

# Dar Petroleum Operating Company

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## Internal Memo

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Ref : DPOC/PRES OFF/MC/HR/NEW UHRPM	Date : 27 July 2021
To : Allstaff	From : President's office/MC/Human Resources Management

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Dear Allstaffs

**SUBJECT: Ministerial Order no: 29/RSS/MOP/J/OM/07/2021, on the Implementation of the new Unified Human Resources Policy Manual (UHRPM) 2020**

Reference to the above mentioned subject, DPOC management would like to inform all staffs that the Government of the Republic of South Sudan has cancelled the Unified Human Resources Policy Manual (UHRPM 2008) and issued a Ministerial Order no: **29/RSS/MOP/J/OM/07/2021** to DPOC on the implementation of the new Unified Human Resources Policy Manual (UHRPM 2020).

The management has initiated the process of the implementation of the new Unified Human Resources Policy Manual **UHRPM 2020** with immediate effect. Human Resources Department will communicate to all staffs and all the signatories of the documents about the content of the new Unified Human Resources Policy Manual (UHRPM 2020).

In the meantime, DPOC would like to communicate to all staffs that DPOC has fully implemented all the loans, allowances and privileges enshrined in the new Unified Human Resources Policy Manual 2020. These allowances, loans and privileges includes but not limited to the followings:


1. DPOC shall implement and calculate all the allowances which are in the new Unified Human Resources Policy Manual (UHRPM 2020) and pay it to all eligible staffs as from **21 December 2020** as per the **Ministerial Order no: 29/RSS/MOP/J/OM/07/2021** and terms and conditions in the UHRPM 2020.
2. House and Car loans shall be implemented with immediate effect as per the terms and conditions in the **UHRPM 2020**.
3. Any other privileges that are preserved under UHRPM 2020 shall be implemented with immediate effect.

4. DPOC is in the midst of getting the fund from the partners within 14 days.

The management is therefore communicating to you all with honesty and sincerity that the new Unified Human Resources Policy Manual (**UHRPM 2020**) is fully implemented in its entirety.

Please accept the assurances of my highest regards and considerations.

*Sincerely yours.*

 - 28/1/2021

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**Mr. Hisham Basar**  
**President,**  
Dar Petroleum Operating Company

CC: MC Members.



