



Republic of the Marshall Islands  
*Jepilpilin Ke Ejukaan*

# **UNIFIED STANDARD EMPLOYMENT TERMS FOR EXECUTIVE MANAGEMENT OFFICERS ACT, 2023**

**Introduced by:**

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**SENATOR JEMI NASHION**

**Approved:**

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**SPEAKER KENNETH A KEDI**

**SIGNATURE**



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**NITIJELA OF THE REPUBLIC OF THE MARSHALL ISLANDS  
44TH CONSTITUTION REGULAR SESSION, 2023**



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NITIJELA OF THE REPUBLIC OF THE MARSHALL ISLANDS  
44TH CONSTITUTION REGULAR SESSION, 2023



Republic of the Marshall Islands  
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**UNIFIED STANDARD EMPLOYMENT TERMS FOR  
EXECUTIVE MANAGEMENT OFFICERS ACT, 2023**

**A BILL FOR AN ACT** to implement a Unified Standard Employment Terms and standards for Executive Management Officers of the Government, Local Governments and State-owned Enterprises.

**BE IT ENACTED BY THE NITIJELA OF THE REPUBLIC OF THE MARSHALL ISLANDS**

**§101. Short title.**

This Act may be cited as the Unified Standard Employment Terms for Executive Management Officers Act, 2023.

**§102. Interpretation.**

Unless the context otherwise requires:

- (a) "Executive Management Officers" means Ministerial Secretaries, Departmental Managing Directors, or head of Departments or head of Government agencies, Local Government managers or clerks, state-owned enterprise managing directors, and or general managers,

**§103. Objective and Scope.**

- (1) The objective of this Chapter is to implement a unified standard employment terms for Executive Management Officers.
- (2) The unified standard shall apply to all government management executives engaged by Government ministries whether through special arrangements with donor projects or under foreign relation

arrangement programs, or directly contracted by the Government to provide such services, through government agencies, or local governments and state-owned enterprises.

**§104. Remuneration.**

The Executive Management Officers shall be remunerated based on the terms and conditions of the contracts entered, with remuneration of each type or aspect of services provided under such contract to such nature of the employment. Provided however, in the consideration for remuneration for the executive management officers there shall be uniformity on each scale and level of the employment.

**§105. Term of the Contract.**

- (1) Every Executive Management Officers shall be engaged by the Government, local government or state-own enterprises for a period not more than four (4) years;
- (2) Upon completion of the four (4) years engagement term or less, the contract for Executive Management Officers, shall be deemed completed and engagement shall cease, the Government, local government or state-owned enterprises has no obligation to automatically renew such contract.
- (3) The Executive Management Officer shall be notified 30 days by the Employer prior to the end date of the 4-year Contract of which the engagement shall cease on such date. The position shall be re-opened and shall invite applications for the position. The Executive Management Officer may re-apply for the post and will be evaluated equally with all new applicants for this post.

**§106. Regulation.**

The Ministry responsible shall be responsible for the promulgation of Regulation to this implement this Chapter.

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**§107. Effective Date.**

This Act shall come into force in accordance with Article V, Section 21, of the Constitution and the Rules of Procedures of the Nitijela.


NITIJELA OF THE REPUBLIC OF THE MARSHALL ISLANDS  
44TH CONSTITUTION REGULAR SESSION, 2023

UNIFIED STANDARD EMPLOYMENT TERMS FOR  
EXECUTIVE MANAGEMENT OFFICERS ACT, 2023

SIGNATURES

DATE: \_\_\_\_\_ INTRODUCED BY \_\_\_\_\_  
*Print Name* *Signature*

DATE: \_\_\_\_\_ INTRODUCED BY \_\_\_\_\_  
*Print Name* *Signature*

DATE: 8-30-23 INTRODUCED BY Alfred Alfred   
*Print Name* *Signature*

DATE: 8/30/23 INTRODUCED BY Jemi Nalton   
*Print Name* *Signature*

DATE: 8/30/23 INTRODUCED BY  Bruce D. Limon  
*Print Name* *Signature*

DATE: \_\_\_\_\_ INTRODUCED BY \_\_\_\_\_  
*Print Name* *Signature*