff/ visitors have three days to register with the Immigration/Registration Office. To register, the NGO is to provide the following:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the Immigration/Registration Office requesting registration of the staff member.
- A copy of the passport, including full name and other details, as well as the entry visa stamp. The NGO is to ensure that the copy is clear.
- Copy of the registration form duly filled, with duty stamp. Payment of fees. An official receipt will be given for any payment.

⁸ Amount of fees varies depending on country of application/origin.

When the procedure at the police station is completed, a stamp will be issued in the passport to certify that the registration took place.

Should the staff member travel immediately to the field (and this is often the case for visitors), registration can be done in any of the State capitals. The same requirements apply for registration at State and at Khartoum level. Should this procedure be opted for, the NGO will have to re-register the staff member in Khartoum prior to his/ her departure from the country, and in any case before the expiry of the visa. Procedure for re-registration requires:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the police requesting re-registration of the staff member.
- A copy of the passport, including full name and other details, as well as the entry visa stamp and registration stamp obtained at State level. The NGO is to ensure that the copy is clear.
- Copy of the registration form duly filled, with duty stamp.
- Payment of fees. An official receipt will be given for any payment.

3.7 Stay Visa (Residence Permit) for Foreigners Working for International and National NGOs – New and Renewal

NGO staff must apply for a residence permit/stay visa within one month of arrival in country⁹. The purpose of the visa should only be to work for the NGO that brought the staff member into the country. It is not possible to change employer organizations when changing from entry to stay visa.

In order to obtain a residence permit, the following shall be provided:

- Three copies of a letter from the NGO signed by the Country Director or his/her Deputy and addressed to the NGO Director General at JPC, specifying that the staff member is in country to work with the NGO. The letter should also indicate that the procedure to request a work permit has been submitted to the Labour office and is underway.
- A copy of the work contract.
- A copy of the passport, including full name, entry visa and other details. The NGO is to ensure that the copy is clear.
- Immigration form duly filled, with duty stamp. A copy of HIV/AIDS exemption certificate.
- A copy of the valid work permit once this has been granted (for work permit procedures see section 7.1). The NGO is to ensure that the copy is clear.
- Duration of the stay visa is dependent on the Technical Agreement, nature of the Stay visa-and on the nature of the project/contract for the applicant

⁹ Should the work permit process not be concluded within a month from the date of arrival of the staff, the NGO is to write a letter to the NGO Director General at JPC, who will in turn request the Department of Immigration for an extension of the initial visa. It is possible to apply for one-month extensions up to a maximum of two months. During this period the staff member is allowed to work. The initial visa cannot be extended beyond two months, after which the staff will be illegal in the country, and should this happen the NGO will have to pay a fine of SP 100 per day of illegal stay in the country.

- Payment of fees. An official receipt will be given for any payment.
- For renewal of visas a copy of previous stay visa/ stay permit.

Note 1: The application for the stay visa should be started after the application for the work permit is submitted. However, the stay permit will not be issued until the work permit has been granted and a copy submitted to HAC.

Note 2: As per the requirements of the Technical Agreement, NGOs are required to apply for the renewal one month before the expiry date of the Agreement. This will also help in the approval of the staff stay visas.

Note 3: Foreign Nationals entering the country on a visa for Darfur will not be permitted to move in states other than Darfur. However, HAC may approve such movement under exceptional circumstances upon request and on a case by case basis.

3.8 Exit and Re-Entry Visa¹⁰

In order to obtain an exit and re-entry visa, the following shall be provided:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC stating the purpose of the exit, duration and destination.
- Exit and re-entry form duly filled, with duty stamp.
- A copy of the passport, including full name and other details, including the valid residence permit stamp. The NGO is to ensure that the copy is clear.
- Tax exemption certificate (to be obtained before the start of the procedure at JPC, see section 5.4) from the Tax Department /Ministry of Finance.
- Payment of fees. An official receipt will be given for any payment.
- Emergency visa. In cases where a staff member needs to leave the country owing to an emergency such as medical evacuation or bereavement, HAC/JPC will facilitate processing of an exit, re-entry visa within a day.

3.9 Multiple Exit and Re-Entry Visa¹¹

All international staff of NGO (national and international) and their family members (spouse and children) will be issued with multiple exit and re-entry visas as follows:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC requesting the visa.
- A recent color photo.
- A copy of the passport, including full name and other details, including a valid residence permit stamp. The NGO is to ensure that the copy is clear.
- Multiple exit and re-entry visa form duly filled, with duty stamp.
- Tax exemption certificate (to be obtained before the start of the procedure at JPC see section 5.4) from the Tax Department /Ministry of Finance.
- Payment of fees. An official receipt will be given for any payment.

3.10 Final Exit Visa

In order to obtain the final exit visa, the following shall be provided:

¹⁰ Return into the country must take place within the period of validity of the Stay Visa.

¹¹ Validity of the exit and re-entry visa depends on the validity of the residence permit/stay visa.

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC requesting a final exit visa.
- Final exit form duly filled, with duty stamp.
- A copy of the passport, including full name and other details. The NGO is to ensure that the copy is clear.
- Tax exemption certificate (to be obtained before the start of the procedure at JPC (see section 5.4) from the Tax Department /Ministry of Finance.
- Payment of fees. An official receipt will be given for any payment.

Should the residence permit expire before the final exit visa is processed, a one-month special extension of the residence permit will be issued simultaneously with the exit visa. This extension is not renewable and the staff member must exit the country within this timeframe.

The NGO is advised to submit the original work permit of the staff and a copy of the final exit visa to the Labour Department so that they can strike out the name of the outgoing employee. This will help the NGO to replace the position with another employee if needed as per the project duration.

3.11 Procedures for Traveling to State Capitals

Except for non-secure areas, which shall be identified by the concerned authorities, the procedures listed below shall be applied. Movement of international NGO staff within the State depends on procedures established by the State authority. Permission to travel from State Capitals to other locations must be obtained locally.

3.11.1 HAC ID Cards

HAC ID cards will be issued for NGO staff in possession of a stay visa (residence permit). This card will allow for travel to all State Capitals and the staff member will not be obliged to carry his passport. ID cards will be obtained when the NGO provides the following:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC stating the name of the visitor/ nationality/ position/ capacity/ purpose and the duration of the visit.
- A copy of the passport, including full name and other details and the valid stay visa. The NGO is to ensure that the copy is clear.
- Three recent color photos.
- Four copies of the HAC ID card form. Payment of printing cost of the card.

3.11.2 Travel Permit to State Capitals

For international staff that do not have a HAC ID card, a travel permit must be obtained. No fees should be paid for this procedure. To obtain such a permit, the NGO is to provide the following:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC stating the name of the applicant/ nationality/ position/ capacity/ purpose and the duration of the visit.
- A copy of the passport, including full name and other details and the valid stay visa. The NGO is to ensure that the copy is clear.
- Three recent color photos.
- Four copies of the travel permit form.

3.11.3 Traveling Procedures for Visitors

A travel permit shall be issued for foreigners who do not have residence permits and who need to move from one place to another. Requirements are as follows:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC stating the name of the person, destination and purpose of the visit.
- Four copies of the travel permit form.
- A copy of the passport, including full name and other details and the valid entry visa. The NGO is to ensure that the copy is clear.
- Three color photos. No fees are required.

4. CUSTOMS PROCEDURES

4.1 Customs Agreements for INGOs

Registered NGOs can seek to obtain a Customs Agreement with the Ministry of Finance (MoF) through the JPC. These agreements are renewed annually. The Customs Agreement is necessary to obtain exemption from custom duties for items included in the list submitted by the NGO and approved by MoF. Renewal of the Customs Agreement will be conditional on submission of an annual report, including information on the level of utilization of imported items during the previous year.

To obtain the Customs Agreement, NGOs will have to present the following documents to the JPC:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC requesting a Customs Agreement.
- Copy of a valid Registration Certificate of the NGO. The NGO is to ensure that the copy is clear. Copy of the signed Country Agreement. The NGO is to ensure that the copy is clear.
- List of items (see below) to be imported signed by the Country Director or his/her Deputy. The list must be in line with the activities, plans and proposed projects of the organization.

Note: Specimen copy of the Customs agreement and table of fees calculated per unit is provided in the annex.

After internal review at JPC, HAC will provide a letter of approval. The NGO is responsible for submitting this letter of approval, together with the full documentation listed above and endorsed by HAC, to the Ministry of Finance for final endorsement.

4.2 Importation List

Every year, the NGO is to prepare a list of items that are expected to be imported into the country. This process is done at the same time as the customs agreement.

To obtain approval for the list of items the NGO is to provide the following to the JPC:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC, including the list of items to be approved.

- The NGOs have from January to mid-April to submit their import list.

After internal review at JPC, and following an agreement between JPC and NGO on the importation list, HAC will provide a letter of approval. The NGO is responsible for submitting this letter of approval, together with the full documentation listed above and endorsed by HAC, to the Ministry of Finance for final endorsement.

4.3 Adding New Items to the Importation List

In order to add items to the importation list during the year, the NGO is to provide the following:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC providing the reason(s) for the addition of items to the approved importation list.
- A copy of a valid Customs Agreement. The NGO is to ensure that the copy is clear.
- Three copies of the previous list of imported items.

After internal review at JPC, HAC will provide a letter of approval. The NGO is responsible for submitting this letter of approval, together with the full documentation listed above and endorsed by HAC, to the Ministry of Finance for final endorsement.

As the financial records at the Ministry of Finance close on 15 November, the addition of items beyond this date will be accepted only in exceptional circumstances.

4.4 Importation of Items

General procedures are spelled below. However, in case of drugs and foodstuffs which might expire, HAC will issue a letter requesting immediate release from the port of such items with the understanding that the NGO will seek immediate completion of the approval processes at the JPC and at the Pharmacology and Toxics Department at the Federal Ministry of Health (for drugs) or with the Sudanese Standard and Metrology Organization (for food).

4.4.1 Drugs¹² and Nutrition¹³ Items

At the time of import, drugs and nutrition items must have a minimum of 2/3rd of their shelf life. To be granted customs exemption for drugs, nutrition items, diagnostic material and medical equipment, the NGO shall submit in duplicate the following to HAC Director General Programme Coordination, to the attention of the Health Department:

- Letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General Programme Coordination at HAC, to the attention of the Health Department, stating type and quantity of items (which must be included in the approved importation list), storage, health projects, and beneficiaries.
- Bill of lading (for imported items) or invoice (for locally purchased items). The NGO is to ensure that the copy is clear.

¹² For drugs it is intended all medicines included in the latest issue of the 'National List of Essential Medicines', vaccines, cosmetics and any formula which has effects towards human health. Only the items included in the list can be imported in Sudan. If the item imported is not in the list, an order of re-exportation will be issue and the NGO will have to bear the cost for re-exporting.

¹³ For nutritional items is intended all nutritional formulas.

- Detailed packing list, including generic name and commercial name of the item, concentration, dosage form, value and name of the producer/factory and country of origin of each item.
- For items imported in form of a kit, should the kit not be a standard one known by the Federal Bureau of Pharmacy and Poisons FBPP/FMoH or by the World Health Organization, the NGO should provide the list of all items included in the kit.
- Copy of the Technical Agreement (except for emergency procurement).

After internal review at the HAC Health Department, the department will issue to the NGO a letter, which the NGO will bring to the FBPP (FBPP/FMoH) for their approval.

The GDPTD/FMoH will issue an approval letter that the NGO will have to bring back to the HAC Health Department. The HAC Health Department will issue another letter to JPC to authorize proceeding of customs exemption. At the same time, the GDPTD/FMoH will issue another letter for the NGO to be brought to the port of entry. There, GDPTD/FMoH officials will check that all items are included in the packing list and NGO official will be allowed to collect samples and bring them back to the GDPTD/FMoH

for testing. Once the samples have been tested, the GDPTD/FMoH will issue its written approval or rejection.

The NGO will then bring both letters issued by the GDPTD/FMoH with test results and HAC Health Department authorizing customs exemption to the JPC. The JPC will then will provide a letter of approval that the NGO will have to bring to the port of entry for their release from customs. In case of rejection, a re-exportation letter will be issued by JPC.

4.4.2 Diagnostic Material and Medical Equipment

To be granted customs exemption for these items the NGO shall submit the following to NGO Director General at JPC:

- Two copies of a letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC stating type and quantity of items (which must be included in the approved importation list), storage, health projects and the beneficiaries.
- Two copies of the bill of lading (for imported items) or invoice (for locally purchased items). The NGO is to ensure that the copy is clear.
- Two copies of the detailed packing list, including name of the producer/factory and country of origin of each item.
- Copy of the Technical Agreement (except for emergency procurement)

After internal review at the JPC, the department will issue to the NGO a letter to be brought to the customs at the port of entry.

4.4.3 Foodstuffs

To be granted customs exemption for foodstuffs, the NGO shall submit:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC describing the list of items (which must be included in the approved importation list).
- A copy of the bill of lading (for imported items) or invoice (for locally purchased items). The NGO is to ensure that the copy is clear.
- Detailed packing list.

After internal review at the JPC, HAC will provide a letter of approval. The NGO is responsible for submitting this letter of approval, together with the full documentation listed above and endorsed by HAC, to the Health, Food Control Authorities and the Sudanese Standards and Metrology Organization (SSMO). Once the samples have been tested, the SSMO will issue its written approval, via HAC/JPC.

4.4.4 Vehicles, Machinery and Equipment

Vehicles, machinery and equipment whether purchased internationally or locally are exempt from customs fees. To be granted customs exemption, the NGO shall submit:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC requesting exemption from customs fees.
- Copy of the invoice (for local purchase) or copy of the waybill (for international purchase). The NGO is to ensure that the copy is clear.
- Detailed packing list.

After internal review at JPC, HAC will provide a letter of approval. The NGO is responsible for submitting this letter of approval, together with the full documentation listed above and endorsed by HAC, to the Ministry of Finance for final endorsement.

4.4.5 Communications Equipment

Based on the laws of the government, permission for utilization of communication and V SAT devices using satellites is only allowed through government licensed companies (currently Sudatel and Canartel) and their subsidiaries. Illegal devices such as military and semi-military Communication Devices are prohibited by the Telecommunications law and regulations. Currently the following communication devices are allowed to be imported or purchased locally for use by NGOs:

1	HF Mobile
2	HF Base
3	VHF Mobile
4	VHF Base
5	Repeater
6	Thurava
7	Baan
8	R. Baan
9	Inmar. Sat
10	V. Sat

To be granted customs exemption for communications equipment the NGO shall provide:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC providing details on the type, number and the location where they will be used. The communications equipment must be relevant to the project being implemented. The letter will only include communication equipment and not any other item.
- In the case of radio base, HAC will second a radio operator to the NGO, and

the NGO will be responsible for payment of salary.

- After obtaining HAC approval, the NGO must pay fees to the NTC, as prescribed in the fees annex.

4.4.6 Reallocation of Relief Materials in Emergency Situation within the country

Relief materials can be reallocated in emergency cases as follows:

- The NGO shall submit a letter from the NGO to the JPC signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC requesting support in obtaining HAC Federal approval to move materials or equipment.
- The NGO must then obtain written approval from the relevant State Authority (through Federal HAC) authorizing the concerned NGO to reallocate the listed relief material and equipment from the project on a permanent or temporary basis.
- The NGO will submit to HAC at both federal and state level a brief report on the project from which the relief materials and equipment are shifted to ensure that the said project can continue to be smoothly implemented.
- NGOs can apply to HAC for reallocation of assets such as vehicles etc, due to insecurity and or other unexpected conditions that result in the suspension of work. Approval must be obtained from the Commissioner General, HAC.

4.5 Procedures for Destruction of Expired, Damaged or Inappropriate Items

NGOs that need to destroy or re-utilize expired, damaged or inappropriate items (food and drugs) should follow the following procedures:

- Submit a letter to State HAC and to the State MoH at state level mentioning type of commodity(ies), quantity to be disposed of, and expiry date(s).
- NGOs are required to apply such requests at least three months before the date of expiration for medical items
- Fill the relevant State MoH form (different from State to State) and submit to HAC and MOH together with the letter mentioned above.

A Government committee including concerned departments at state level will be formed and will be tasked to identify means and specifics of disposal or reutilization of items, as appropriate.

- Once the committee deliberation is known, the NGO will be responsible for the destruction of the items according to the specifications provided by the committee. The NGO will have to bear all expenses related to all phases of the disposal.
- Members of the committee and NGO officials must be present to the destruction of commodities.
- Members of the committee will issue a certificate that the disposal has been carried out according to the specifications that the Committee has laid. The certificate will be issued within three working days from the date of destruction.
- Should the items be reprocessed or reutilized by other entities, the NGO will bear no cost. HAC will issue a document indicating how the items will be reutilized. The certificate will be issued within seven working days from the date of deliberation

of the committee. Should the NGO re-utilize the item in one of its projects, any cost of re-processing will be borne by the NGO.

- The NGO will submit a report to HAC federal on the disposal of items, including copies of the relevant documentation (letter to State HAC and SMoH, SMoH form, destruction certificate). The report is to be endorsed by HAC at State level. The NGO will have to submit the report within seven working days from the date of reception of the certificate of destruction by the committee.

5. TAX EXEMPTION

5.1 Taxation Procedures

All imported items included in the approved list in accordance with the Customs Agreement are exempted from all types of taxation, except for Value Added Tax (VAT) for locally purchased items. Such exemptions are based on article 186 (A) of the Customs Law.

5.2 Value Added Tax (VAT)

Value Added Tax is payable for all items which are locally purchased by the NGO, whether these items are included in the approved import list or not. VAT is mandatory for NGOs and no exception is made to this rule.

5.3 Port Fees Exemption

The following procedures shall be followed to secure exemption from the payment of port fees:

- A letter from the NGO signed by the Country Director or his/her Deputy to the NGO Director General at JPC requesting port/deck fees exemption for the items plus freight charges with a copy of the bill of lading, packing list, invoice and the importation certificate that includes type and weight of imported items.
- HAC will write to MoF requesting an exemption, attaching the invoice. The MoF will issue an exemption letter. The NGO should go to MoF to retrieve the exemption letter.

5.4 Individual Income Tax

Sudanese staff working for foreign NGOs pays individual income tax according to the taxation law. NGOs should put Sudanese staff under the National Fund for Social Insurance¹⁴ and pay fees accordingly.

Only international staff working for NGOs are exempt from paying individual income tax. Tax exemption does not apply to services fees provided by the local authorities such as fees for environmental health.

To obtain tax exemption for international staff working for NGOs, the NGO shall submit to the JPC:

- A letter from the NGO signed by the Country Director or his/her Deputy to the NGO Director General at JPC requesting that the foreign staff member working for the NGO is to be exempted from individual income tax.

¹⁴ Reference should be made to article 4 of the National Fund for Social Insurance regulations.

After internal review at JPC, HAC will provide a letter of approval. The NGO is responsible for submitting this letter of approval, together with the full documentation listed above and endorsed by HAC, to the Ministry of Finance for final endorsement.

6. TRAFFIC PROCEDURES (REGISTRATION, NUMBER PLATES AND DRIVING LICENSE)

6.1 Registration of Vehicles Purchased Abroad and Locally

For registering vehicles, the following is required:

- A letter signed by the Country Director or his/her Deputy addressed to Director General JPC HAC indicating number and type of vehicle, engine number, chassis number, model, Year of Manufacture and color.
- Importation Certificate indicating engine number, chassis number, model and color (for vehicles purchased abroad).
- Filled Vehicle form (attachment)
- Copy of Valid Insurance certificate
- Copy of the invoice if purchased locally.
- Certificate of Vehicle Inspection carried out in inspection centres certified by Traffic Police
- Payment of registration fees (to be paid at Traffic Police Department - provided in the annex on fees)

When the NGO submits all the above documents the JPC/HAC will review and issue a letter of approval to the Traffic Police Department. The NGO submits this letter of approval along with original copies of importation certificate or invoice if purchased locally, valid insurance, certificate of vehicle inspection and receipt of fees paid to the Traffic Police Department. Upon receipt of all these documents, the Traffic Police Department issues a plate number.

6.2 Vehicle renewal of registration

For renewal of registration of vehicles, the following documents are required:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to Director General JPC/HAC, detailing the vehicle description (Chassis and engine number, vehicle type, model year of manufacture and colour)
- Copy of valid insurance certificate.
- Copy of the current registration card

After completing the documents and submitted to JPC, a letter approval is issued to Traffic Police Department. The NGO receives this letter and submits to Traffic Police Department along with original copies of valid insurance, certificate of vehicle inspection, the valid registration card and receipt of fees paid. Upon receipt of these documents the Traffic Police Department issues a certificate renewing the registration

6.3 Cancellation of Vehicle plate,

NGOs may wish to cancel the registration of their vehicle for a number of reasons. Depending on the reason, NGOs wishing to cancel a vehicle plate will have to follow the following procedures:

A. In the case of donation/ transferring the vehicle for other party

Required documents:

- Letter from NGO signed by the Country Director or his/her Deputy addressed to the DG HAC clarifying reasons for removing plate from vehicle
- Copy of Approval letter from HAC
- Vehicle plate which is mentioned (original)

B. In the case of Total Damage/Hijack stolen vehicle

Required documents:

- Letter from NGO signed by the Country Director or his/her Deputy addressed to the DG HAC clarifying reasons for cancellation
- Copy of the Report from Traffic Police Department regarding cancellation.
- Copy of the Report from Insurance company
- Plate of the damaged vehicle.
- Copy from police report
- Copy of the NGOs announcement in any local newspaper reporting for missing vehicles (in the case of missing vehicles)

The JPC upon receiving the documents as above will issue a letter of approval agreeing with the total damage or cancellation of the vehicle. The NGO submits this letter of approval along with Insurance report, original copy of police report and the plate of the vehicle mentioned to the Traffic Department. The Traffic Department, upon receipt of these documents, provides its approval for cancellation

6.4 Missing \unallocated Vehicles

Required documents:

- Letter from NGO signed by the Country Director or his/her Deputy addressed to the DG HAC clarifying reasons for removing plate from vehicle

6.5 Missing \misallocated\damaged Plate

Required documents:

- Letter from NGO signed by the Country Director or his/her Deputy addressed to the DG HAC clarifying reasons for removing plate from vehicle
- Copy from police report for the missing plate
- In case of losing one plate, the second should be handed with documents

After submitting documents to JPC an approval letter is issued. The NGO submits the letter of approval along with original copies of police report, copy of announcement from news papers and a receipt of fees paid for reissuing of the plate, to Traffic Department. The Traffic Department upon receipt of all these documents issues a replacement plate number.

Documents required for traffic dept.

In case of losing one plate, the second should be handed with documents

6.6 Issuing Vehicle driving License/ permit

The Traffic Police Department at JPC will issue Driving License for foreigners as well as Driving Permits for nationals working for NGOs. In order to obtain a license for an international staff, the NGO will provide the following documents:

- Letter from NGO signed by the Country Director or his/her Deputy addressed to the DG HAC requesting for a Driving License
- Copy of a valid driving license from country of the individual applying Two photos of the applicant
- Copy of HAC ID card
- Fees for issuing driving license

In the case of national staff, the NGO shall provide

- Letter from NGO signed by the Country Director or his/her Deputy addressed to the DG HAC requesting for a Driving License
- Copy of a valid driving license of the individual applying
- Two photos of the applicant

The JPC upon receipt of all the above documents issues a letter of approval. The NGO submits this letter of approval along with a copy of a valid driving license, two photos and receipt of fees for the driving license. The Traffic Department upon receipt of all these documents issues the Driving License.

7. LABOUR PROCEDURES

INGOs are encouraged to employ Sudanese nationals, when and wherever possible, in an effort to strengthen national capacities and provide long-term sustainability to Programmes. This would also enhance the understanding of Sudanese perspectives within NGOs Programmes. INGOs are committed to the development of their national staff members and should explicitly plan to develop their skills with a view to phasing a reduction in the number of international staff members as soon as it is feasible in the framework of current Programming.

7.1 Work Permit for Foreign Staff

7.1.1 Work Permit (First time and Renewal) Working for International NGOs

In order to obtain a work permit for an international staff member the INGO shall submit the following documents to the JPC:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC requesting the work permit.
- Labour Dept. (LD) form duly filled.
- A copy of the preliminary work permit
- A copy of job description.

- Copy of the Curriculum Vitae (CV).
- A copy of the work contract or letter of agreement stamped and signed by both employer and employee.
- A copy of the expatriate passport individual pages indicating name, date of birth, personal photo, and visa. The NGO is to ensure that the copy is clear.
- A copy of the qualifications certificates, officially translated into English or Arabic as appropriate.
- A copy of the relevant Technical Agreement including the approved expatriate's position except for posts that are listed as exempted from Technical Agreements (see list below).
- Authentication of the qualifications by the concerned Sudanese Authorities (Medical Council, Engineering Council) if the expatriate will practice, or act as supervisor, as a health or engineering professional.
- HIV/AIDS free/ exempted certificates issued by the National Medical Laboratory. Two color photos.
- Payment of fees. An official receipt will be given for any payment.

International staff recruitment must be done in conformity with the statutory requirements. Most positions need to be included in Technical Agreements signed at State level and endorsed by Federal HAC. However, some positions have been excluded from this requirement. These include specifically:

Country positions

- Country Director;
- Deputy Country Director;
- Country Finance Manager/Director/Controller;
- Country Donor Accountant;
- Country Funding Coordinator/Manager;
- Country Operations Manager;
- Country Logistics Manager;
- Country HR Manager;
- Country Monitoring and Evaluation Manager/Coordinator;
- Country Programme Advisor/Coordinator/ Consultant (including e.g. Livelihoods Advisor, Health Advisor, Education Advisor) – all working across several locations – maximum of four per organization;
- Country Safety Manager/Coordinator;
- Country Communications Officer;
- Country IT Manager.

Regional/Zone positions (e.g. the East of Sudan, the greater Darfur, the South) – one position of each type for each region.

- Regional/Zone Coordinator/Manager;
- Regional/Zone Finance Manager/ Director;
- Regional/Zone Operations Manager;
- Regional/Zone Logistics Manager;
- Regional/Zone HR Manager;
- Regional/Zones Safety Manager/Coordinate

State positions

(one position of each type for each State).

- State Coordinator/Manager;
- State Finance Manager;
- State Operations Manager;
- State Logistics Manager;
- State HR Manager;
- State Safety Manager/Coordinator
- Area Coordinator/Manager (in each location, in cases where there is more than one Programme in one location).

Any other position not listed above must be included in a Technical Agreement.

Note: While applying the NGOs should indicate the relevant position in the above list against which the application is being submitted.

The procedure takes 3-5 days according to the readiness of the INGO to fulfill the requirements and follow up with the Labour Department.

7.1.2 Work Permit (First time and Renewal) Working for National NGOs

For foreign staff working for NNGOs requirements are the ones listed in section 7.1.1, except for the provision of a technical agreement.

7.1.3 Preliminary work permit

Procedure for obtaining a Preliminary work permit:

Any foreigner wishing to work in Sudan as per normal procedures will need to obtain a preliminary work permit as a requirement in order to get an entry visa. In order to get a preliminary work permit, the NGO will have to apply to JPC as follows:

- A letter from the NGO signed by the Country Director or his/ her deputy addressed to the NGOs Director General at JPC requesting for a preliminary work permit for entry visa
- A copy of the passport
- Copy of the Curriculum Vitae
- Copy of the TA where the position proposed is included or as per GDP
- Authenticated copy of Academic Certificates (in English or Arabic) in cases of technical qualifications (medical and engineering only) and only in cases where the jobs require such technical qualification¹⁵.

Upon receipt of all the above documents, HAC reviews and issues a letter of no objection to the Labour Department, which in turn will provide the preliminary work permit

7.2 Exceptional Procedures for International Staff Recruitment

In case of sudden emergencies anywhere in Sudan as per declaration of any of the

¹⁵ If a staff member has a technical qualification (such as medical, engineering), and has been recruited to perform a job that does not require his/her specific technical qualification, he/she need not provide authentication of such qualification (example, engineer working as a logistician, a doctor doing administration or coordination work)

Government entities, or in case of a special request made by Government entities to international partners for immediate deployment of NGO personnel to respond to a sudden crisis, processes to facilitate swift entry, residence and stay permits, or redeployment from other regions/programmes will be used. Temporary work permits for the area stricken by the emergency will be processed within 48 hours from the presentation of documents by the NGO to the moment the Immigration concludes the process (i.e. sticker/stamp in the passport). The time limit of validity for the permit will be as per the duration of the emergency as per Government announcement.

Requirements for processing the work permit for these staff include:

- A copy of TOR/Job Description in English or Arabic.
- A copy of the work contract.
- A copy of the passport with individual pages indicating name, personal photo and visa. The NGO is to ensure that the copy is clear.
- Two color photos. Payment of necessary fees.

7.3 Work Permits and Termination/End of Contracts

All NGOs are advised to inform the Labour Department of the termination/end of contract of any expatriates through copying the application for final exit visa to the Labour Department. The NGOs are also required to return the original work permit to the Labour Department. This will enable the Labour Department to strike off his/her name from the NGO nominal roll and so vacate the position for another nominee. In the absence of this advice from the NGO, the position will be considered occupied. Labour Department recognizes that a maximum of four weeks of hand over period between the outgoing and incoming staff is desirable wherever possible. As such, the process for the incoming staff member can be started at the same time as the application for the final exit visa for the outgoing staff.

7.3.1 Change of Titles, Locations, Organisations

If an NGO wishes to employ a foreigner already working with another NGO in Sudan, such an employee will have to process a final exit visa, leave the country and re enter the country with a new visa obtained as per the request of the NGO wishing to employ such foreigner. Procedures will be the same as in the case of a new entry visa for work purposes as outlined in section 3.1 and 3.4

Foreigners working for NGOs are exempt from six months no re-entry to Sudan for work purposes and as such are eligible to reenter Sudan without any time limit.

Such staff will be provided an entry visa as per normal and emergency procedures as appropriate.

If an NGO wishes to transfer an international staff member from one location to another location for a similar position within the same organization, this can be done without requiring the concerned staff member to exit the country. A letter will be written by the NGO signed by the Country Director or his/her Deputy explaining the transfer along with copy of the new job and contract details.

If an NGO wishes to change position/ titles or transfer a person to another position these can be done only on a case by case basis and upon express approval from JPC/HAC, In all such cases such a position should exist vacant if this has to be done without the person leaving the country.

A letter from the NGO signed by the Country Director or his/her Deputy to the Director General JPC/HAC explaining the nature of transfer, copy of the new job description and a justification where the qualification of the candidate matches the requirement. The JPC/HAC will provide a response whether it agrees or rejects with this proposal.

7.4 Recruitment of National Staff (excluding skilled/non-skilled)

Positions such as drivers, mechanics, guards, cleaners and other skilled or non-skilled manual workers are not included in the below process of recruitment. All recruitment procedures for these posts should be carried out by the NGO with the State Labour Office till further notice by the Ministry of Labour.

The procedures set out below are based on Sudanese Labour Law.

7.4.1 Procedures

Stage 1 - Advertising

- The NGO shall submit a letter to the JPC from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC, seeking approval to proceed with recruitment.
- The Labour Dept. (LD) will then give approval that the NGO should advertise for the position in at least two local newspapers.
- The NGO will pay the advertisement procedure fees to Ministry of Labour and an official receipt will be given for any payment.
- Advertisement time limit is between 10 and 15 days depending on the availability of candidates on the Labour market. The advertisement should clearly specify the position's duties, responsibilities, qualifications, the required reasonable experience, and any other requirements.
- Candidates' applications should be received by the Labour Dept. (LD) at HAC only. Candidates may ask for stamped copies that they can then deliver to the NGO.
- General Requirements for Applications:
- Candidates must submit an application letter, CV, copy of academic qualifications, National military service certificate/exemption, copy of birth certificate and experience certificates.

Stage 2 - preliminary Short Listing:

- The Labour Department and NGOs at the JPC will jointly prepare a preliminary short list within one day.
- Application documents are measured against the job requirements stated in the advertisement and only candidates satisfying the requirements will be selected for the preliminary short list.
- The joint NGO and Labour Department panel should state in writing why the other applications are rejected.
- The preliminary short list should be announced on the HAC notice board and a copy of the short list should also be announced at the NGOs office notice board.

Stage 3 - Written Test

- The Labour Department and the NGO will jointly administer a written test to establish a final short list.
- The NGO should submit the test results to the Labour Department at least four working days before the oral interview.

- All preliminary short listed candidates are allowed to sit for the test after showing an ID.
- Supervision and correction of the test is done jointly by the Labour Department and the NGO.
- Candidates are ranked according to their marks and endorsed by Labour Department and NGOs representatives.

Stage 4 - Final Short List

- For the purpose of the oral interview, a final short list is determined from the written test results and endorsed by the Labour Department.
- A copy of the final short list is announced on the HAC notice board and a copy is announced at the NGOs notice board.

Stage 5 - Oral Interview

- The oral interview and determination of both the successful candidate and the reserve candidate(s) are carried out by a joint panel including:
 - One member from Labour Department (chairman).
 - One member from the NGO General Directorate.
 - Two members from the concerned NGO.
 - One member from the Procedures Technical Dept.
- The panel shall make use of the recruitment assessment sheet prepared by the Labour Department and including the following factors and marks:
 - Qualification 15 marks (10 for basic, 5 for post-graduate).
 - Experience 15 marks.
 - Communication 10 marks.
 - Personality 10 marks (5 for appearance, 5 for impression).
 - Written test 20 marks.
 - Job knowledge 30 marks.
 - Total of 100 marks.

With regard to the marking scheme, 65% of the scores are devoted to assessing the candidate against his/her work experience, written test and job knowledge. The weighting within these three categories can be adapted, based on the nature of the candidate required and can be agreed on a case by case basis by the joint recruitment panel.

- The interview should be conducted and carried out in a comfortable and conducive atmosphere for the candidates.
- Candidates are invited one by one and given equal opportunities for the interview and their individual performance is measured against the factors and the marks are given by consensus.
- In case of disagreement, average weighting is applied and the scores of each candidate are calculated accordingly.
- The candidate (s) scoring the highest mark is selected to fill the position. One or two additional candidates are selected, based on their scores, as reserve

candidates, if needed.

- The selection decision is taken and signed jointly by all panel representatives.
- The successful candidate shall be informed within five working days from the deliberation date of the panel meeting.
- The selection decision is obliging to the NGO unless satisfactory convincing reasons are presented by the NGO to the Labour Department.
- In order to complete the recruitment procedures, the NGO will sign three copies with the employee, give one copy to the employee, retain one for its records and deposit the third copy with the Labour Office. The Labour office will give a letter of approval to the NGO (upon payment of a fee)

7.4.2 Temporary Employment (Casual Labour)

NGOs are strongly advised to rely on permanent national staff wherever possible. Recruitment of all national staff should be carried out as laid out in chapter 7 of the NGOs Directory of Procedures. NGOs can make use of temporary employment as casual Labour on fixed short term contracts of less than three months duration to avoid unnecessary disputes at Labour offices or Labour courts.

Volunteers are not mentioned in the Sudan Labour Laws. NGOs can make use of volunteers for less than three months duration to avoid unnecessary disputes at Labour offices or Labour courts.

7.4.3 Trainees

In line with the general policy of the government and in the spirit of good partnership, INGOs are encouraged to participate in building the capacity of unemployed graduates through the following:

- INGOs are encouraged to incorporate graduates training in their training policies and Programmes particularly on job training.
- The INGOs are requested to submit their training opportunities to HAC, NGOs General Director. Graduates should apply for training to NGOs General Director at HAC, who will in turn refer the list to
- an internal Committee in JPC for recommendations.
- The JPC will forward a list of several nominees endorsed by the NGOs General Director. The NGO will select the most appropriate candidate from the list. A letter will be sent by the NGO to the NGOs Director General at JPC regarding its choice of the nominees for records.
- Trained persons are not allowed automatically to fill permanent position at the INGOs; it is considered a violation of Labour law.
- However, trained persons can compete to fill positions through the normal recruitment procedures at HAC Labour Department. Their training experience will be considered
- Trainees should abide by the rules and regulations of the INGOs.
- A performance report should be prepared by the NGO at the end of the training period. The report should be submitted to the NGOs General Director.
- The duration of the training will be dependent on the nature of training and will be determined upon mutual agreement. However, it cannot be extended beyond a maximum period of six months.
- The NGO will pay a stipend for the trainee. Trainees are not employees and the

training stipend given to them does not convey employment rights.

7.4.4 Employment of Refugees (Resident in Sudan)

Refugees are only employed through the Ministry of Labour in accordance with relevant Sudanese laws and regulations.

Refugees residing in Sudan can only compete for skilled and non-skilled positions announced through the Ministry of Labour.

8. PERMIT FOR A STAFF MEMBER TO ENTER AIRPORT TERMINALS

An NGO can seek permission to get a permit for permanent staff member(s) – who must be Sudanese nationals – to enter airport terminals to facilitate arrival and departure of staff and visitors.

To secure a permit, the NGO will submit the following documents to the JPC:

- A letter from the NGO requesting a permit for entry to airport terminals for a Sudanese national staff member.
- Two recent photos and an official and valid government issued ID.
- In case of renewal, a copy of the previous card of entry shall be attached.

A temporary entry permit which is valid for three months shall be issued by the Civil Aviation Authority and shall be renewed after approval from the HAC.

9. AVIATION PROCEDURES

These procedures apply where the NGO wants to bring a charter flight or private airplane into the country.

- The NGO will submit a letter signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC justifying the use of aircraft and indicating type of aircraft, owner/operator, registration number, call sign, operational area, crew information, duration of the operation.
- HAC will submit the letter to Civil Aviation.
- The NGO will receive feedback from HAC.

Cargo flights:

In case of chartered or private flights the NGO shall also provide information to HAC about the airline, type of aircraft, flight route, call sign, registration number, flight number, ETD and ETA.

It is not permitted for any aircraft to land at a secondary airport unless a permit is issued by the concerned authorities. HAC will be responsible for contacting the civil aviation authorities for fees exemption for aircraft crossing airspace, landing or take-off.

10. NGOS MEDIA DELEGATIONS AND MATERIAL

Media materials should respect the dignity of beneficiaries and sovereignty of the country. However, the NGO represented by its Country Director or Head of Mission is wholly accountable for any deviation of media coverage by the NGO or its visitors. Based on any adverse media coverage HAC representing the Government have the full right to take the necessary action against the NGO, according to the law and existing relevant regulations.

In a spirit of transparency, NGOs should share all media materials with HAC. Each NGO must, once each month, supply HAC with a pack of media materials produced by, or on behalf of, the NGO about Sudan including a print out of relevant parts of the website.

To bring a media delegation into the country, the following procedures will be followed:

- The NGO will submit a letter to the JPC signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC which explains the purpose of the trip, gives details of the members of the delegation, time schedule of the mission, geographic areas and the project/s of the NGO that the mission proposes to cover and the types of media materials that will be produced as well as its purpose.
- The NGO must confirm in writing that the materials will be used only for humanitarian purposes.
- The NGO can facilitate media delegations only in their areas of operation.
- Public information concerning surveys and researches are to comply with the procedures outlined in section 12.
- HAC will provide a letter to the NGO for follow-up with the Council of External Information under the Ministry of Information and Communications.
- The NGO should obtain approval from the Ministry of Information and Communications and will be issued a press card.

The NGO will include copies of all media materials produced on or after the trip in its monthly pack of materials submitted to HAC.

11. CONDUCTION OF FIELD SURVEYS

Field Surveys must be directly related to the nature and field(s) of the NGO work. The whole process should be conducted jointly with HAC and other relevant governmental department at Federal and State level. Until approved by HAC, the survey findings and results cannot be released.

INGOs which are planning to carry out any Surveys at Federal and State levels should follow the following procedures:

- The NGO shall submit a letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC requesting travel permit and indicating the type of survey, the area of coverage, government partners, and details on team members.
- HAC Federal will inform HAC State prior to the visit of the NGO.

- HAC Federal will issue a travel permit only when they have received authorization from HAC State. (Assessments related to a national Programme require approval from the concerned federal Ministry and authorization must be obtained from HAC).

Relevant authorities through HAC at State level are responsible for follow up of surveys procedures jointly with NGOs that are already operational within a given state.

Note on nutrition surveys:

1. In the case of nutrition surveys undertaken within the state in specific operational areas that are not state wide, all requests related to such surveys (example, approval for undertaking the survey, approval of the report etc) should be taken up at the State level and then forwarded to the Federal level for information. Request for State wide surveys have to be submitted to Federal for approval.
2. Any new survey that is not included as part of the Technical Agreement will have to follow the procedures as mentioned in the GDP in this section.

Note: Procedures to be followed in conducting nutrition surveys has been developed in consultation between the UN, NGOs and FMOH. (It is included as an annex in this Directory).

12. PERMISSION TO WORK IN NEW AREA(S)/ OPEN SUB- OFFICE(S)

The temporary Darfur registration gives the right to apply to open a sub office within Darfur only. Any NGO wishing to apply for opening a sub-office anywhere else in Sudan must have a permanent registration. While the process is ongoing the NGO can make a special request to operate in areas other than Darfur. A special permission may be issued after approval from HAC.

The NGO will submit the following documents to the JPC:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC requesting permission to work in the designated State(s).
- Submission of a Work Plan/ Proposal of Work indicating the targeted activities, estimated budget, partners and time-frame.

HAC Federal will contact HAC State(s). HAC Federal will issue a final response (approval or rejection) concerning the opening of the new office.

Should a new sub-office be opened in a State where the NGO is already operating, the procedure should be done entirely at State level.

13. TECHNICAL AGREEMENTS

13.1 Definition of a Technical Agreement (TA)

A Technical Agreement is an agreement signed by the INGO with the technically related Federal, State ministry(ies) or governmental bodies. The TA should cover the whole

Programme in a particular state within one of the following fields:

- Health and Nutrition.
- Education.
- Water, Sanitation and Environmental Health.
- Agriculture and Livestock.
- Welfare and Social Development.
- Any other activities related to the humanitarian and voluntary work.

The TA should:

- Follow and contribute to national priorities and protocols including empowerment and capacity building of national staff.
- Be agreed for a specified period.
- Reflect Programmes conducted in coordination and participation of one or more national organizations.
- Specify the number and type of national and expatriate positions that will be required to implement the Programme.
- Specify mechanisms for monitoring and reporting.
- Specify quantitative & qualitative components and activities of the project.
- Disposal of assets at the end of the agreement or project should be according to Humanitarian and Voluntary Work Act 2006.

13.2 Procedures for Signing the Technical Agreement

In most cases, the NGO should agree the TA with the relevant Ministry or government body at state level. Where no such partner exists at state level (e.g. HIV and AIDS) then an agreement should be made at Federal level with the appropriate ministry or government body.

A standard Technical Agreement Format in English, with a translation in Arabic, has been approved by the Commissioner General HAC and is provided as an annex to this document. All Technical Agreements reached between the NGOs and relevant authorities shall use this new format from January 2009. The TA must be signed and dated by the NGO and the government partner.

Once the TA has been agreed at state level (or with the relevant federal body), and signed by the NGO, the technical ministry and HAC at state level, this document must be submitted to the Commissioner General HAC Federal through the NGO Director General at JPC for endorsement and signature. The endorsement shall be provided within two weeks of the date of submission.

In the case of an ongoing project, any renewal of the TA should be submitted to Federal HAC for endorsement at least two weeks before the end of the ongoing project. If it is a new project, the TA should be submitted for endorsement before two weeks of the proposed start date of the project¹⁶.

¹⁶ The NGOs are advised to start the renewal procedures with concerned line ministries/ departments and state HAC at least one month before the expiry date in order to ensure that the TA is renewed before the expiry date.

14. OPENING OF BANK ACCOUNTS AT SUDANESE BANKS

14.1 Opening a New Bank Account

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC indicating the name/branch of the bank and currency of the account.
- Determination of at least two senior staff, including the Country Director, authorized to sign bank checks.
- HAC will issue a letter to the bank requesting the opening of the bank account according to the legal procedures.
- HAC should be informed of any changes in the identity of signatories.

For opening the first bank account, a letter from the NGO Headquarters indicating the name(s) of the person(s) authorized to open such an account is required.

14.2 Utilization of Previously Opened Bank Accounts

- For continuation of utilization of previously opened bank accounts, a request shall be made by the NGO to HAC indicating the name/branch of the bank and currency of the account.

14.3 Movement of Cash where no bank services exist

NGOs are encouraged to use bank services for cash movement within the country where available.

NGOs requiring to move cash to areas where there are no bank branches or services they are required to notify the State HAC of such cash movements by way of submitting a summary information about the planned expenditure to state HAC, two working days ahead of such cash movement. The concerned authorities will issue a letter authorizing such movement of cash.

15. REPORTING

15.1 Annual Report

NGOs are required to submit an annual report to the JPC covering work implemented in the previous calendar year by the end of January. The format for the report is attached as an appendix. The report should include details of items imported. One hard copy and one soft copy must be submitted to JPC besides sending it by email.

15.2 Bi-Annual Report

NGOs are required to submit a report on activities carried out in the first half of the year to the JPC by 15th July. The format for the report is attached as an appendix. Three hard copies and one soft copy must be submitted to JPC.

15.3 Special Report

From time to time, Federal HAC may request the NGO to submit a special report covering some aspect of their work.

15.4 Reports at State Level

Reporting requirements at state level will be agreed with the NGO at state level and outlined in the technical agreement.

15.5 End of the Project Report

NGOs are requested to submit a separate End of the Project Report, to Federal HAC if this is not coinciding with the annual report or any of the above reports.

16. MONITORING AND EVALUATION

Monitoring and Evaluation exercises are carried out in order to provide the knowledge required for effective programme and project management and for reporting and accountability purposes. Monitoring and Evaluation are considered as tools that will help understand and appreciate the work of NGOs and provide necessary feedback and recommendations that will help future programming. Such exercises should be carried out periodically in order to ensure that the projects or programmes stay on course and achieve the intended objectives and goals set out at the start of the project/ programme.

The Humanitarian Aid Commission is mandated by the Organisation of Humanitarian and Voluntary Work Act 2006, Bylaws of Registration of national and international organizations (1999), the Country Agreement and the Technical Agreements, to undertake monitoring and evaluation exercises jointly or unilaterally of NGO work. Such monitoring and evaluation missions could focus on a particular project, either geographic or sectoral, or can look at the work of the whole organization in Sudan.

Based on the various provisions the following types of Monitoring and Evaluations can take place where HAC will play a role. This shall not preclude the right of the NGOs to carry out independent monitoring/ evaluation exercises as per their requirements. Such Monitoring and Evaluation plans should be included in relevant Technical Agreements or in the Annual Plans submitted to HAC for necessary approval. If an NGO wishes to undertake any Monitoring or Evaluation exercise that was not included in the work plan or,

TA for reasons unavoidable, a request should be made to Federal HAC for necessary approval before undertaking such exercise.

Based on the various provisions the following two types of monitoring and evaluation missions can be taken up by HAC. In addition, the Commissioner General has the authority to authorize any monitoring and evaluation mission outside of the following:

1. Project Monitoring and Evaluation as per Technical Agreement:

These are monitoring and evaluation exercises planned to be carried out jointly by the NGO and HAC and relevant line ministry and included in the Technical Agreement. The TOR and modalities to carry out such exercises will be mutually discussed and agreed by the NGO, HAC and relevant line ministry.

2. Annual and Bi-annual Programme Monitoring and Evaluation:

HAC may carry out routine annual monitoring and evaluation of the Programme of an NGO either in its entirety or a part, other than the exercises planned as per the Technical Agreement. For such exercises HAC will set up a general TOR to be used as a tool. Such exercises will be undertaken by HAC along with relevant line ministries and the concerned NGO.

The country agreement states that "For various monitoring purposes the INGO shall

facilitate joint assessments by INGO, HAC and other concerned parties to assess the project progress or to conduct a final evaluation”.

Where the monitoring or evaluation exercise has been initiated by the NGO, the NGO shall bear the costs of such exercise. On the other hand, where HAC/ Line Ministry initiates such an exercise, HAC/ concerned line ministry will bear these expenses.

Costs should include travel, food and accommodation only.

Procedures:

1. Monitoring/ Evaluation exercises as per Technical Agreement:

- For the monitoring and evaluation exercises agreed within the Technical agreement, state HAC and concerned Line Ministry will be responsible for undertaking such exercises.
- The Line Ministry/ state HAC initiates the process by notifying the NGO of such an exercise at least two weeks before the starting date of the exercise.
- Each of the three parties nominates its representative/s to form the monitoring/ evaluation team. These names are submitted to State HAC which will issue a letter confirming the formation of the monitoring/ evaluation team.
- The team jointly comes up with a TOR, which is agreed by all three parties.
- The team carries out the exercise as per the TOR, jointly produce a draft report and present the findings to all three parties. Based on feedback the report is finalized jointly which includes agreed action points/ recommendations for future action.

2. Annual and Bi-annual monitoring and evaluation exercises

- First, HAC and the concerned line ministry discuss with the NGO and agree on a time schedule for the exercise
- HAC, the concerned line ministry and the NGO will develop specific TOR using the general TOR template developed by HAC.
- The three parties constitute a joint team to carry out the exercise jointly

3. Monitoring/ Evaluation exercises undertaken by NGO:

- If an NGO wishes to carry out a monitoring/ evaluation exercise outside the TA or work plan agreements, to be undertaken either jointly with HAC and concerned line ministry or unilaterally, it should write to Federal HAC for approval along with a copy of the TOR.
- The Federal HAC will study the proposal and give its reply within a week's time.
- If the Federal HAC approves the proposal, it will facilitate the exercise as appropriate.
- The NGO will carry out the exercise (either jointly or unilaterally) and will submit its final report to Federal HAC. Copies will also be provided to the concerned line ministry/ies and State HAC.
- If any authorities wish to join the exercise undertaken by the NGO, any associated costs for their participation will be borne by the concerned authorities.
- Where the NGO specifically invites HAC or relevant line ministries, the travel, food and accommodation costs of personnel participating will be borne by the NGO.

17. CLOSURE OF NGO OPERATIONS

Closure of country operations of an NGO shall be decided as per the Organisation of Humanitarian and Voluntary Work Act 2006, (article 30, Bylaws of registration of national and international organizations (1999), the country agreement and the Technical Agreements and other relevant legislations

17.1 NGOs wishing to close their country operations

Any NGO, wishing to close its overall country operations in Sudan, should observe the following procedures:

A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC informing of the termination of operations of the NGO and the reasons for such a decision with a notice period of a minimum of 90 days.

An Action Plan detailing how the NGO plans to close all its operations, which includes details related to

- How each project will be completed and responsibilities handed over.
- List of National staff and how it plans to terminate the contracts of national staff
- List of International staff and their termination plans and visa requirements
- List of assets by project and plans for the disposal or hand over
- List of other Assets and plans for their disposal or hand over
- Financial statement showing the current status and plans
- List of all bank accounts in country both in foreign currency and local
- Other obligations that the NGO has towards any individual or agency
- Any other financial and or legal obligations that are not covered in any of the above
- Any other relevant information related to the closure of operations

The Director General JPC, upon receipt of the above documents, will form a Joint Committee comprising representatives of HAC and concerned NGO to review the plan, seek further clarification and submit their recommendation to the Commissioner General HAC for final approval of the action plan. Once approved, the same committee will facilitate the implementation of the action plan.

Following the successful completion of the action plan the NGO will submit:

- A completion report providing details of above action plan and any other requirement
- A final audit report.

In return, HAC will issue:

- A letter of clearance certificate
- A letter of cancellation of NGO Registration in Sudan

17.2 Termination of NGO Operations by the Government:

The government may decide to cancel the registration of an NGO as per article 14 of the Organisation of Humanitarian and Voluntary Work Act 2006

Such closure of country operations of an NGO shall be decided as per the, (article 30, Bylaws of registration of national and international organizations (1999), the country agreement, the Project Technical Agreements and other relevant legislations.

17.2.1 Termination at Federal Level

- If the Commissioner-General becomes aware of any legal violations (as listed under Article 14 or 24 of the 2006 Act or Articles 24 or 25 of the 1999 Regulations) that may require penalties or cancellation of the registration of an INGO, he may start an investigation into the matter.
- The Commissioner General should consider whether to inform the Country Director of the INGO in writing that an investigation is commencing.

Decision and Appeal:

- Upon conclusion of an investigation by the Commissioner General, the registrar may decide to apply one of the penalties listed in Article 24 of the 2006 Act or Article 24 of the 1999 Regulations.
- If the registrar determines that the registration of the INGO should be cancelled, the registrar will inform the Country Director of the INGO in writing, with a notice period of a minimum of 90 days.
- The INGO's activities will be suspended from the date of issuance of the letter from the registrar.
- If the INGO wishes to appeal the decision of the Registrar, the Country Director may submit a written appeal to the Commissioner General. The appeal should outline the reasons why the INGO is challenging the decision. The appeal must be submitted within 30 days of the date of the registrar's decision.
- If the Commissioner rejects the appeal or does not respond within one month, the INGO Country Director may submit a written appeal to the Minister of Humanitarian Affairs, within 14 days.

If the INGO accepts the decision, or the appeal is unsuccessful, the following process will be followed: The INGO will submit (within 1 week) an Action Plan detailing how the NGO plans to close all its operations, which includes details related to

- How each project will be closed down or handed over.
- List of National staff, whose contracts will be terminated according to the relevant provisions of the Labour Law.
- List of International staff and their termination plans and visa requirements. Senior international management staff will be expected to remain to complete the termination process.
- List of assets by project, which will be disposed of according to Article 30 para 2 of the 2006 Act.
- List of other Assets, which will be disposed of according to Article 30 para 2 of the 2006 Act.
- Financial statement showing the current status and plans.
- List of all bank accounts in country both in foreign currency and local
- Other obligations that the NGO has towards any individual or agency
- Any other financial and or legal obligations that are not covered in any of the above
- Any other relevant information related to the closure of operations.

The Director General JPC, upon receipt of the above documents, will form a Joint

Committee comprising representatives of HAC and concerned NGO to review the plan, seek further clarification and submit their recommendation to the Commissioner General HAC for final approval of the action plan. Once approved, the same committee will facilitate the implementation of the action plan.

Following the successful completion of the action plan the NGO will submit:

- A completion report providing details of above action plan and any other requirement*
- A final audit report.*

In return, HAC will issue:

- A letter of clearance certificate*
- A letter of cancellation of NGO Registration in Sudan*

17.2.2 Termination of All Activities in a State

Termination of all activities of an NGO in a specific state should be covered by the Technical Agreement, and any relevant state laws.

A joint committee should be formed at state level of HAC and the INGO to make recommendations for disposal of assets (in line with Article 30 para 2 of the 2006 Act) for endorsement by the Federal Commissioner-General.

17.2.3 Termination of a Specific Project

Termination of a specific project should be covered by the Technical Agreement, by the line ministry for state projects, or national Programme for national projects.

A joint committee should be formed at state level of HAC and the INGO to make recommendations for disposal of assets (in line with Article 30 para 2 of the 2006 Act) for endorsement by the Federal Commissioner-General.

18. ANNEX (A) - DARFUR FAST TRACK PROCEDURES

The annex is concerned with INGOs procedures for Darfur and should be read in conjunction with the general procedures that apply to the rest of Sudan. Many procedures are the same for Darfur as they are for the rest of the country and only those that are different are included in this annex.

18.1 REGISTRATION PROCEDURES

18.1.1 Temporary Registration (Darfur)

All organizations, that are not already registered in Sudan and which intend to work in Darfur shall follow the following procedure to obtain a temporary registration:

- Written request to the Registrar General at the JPC stating the activities or expected Programmes to be implemented in Darfur.
- Complete and submit Form B to the Embassy of Sudan in the country of origin or the nearest country or to the Registrar General Office at the JPC in Khartoum.
- A brief summary of the Financial Report and activities in the last three years.
- Payment of fees.

When all requirements are provided by the concerned NGO, a registration certificate signed by the Registrar General shall be issued within seven working days. Renewal of registration must take place every year.

Registration and re-registration of all new NGOs will be facilitated through the Joint Procedures Centre within seven working days.

18.1.2 From Temporary to Permanent Registration

All organizations which are registered temporarily in Darfur, and that intend to obtain permanent registration for the Sudan, should submit the following to the Embassy of Sudan in the country where the NGO Headquarters is located or to the nearest Embassy in the region:

- A request addressed to the Registrar General signed by the NGO Headquarters or Representative stating the type of activity/expected Programmes to be implemented in the Sudan, areas of operations and an indicative budget. Such activity or Programmes shall not be of religious, missionary, ethnic, political nature or in contradiction with the prevailing laws in the Sudan. The request should also mention that the NGO is registered for Darfur.
- Submit form (A) – to be filled by the NGO Headquarters.
- Copy of the Financial Report and all the NGO world-wide activities in the last three years (except for newly established organizations, which will have to report activities since their establishment).
- Copy of the Registration for Darfur.
- Copy of the NGO certificate in the country where the headquarters are located.
- Copy of report about the NGO activities in Darfur since their start, including broad financial report.

*Copies of the above-mentioned documents will be forwarded by the Embassy to HAC
An official reply will be provided to the NGO - within three months from the submission of all required documents at the embassy – in form of a registration certificate signed by the Registrar General or a letter of refusal. Renewal of registration must take place every year (see 2.1.2).*

Following registration and before starting activities, the NGO shall sign the Country Agreement with the Registrar General (HAC).

The moment the NGO received positive response about the registration, the NGO will have to pay a registration fee at HAC Federal. A receipt for this payment will be provided to the NGO.

18.2 IMMIGRATION AND TRAVELING PROCEDURES

18.2.1 Entry Visa for Work Purposes

To secure an entry visa for Darfur, the organization shall submit the following documents to the embassy in the country where the staff member is based:

- A letter signed by the Country Director or his/her Deputy requesting a visa and stating the profession/ place of work/ contract duration.
- A recent and colored photo.
- A copy of the passport, including full name and other details. The NGO is to ensure that the copy is clear.
- A certificate showing academic qualifications (only required for staff working as medical doctors/nurses/civil engineers or supervising such posts).
- Copy of the Curriculum Vitae (C.V.). (not required for visiting family and dependents)
- Entry visa application form duly filled.

The visa will be issued within 2 working days provided that all the applicable statutory requirements are met.

18.2.2 Entry Visa Issued at the Airport

Should the applicant live/reside in a country where there is no Embassy of Sudan, the NGO can apply to obtain an entry visa at the airport. The NGO should provide the information set out in section 16.2.1 to the JPC in Khartoum explaining that an airport visa is being requested.

The procedure will be concluded within 2 working days provided that all the applicable statutory requirements are met.

When the procedure at the JPC is completed, the HAC will issue a letter to the NGO, signed by the NGO Director General at JPC. The same letter will be sent by JPC to the Immigration at the airport. It is the responsibility of the NGO to provide the staff member with a copy of the HAC letter of approval which the staff member should carry with them when they travel.

18.2.3 Exit and Re-entry Visa

Procedures for exit and entry visas are the same for the whole of Sudan. However, in order to decrease the level of the Darfur crisis and to facilitate the flow of aid, fast track procedures will be applied.

The procedure will be finished within two working days provided that all the applicable statutory requirements are met.

18.2.4 Multiple Exit and Re-Entry Visa¹⁷

All international staff of NGO (national and international) and their family members (spouse and children) will be issued with multiple exit and re-entry visas as follows:

- A letter from the NGO signed by the Country Director or his/her Deputy addressed to the NGO Director General at JPC requesting the visa.
- A recent color photo.
- A copy of the passport, including full name and other details, including a valid residence permit stamp. The NGO is to ensure that the copy is clear.
- Multiple exit and re-entry visa form duly filled, with duty stamp.
- Tax exemption certificate (to be obtained before the start of the procedure at JPC see section 5.4) from the Tax Department /Ministry of Finance.

Payment of fees. An official receipt will be given for any payment

The procedure for multiple exit re-entry visa will be issued within two working days provided that all the applicable statutory requirements are met.

18.2.5 Procedures for Resident Foreigners Traveling to State Capitals

According to the Ministerial Decree No.3 article 2 of April 16, 2009, "All staffs of NGOs registered in the Sudan and working in Darfur are allowed to move to, from and within Darfur states according to the travel notification only. All the concerned authorities at the Federal and State levels should work according to this notification as a "Notification" and not as travel permit. The HAC ID card should be considered as an identification document for the holders to benefit from this privilege."

NGO staff who need to travel to the capital of a state where their NGO is not operational (eg: for workshops, meetings, joint missions, etc) should apply for a travel notification.

To obtain the travel notification the NGO must submit the following document to JPC:

- Travel notification form duly filled.
- A copy of the passport, including full name and other details as well as the entry visa/residence permit. The NGO is to ensure that the copy is clear.

The travel notification will shall be issued within one working day from the date of submission, provided that all statutory requirements are met. The travel notification will be valid for the period of the Darfur Emergency Programme

18.3 CUSTOMS PROCEDURES

Customs procedures are the same for the whole of Sudan. However, in order to decrease the level of the Darfur crisis and to facilitate the flow of aid, fast track procedures will be applied. In this case there is also no need for submission of an annual list.

¹⁷ Validity of the exit and re-entry visa dependson the validity of the residence permit/stay visa

For items bound for Darfur, all customs procedures will be processed items within 7 working days from the date of submission of the necessary documents.

18.4 TAX EXEMPTION

Based on decrees by the Representative of the President of the Republic in Darfur states, imported items for humanitarian aid, customs Department, Health and Medical procedures are exempted from any fees.

18.5 LABOUR PROCEDURES

Labour procedures are the same for the whole of Sudan. However, in order to decrease the level of the Darfur crisis and to facilitate the flow of aid, fast track procedures will be applied.

INGOs are able to freely recruit and deploy international and national staff according only to the selection criteria stipulated by their individual organizations. INGOs will ensure that the best qualified professionals will be recruited according to the TOR of the position for which they are hired and the main interest of the beneficiaries. Those NGO staff practicing as medical and civil engineering professionals will be recruited in accordance with the Labour Act 1997.

Work permit procedures (first time and renewal) will take 3-5 working days from the date of submission of documentation provided all statutory requirements are met.

Residence permit procedures (first time and renewal) will take fifteen days from the date of submission of documentation provided all statutory requirements are met. The Residence Permit is given according to the extension of the Darfur Emergency Programme. The worker who obtained the Residence Permit for Darfur is not allowed to work in areas outside Darfur except in a supporting role for Darfur operations in the organization's Head Office in Khartoum.

Recruitment of national staff, from the moment of advertisement to the final selection of the candidate, will take a maximum of one month.

18.6 AVIATION TRAFFIC

The passenger manifest must be submitted to HAC at the JPC 36 hours before take-off. A maximum of five to six people can be added to the manifest up to two hours before take-off. Such additions must be indicated in a separate form to be submitted to the authorities in Khartoum Airport (National Security, Military Intelligence, and Civil Aviation). A copy of such supplementary form must be submitted on the same day to the HAC at the JPC in Khartoum.

In cases of emergency - evacuations - technical failures, the manifesto can be entirely changed, new flights can be added and aircrafts can be replaced (if necessary).

19. ANNEX (B) – PROCEDURES FOR OTHER EMERGENCIES

The government may from time to time declare an area or state as in a state of emergency owing to natural or human made disasters. In order to facilitate humanitarian response to such situations the General Directory has provided the following provisions under different chapters within the document. These are applicable to any state declared emergency situations in the country and valid only for the duration that the area is declared an emergency and will be revoked once the area is declared.

Procedure	Remarks	Reference section
Entry visa	Entry visa issued: Within 24 hours at airport; or 2 working days at Sudan Embassy	3.2
Importation of drugs and nutritional items	Copy of the technical agreement is not required within other requirements	4.4.1
Diagnostic Material and Medical Equipment	Copy of the Technical Agreement is not required with other requirements in order to grant custom exemption	4.4.2
Reallocation of Relief Materials in Emergency Situation	Reallocation allowed upon written approval from relevant State Authority (through HAC)	4.4.6
Recruitment of international staff	48 hours with validity as per the duration of the emergency	7.2
Entry residence and stay permits, or redeployment from other regions/program	Swift	7.2
Aviation traffic	New flights can be added and aircrafts can be replaced (if necessary).	18.6

For any other issues that are not covered under these provisions, the Darfur Annex will be a guide and the government will facilitate such requests as per the Darfur Annex

20. REGISTRATION FORMS

20.1 Registration Form (A)

بسم الله الرحمن الرحيم
جمهورية السودان
REPUBLIC OF THE SUDAN
وزارة الشؤون الإنسانية
MINISTRY OF HUMANITARIAN AFFAIRS
مفوضية العون الإنساني
HUMANITARIAN AID COMMISSION

Khartoum P.O BOX الخرطوم ص.ب.1975
778389-794496 تلفون رقم
Tel:778389-794496

Registration Form (A) For Foreign N.G.O
Applying For Entry And Operation in
Sudan .

استمارة تسجيل (أ) للمنظمات التطوعية الأجنبية
التي ترغب في الدخول والعمل بالسودان

ATTENTION
1- please fill in needed
Information in space provided
More Information could be attended
In separate sheet.

تنبيه :
1- يرجى ملء البيانات المطلوبة في الأماكن
داخل الاستمارة قدر المستطاع وفي حالة العجز
عن ذلك
ترفق ابيانات المطلوبة مع الاستمارة

2-All needed information should be type
Untyped information shall not be accepted

2- تملأ البيانات المطلوبة في هذه الاستمارة
بالآلة
الكاتبة ولن نستلم أي استمارة غير مكتوبة
بالآلة الكاتبة

Name Of Organization

3- تستلم الاستمارة بعد تعبئتها إلى سفارة
السودان
بالدولة المعنية لارسالها للمفوضية عبر
الخارجية .

القسم الأول :-
إسم المنظمة :

جنسية المنظمة :

Date and Registration No

عنوان المكتب الرئيسي بدولة المقر :-

تاريخ تأسيس المنظمة :

تاريخ ورقم التسجيل بدولة المقر :

SECTION (B)

NATURE OF WORK OF ORG

القسم الثاني :-
طبيعة عمل المنظمة

DONOR

مانحة

منفذة لبرامجها

OBJECTIVES OF The ORGANIZATION

أهداف المنظمة بوضوح

النشاط الأساسي للمنظمة

إغاثة

Nationality

Address of head office at country

Of origin

إعادة تعبير

تنمية –

أخرى تذكر –

Reasons Behind The Choice of Operating In Sudan

الأسباب وراء اختيار العمل بالسودان

Sources Fund ; (Please Specify Names Of Donors – Countries and Agencied)

مصادر تمويل المنظمة (مع ذكر أسماء الدول –
الهيئات
الدولية المانحة التي تمويل المنظمة حالياً) .

Main Activity

Relief

تعهد :-

REHABILITATION

Development

**Information other wise is correct to the best
Of my Knowledge and Undertake to report
any chances.**

بهذا أشهد بأن المعلومات المذكورة صحيحة وذلك
حسب مالى من معرفة وبتعهد بالأداء بما يطرأ من
تعديلا .

Chairman Signature

التوقيع : .

**Countries in which ORG. Is currently Operation
Please state date of commencement of activity and
area of Operation**

أو لا تزال تعمل بها
المجال الذي تعمل

Area (s) Proposed for the work of the Organization

ان

Confirmation

There Certify that all the above mentioned

A copy of registration certificate of
Originen dosed from Sudan embassy

مرفقات :-

2- Copy of latest annual report.
3- Any publication Containing
Information about ORG.

1_ صورة من شهادة تسجيل المنظمة بدولة المقر موثقة
من سفارة
السودان بالدولة المعنية .

4-The Mandate or the ORG.

2_ صورة من التقرير السنوى للمنظمة للعام
الماضى

3- أى كتيبات أو نشرات تعريفية بأعمال المنظمة

SECTION (C)
EMBASSY COMMENT

النظام الأساسى للمنظمة

Date.

القسم الثالث :-
تعليق السفارة

SIGNATURE.

التاريخ :

POSITION OF THE SIGNATORY

التوقيع :

وظيفة الموقع :

ATTACHMENT:-



**The Republic of the Sudan
Ministry of Humanitarian Affairs
Humanitarian Aid Commission
Registrar General Office**

**INGOs Temporary Registration Form
(Form B)
(Darfur Operation)**

1- Name of Organization:

.....
.....

2- Origin / **Nationality** of the organization:

.....
.....

3- Date of establishment in the country of origin:

.....
.....

4- Head of office address:

.....
.....

5- Objectives of the organization:

.....
.....

6- Other Branches in Africa countries (if any):

.....
.....

7- Nature of work of the organization

.....
.....

8- Main activities and targeted group in Darfur

.....
.....

9- Sources of funds

.....
.....

10- Address and contact person in Sudan

.....
.....

Confirmation

I hereby confirm that the above information is correct to the best of my knowledge and undertake to report any changes as required.

Name:

Position:

Signature:

Date:

FOR OFFICE USE

Application No:

Comment:

.....
.....
.....
.....
.....

Officer Signature:

Signature

Date:

20.1.2 National NGO Registration Form

بسم الله الرحمن الرحيم



التاريخ/ .. / 2007/9م

السيد/ المسجل العام/المكلف

(1) الموضوع / تسجيل منظمة

ملاحظات	إستيفاء الشروط	البيان
مستوفية حسب الشروط	√	الطلب
	√	النظام الاساسى
	√	إستمارة بيانات لأعضاء اللجنة التمهيدية والتفونات
	√	الأعضاء + التوقيعات وبعض التفونات
	√	شهادة المقر أو الاستضافة
ملاحظات السيد/ المسجل العام :		

21. ANNEX (C) - FEES

Fees are subject to change. Information about changes will be officially announced in the HAC website and in the JPC board. Information will also be shared within the TJTC. An official receipt will be given for any payment. Fees do not include stamp duty. Fees are the same for staff and family members.

21.1 Fees for General Procedures

Procedure		Fee	Where to
Registration	Permanent Registration of INGOs	1,000	HAC
	Annual Renewal of the Registration (licensing renewal)	200	HAC
	Registration of NNGOs	100	HAC
	NGOs networks	1,500	HAC
Immigration Procedures	Entry visa for work purpose for foreigners working for International NGOs	172.5	JPC
	Exceptional entry permit procedures	172.5	JPC
	Entry visa for visitors	172.5	JPC
	Entry Visa for Foreigners working for National NGOs	172.5	JPC
	Entry Visa issued at the airport	100.5	JPC
	Registration of foreigners	87.5	Immigration
	New Stay Visa (Residence Permit) for foreigners working for International and National NGOs	244.5	JPC
	Renewal of Stay Visa (Residence Permit) for foreigners working for International and National NGOs	234.5	JPC
	Exit and Re-Entry Visa	253.5	JPC
	Multiple Exit and Re-Entry Visa	1,117.5	JPC
	Final Exit Visa	137.5	JPC
	Procedures for Traveling to State Capitals	None	n/a
	Travel Procedures	Travel permit to State Capitals	None
Traveling Procedures for visitors		None	n/a
HAC ID Cards		20	Printing
Customs Procedures (none except form)	Customs Agreements for INGOs	None	n/a
	Importation list	None	n/a
	Adding new items to the importation list	None	n/a
Importation of items	Medical Supplies and Equipment	None	n/a
	Foodstuffs	None	n/a
	Vehicles, Machinery and Equipment	None	n/a
	Communications Equipment	None	n/a
	Reallocation of relief materials in emergency situation	None	n/a
Registration/License	Registration of communication equipment		
Annual Fees			

Tax Exemption	Taxation Procedures	None	n/a
	Value Added Tax (VAT)	None	n/a
	Port Fees Exemption	None	n/a
	Individual Income Tax	None	n/a
	Vehicle Registration	100	JPC
	Issuing of Number Plates for Vehicles	55	Traffic Police/Plates
Labour procedures	First Time Work Permit working for International NGOs	300	Labour Department
	Renewal of Work Permit working for International NGOs	300	Labour Department
	Reissuing (in case it is lost) of work permit	150	Labour Department
	Issuing of preliminary work permit	200	Labour
	First Time Work Permit working for National NGOs	300	Labour Department
	Renewal of Work Permit working for National NGOs	300	Labour Department
	Exceptional Procedures for International staff recruitment	170	Labour Department
	Recruitment of National Staff (excluding skilled/non-skilled) – Permit for publication of vacancy announcement	100	Labour Department
	Deposition of contract and approval of recruitment of national staff	50	Labour Department
	Procedures to obtain a permit for a staff member to enter airport	50	Civil Aviation
	Procedures to obtain a permit for a staff member to enter airport	750	Civil Aviation
	Procedures for Aviation rights at JPC	None	n/a
	NGOs Media Delegations	None	n/a
	Permission to Work in New Area /Open Sub-Office	None	n/a
	Conduction of Surveys and Field Assessments	None	n/a
	Technical Agreements	None	n/a
Opening of bank accounts at	Opening a new bank account	None	n/a
	Utilization of previously opened bank accounts	None	n/a
Reporting	Annual Report	None	n/a
	Bi-Annual Report	None	n/a
	Special Report	None	n/a
	Reports at State level	None	n/a

21.2 Fees for Darfur Procedures

Procedure		Fee (SDG)	Where to pay
Registration	Temporary Registration of INGOs	1,000	HAC
	Annual Renewal of the Registration (licensing renewal)	200	HAC
	From temporary to permanent registration	200	HAC
Immigration Procedures	Entry visa for work purpose for foreigners working for International NGOs	172.5	JPC
	Exceptional entry permit procedures	172.5	JPC
	Entry visa for visitors	172.5	JPC
	Entry Visa issued at the airport	172.5	JPC
	New Stay Visa (Residence Permit) for foreigners working for International and National NGOs	244.5	JPC
	Renewal of Stay Visa (Residence Permit) for foreigners working for International and National NGOs	234.5	JPC
	Exit and Re-Entry Visa	253.5	JPC
	Multiple Exit and Re-Entry Visa	1,117.5	JPC
	Final Exit Visa	137.5	JPC
Travel Procedures	Travel permit to State Capitals	None	n/a
	Traveling Procedures for visitors	None	n/a
HAC ID Cards		20	Printing company
Customs Procedures (none except form fees – 72 SDG)	Customs Agreements for INGOs	None	n/a
	Importation list	None	n/a
	Adding new items to the importation list	None	n/a
Importation of items	Medical Supplies and Equipment	None	n/a
	Foodstuffs	None	n/a
	Vehicles, Machinery and Equipment	None	n/a
	Communications Equipment	None	n/a
	Reallocation of relief materials in emergency situation	None	n/a
Tax Exemption	Taxation Procedures	None	n/a
	Value Added Tax (VAT)	None	n/a
	Port Fees Exemption	None	n/a
	Individual Income Tax	None	n/a
	Vehicle Registration	100	JPC
	Issuing of Number Plates for Vehicles	55	Traffic Police/Plates Department
Labour procedures	First Time Work Permit working for International NGOs	170	Labour Department
	Renewal of Work Permit working for International NGOs	170	Labour Department
	Recruitment of National Staff (excluding skilled/non-skilled) – Permit for publication of vacancy announcement	50	Labour Department
	Exceptional procedures for international staff recruitment	170	Labour Department

Table: Names of Devices and Annual Fees

S/N		Fees (SDG)	Remarks
1	HF Mobile	390	Unified Fee whether imported or purchased locally
2	HF Base	390	Unified Fee
3	VHF Mobile	260	Unified Fee
4	VHF Base	260	Unified Fee
5	Repeater	390	Unified Fee
6	Thuraya	500	Unified Fee
7	Bgan Imported Locally purchased	5000 500	
8	R. Bgan Imported Locally purchased	5000 500	
9	Inmar. Sat Imported Locally purchased	5000 500	
10	V. sat Importation Locally purchased	5000 500	

22. ANNEX (D) – TIMELINES FOR GENERAL PROCEDURES

Information about changes of timelines will be officially announced in the HAC website and in the JPC board. Information will also be shared within the TJTC. Week is here considered made of 5 working days. Timeline is the same for staff and family members.

Procedure		Timeline and deadlines
Registration	Permanent Registration of INGOs	3 Months
	Annual Renewal of the Registration (licensing renewal)	One month
	Registration of NNGOs	One month
	NGOs networks	One month
Immigration and travel Procedures	Entry visa for work purpose for foreigners working for International NGOs	One month
	Exceptional Entry Permit Procedures	2 Working Days
	Entry visa for visitors	7 working Days
	Entry Visa for Foreigners Working for National NGOs	One month
	Entry Visa issued at the airport	18 Working days
	Registration of Foreigners	One Working Day
	New Stay Visa (Residence Permit) for foreigners working for International and National NGOs	5 Working Days
	Renewal of Stay Visa (Residence Permit) for foreigners working for International and National NGOs	5 Working Days
	Exit and Re-Entry Visa	3 Working Days
	Multiple Exit and Re-Entry Visa	5 Working Days
	Final Exit Visa	3 Working Days
	Procedures for Traveling to State Capitals	2 Working Days
	HAC ID Cards	One Working Day
	Customs Procedures	Customs Agreements for INGOs
Importation list (first time)		10 Working Days
Importation list (renewal)		15 Working Days
Adding new items to the importation list		10 Working Days
Importation of items	Medical Supplies and Equipment	15 Working Days
	Foodstuffs	15 Working Days
	Vehicles, Machinery and Equipment	15 Working Days
	Communications Equipment	15 Working Days
	Reallocation of relief materials in emergency situation	One Working Day
Tax Exemption	Taxation Procedures	3 Working Days
	Value Added Tax (VAT)	3 Working Days
	Port Fees Exemption	3 Working Days
	Individual Income Tax	3 Working Days
	Vehicle Registration and issuing of Number Plates	3 Working Days

Labour procedures	Preliminary Work Permit	7 working days
	First Time Work Permit working for International NGOs	5 Working Days
	Renewal of Work Permit working for International NGOs	7 Working Days
	First Time Work Permit working for National NGOs	5 Working Days
	Renewal of Work Permit working for National NGOs	7 Working Days
	Exceptional Procedures for International staff recruitment	3 Working Days
	Recruitment of National Staff (excluding skilled/non-skilled)	One month
Procedures to obtain a permit for a staff member to enter airport		7 Working days
Procedures for Aviation rights		n/a
NGOs Media Delegations		3 Working days
Permission to Work in New Area /Open Sub-Office		3 Working Days
Conduction of Surveys and Field Assessments		7 Working Days
Technical Agreements Endorsement at Federal level		15 Working Days
Opening of bank accounts at	Opening a new bank account	2 Working Days
	Utilization of previously opened bank accounts	2 Working Days
Reporting	Annual Report	End of January
	Bi-Annual Report	15 July
	Special Report	As appropriate within
	Reports at State level	As appropriate within

Timelines for General Procedures in Darfur.

S/N	Procedure	Timeline
1	Entry Visa	2 working days
2	Work permit	3 - 5 working days
3	Residence permit	15 working days
4	Exit re-entry visa	2 working days
5	Final exit visa	2 working days
6	HAC ID	1 working day
7	Travel to Darfur	1 working day
8	Custom clearance	7 working days
9	Tax exemption	3 working days
10	National recruitment	30 working days
11	Reporting	Bi annual report by 15 July. Annual report by end of January.

23. ANNEX (F) – LABOUR FORMS

Forms are subject to change. Information about changes of timelines will be officially announced in the HAC website and in the JPC board. Information will also be shared within the TJTC.

23.1 New Work Permit Form – International Staff

بسم الله الرحمن الرحيم
وزارة العمل والخدمة العامة وتنمية الموارد البشرية
ادارة العمل بالمنظمات
استمارة اذن عمل لغير السودانيين لأول مرة (وفق الدليل)

(1) الموجهات :

(أ) تنبيه: الالاء بأى بيانات غير صحيحة يعرض المنظمة والمستخدم للمساءلة القانونية.

(ب) لاستخراج اذن عمل لغير السوداني لأول مرة يجب استيفاء الآتى :

* خطاب المنظمة (طلب)

* موافقة مفوضية العون الانساني .

* الوصف الوظيفي .

* السيرة الذاتية .

* عقد العمل بين المنظمة والمستخدم .

* صورة من جواز المستخدم تشمل الصفحة التي بها : الاسم، تاريخ الميلاد ، الصورة ، الإقامة، المهنة .

* شهادات المؤهل العلمي والخبرة العملية (مترجمة الى الانجليزية أو العربية) .

* صورة الاتفاقية الفنية الوظائف المسموح بها لغير السودانيين والمدة المقررة للوظيفة

* الافادة من جهة الاختصاص العلمي (المجلس الطبي – المجلس الهندسى ... الخ) .

* فحص الايدز .

* (2) صورة فوتغرافية .

(2) البيانات :

اسم المنظمة / مقدم الطلب :

طبيعة عمل المنظمة :

عدد العمالة الوطنية :

عدد العمالة الاجنبية :

اسم المستخدم :

تاريخ الميلاد :

جنسية المستخدم :

عنوان الوظيفة :

الوصف الوظيفي :

عدد شاغلي نفس الوظيفة بالمنظمة : (أ) وطنيون (ب) أجناب:

المؤهل العلمي للمستخدم :

التخصص :

المؤسسة التعليمية التي تخرج منها ومقرها :

موقع العمل المقترح : (المدينة/ الولاية)

هل سبق له العمل في السودان (وضح) :

الفترة الزمنية التي قضاها : من: الى :

المدة المطلوبة لائن العمل: من : الى :

نوع الاذن : (مبدئي) (نهائى)

اسم وتوقيع مندوب المنظمة :

عنوان وظيفة مندوب المنظمة : رقم الهاتف :

التاريخ :

(3) توصية مدير العمل بالمنظمات :

(4) قرار السيد/ وكيل العمل :

23.2 Renewal Work Permit Form – International Staff

بسم الله الرحمن الرحيم
وزارة العمل والخدمات العامة وتنمية الموارد البشرية
ادارة العمل بالمنظمات
استمارة تجديد اذن عمل لغير السودانيين (وفق الدليل)

(1) الموجهات :

- (أ) تنبيه : الادلاء بأى بيانات غير صحيحة يعرض المنظمة والمستخدم للمساءلة القانونية .
- (ب) لتجديد اذن العمل لغير السوداني يجب استيفاء الآتى :
- * خطاب المنظمة (طلب) .
- * موافقة مفوضية العون الانساني .
- * الوصف الوظيفي .
- * السيرة الذاتية .
- * عقد العمل بين المنظمة والمستخدم .
- * صورة من جواز المستخدم تشمل الصفحة التى بها : الاسم، تاريخ الميلاد، الصورة، الإقامة ، المهنة
- * شهادات المؤهل العلمي والخبرة العملية (مترجمة الى الانجليزية أو العربية) .
- * صورة الاتفاقية الفنية الوظائف المسموح بها لغير السودانيين والمدة المقررة للتوظيفة
- * الافادة من جهة الاختصاص العلمي (المجلس الطبي – المجلس الهندسى ... الخ) .
- * فحص الاينز .

* (2) صورة فوتغرافية .

(2) البيانات :

اسم المنظمة / مقدم الطلب :

طبيعة عمل المنظمة :

عدد العمالة الوطنية :

اسم المستخدم :

تاريخ الميلاد :

جنسية المستخدم :

عنوان الوظيفة :

الوصف الوظيفي :

عدد ساعلى نصس الوظيفة بالمنظمة : (أ) وطنيون : (ب) أجناب :

المؤهل العلمي للمستخدم :

التخصص :

المؤسسة التعليمية التى تخرج منها ومقرها :

موقع العمل المقترح : (المدينة / الولاية)

هل سبق له العمل فى السودان (وضح) :

الفترة الزمنية التى قضاها : من : الى :

المدة المطلوبة لاذن العمل : من : الى :

نوع الاذن : (ميدئى) (نهائى)

اسم وتوقيع مندوب المنظمة :

عنوان وظيفه مندوب المنظمة : رقم الهاتف :

التاريخ :

(1) توصية مدير العمل بالمنظمات

(2) قرار السيد/ وكيل العمل

23.3 National Staff Recruitment Assessment Sheet

Ministry of Labour, Public Service &
Human Resources Development
NGOs Labour Office

HAC

Recruitment Assessment Sheet

Organization Name: _____
Job Title: _____

Date: _____

No.	Name	Qualifications		Experience		Communication	Personality		Written Test	Job Knowledge	Total
		Basic	Post Graduate	NGOs	Other		Appearance	Impression			
1		10	5	10	5	10	5	5	20	30	100
2											
3											
4											
5											
6											
7											
8											
9											
10											

Panel's Recommendation:

No.	Name	Signature	For
1			For
2			For/ Labour Office
3			For/ NGOs Gen. Directorate
4			For/ Organization

ERROR: stackunderflow
OFFENDING COMMAND: ~

STACK: