



COVENANT UNIVERSITY POLICY ON CONTRACT APPOINTMENT (EXPATRIATE EMPLOYMENT)

(125th Senate (S.125/1619) – Thursday, October 20, 2016)

Preamble:

A non-Nigerian (hereafter referred to as an expatriate) shall be employed under the expatriate staff category. Expatriates interested in working in Covenant University shall be either from a University or other establishment within or outside Nigeria. He/she shall be employed as a staff under the same conditions of service for regular staff, except for the under listed provisions:

- i. The appointment of an expatriate shall be for at least one (1) academic year in the first instance.
- ii. The appointment may be renewable at the instance of the applicant for another period of two (2) academic years, subject to satisfactory performance and good medical report.
- iii. Expatriate staff shall not benefit from facilities that require payment over a long period e.g. Vehicle Acquisition Scheme, etc.
- iv. Expatriate staff shall not terminate his/her appointment before the expiration of the contract duration or before the end of the semester, or any time deemed by the Management to be detrimental to the staff's work at hand.
- v. An expatriate staff is expected to give notice of intention to discontinue the contract at the beginning of his/her proposed last semester.

- vi. In the event that adequate notice is not given, the said staff is to compensate the University with not less than one month's salary in lieu of notice.
- vii. In the event that an Expatriate Staff desires to transfer or take up employment with another University/Organization/Establishment, he/she shall be required to pay back the passage occasioned by his/her employment with Covenant University.
- viii. The University has the prerogative to also terminate the contract period before the expiration for reasons of gross misconduct, character inadequacies, and severe declining productivity.
- ix. A person who is presently a Senior Lecturer or Associate Professor and is applying to the University for a higher position as an expatriate Staff will be appointed as a Senior Lecturer or Associate Professor (as the case may be) in the first instance. Once the papers have been properly assessed in accordance with the Appointment and Promotion Policy of the University and found successful, the candidate shall be put on the appropriate salary grade and level for the new position and such appointment shall be applicable only while the service contract subsists.
- x. An expatriate staff shall not be entitled to Annual Leave bonus.