



جمعية الأطباء البحرينية  
Bahrain Medical Society

*In the name of God, the Most Gracious, the Most Merciful*

Kingdom of Bahrain  
Bahrain Medical Society

## **Articles of Association**

of the Bahrain Medical Society

English translation. Unofficial, provided for convenience.  
The Arabic text is the official version and prevails in case of any difference.

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## Chapter One: General Provisions

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### Article 1

The Bahrain Medical Society was founded in 1972. It was re-registered on 13/1/1992 under registration number 71/J/M in accordance with the Law of Societies, Social and Cultural Clubs, Private Bodies Working in the Field of Youth and Sport, and Private Institutions, issued by Legislative Decree No. (21) of 1989, and the ministerial decisions issued to implement it.

### Article 2

The Society acquires its legal personality once the procedures for its registration with the Ministry of Social Development have been completed, in accordance with Ministerial Decision No. (2) of 1990 regulating the register of societies and social clubs. The Society's legal personality is established from the date on which its registration is published in the Official Gazette.

### Article 3

The Society's headquarters and administrative centre is the city of Manama.

### Article 4

The Society is legally represented by the Chairman of its Board of Directors, or by whoever acts on the Chairman's behalf by decision of the Board of Directors.

### Article 5

Arabic is the official language. Other foreign languages may be used where necessary.

### Article 6

The name of the Society, the address of its headquarters, its registration number, its field of work and its logo (if any) shall appear on all its books, records and publications.

## Chapter Two: Objectives of the Society and the Means of Achieving Them

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### Article 7

The Society works to achieve the following objectives:

- a. Regulating and setting the rules for the practice of medicine in Bahrain and raising its standard, in cooperation with the Ministry of Health and the other competent authorities.
- b. Upholding the ethics and traditions of the profession.
- c. Helping to provide job opportunities for its members, and contributing to the resolution of their professional problems.
- d. Contributing to the development and expansion of medical services.
- e. Spreading health awareness among citizens and residents.
- f. Encouraging scientific research.
- g. Strengthening and developing relations with other societies and private clubs in Bahrain.
- h. Cooperating with medical societies and associations in other Arab countries, taking part in the activities of the Arab Medical Union and the Arab Dental Union, and supporting ties with physicians throughout the world.

### Article 8

The Society pursues its objectives by the following means:

- a. Cooperating with the Ministry of Health and the Ministry of Social Development.
- b. Scientific and educational lectures for members and the public.
- c. Publishing a scientific journal and posters on scientific and health education.
- d. Holding local and international scientific conferences in Bahrain, and taking part in conferences outside Bahrain.
- e. Holding scientific research competitions in the medical sciences.
- f. Encouraging relations among members by organising various social activities.

## Chapter Three: Membership

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### Article 9

A member of the Society must meet the following conditions:

- a. Be of Bahraini nationality.
- b. Hold a bachelor's degree in human medicine or dentistry, or its equivalent, from a university or college recognised in the Kingdom of Bahrain.
- c. Be of good reputation and conduct, and not have been convicted of a crime involving breach of

trust or honour, unless their rights have been restored.

e. Have been a member of the Bahrain Medical Society for at least six months before standing for an administrative office.

## **Article 10**

Membership of the Society is divided into three categories:

**a. Full membership:** A full member is one who meets all the conditions of membership set out in Article (9) of these Articles. A full member has all rights, including standing for office, voting and electing, and bears all obligations.

**b. Associate membership:** This membership is granted to any non-Bahraini physician, and to pharmacists, veterinarians and members of the allied medical professions working in Bahrain, provided that they do not have a professional society that represents them. Associate members have all the rights of full members except the right to vote, to stand for office or to take part in elections.

**c. Honorary membership:** The Board of Directors may, by its own decision, grant this membership to anyone who has made a distinguished contribution in the health and professional fields. Honorary members do not have the right to vote, to stand for office or to take part in elections, and are not required to pay joining fees or subscriptions.

## **Article 11**

Anyone wishing to join the Society must submit an application to the Secretary of the Board of Directors on the form provided for this purpose, recommended by two full members of the Society. The Secretary shall put the application before the Board of Directors at its first meeting, and the Board shall decide to accept or reject it within one month of the date on which it was submitted.

## **Article 12**

The applicant shall be notified in writing of the Board of Directors' decision to accept or reject the application within two weeks of the date of the decision, with the reasons stated in the case of rejection. Applications previously rejected by the Board may not be reconsidered until at least three months have passed from the date of the rejection.

## **Article 13**

Anyone wishing to withdraw from membership of the Society must submit a written request to the Secretary of the Board of Directors, stating the reasons for the withdrawal. The Secretary shall put the request before the Board within one month of the date on which it was submitted, so that the Board can consider the member's reasons and try to persuade the member to reconsider, within one month of the date on which the request was put before the Board. If the member has not withdrawn the request within this period, the resignation is considered accepted.

A withdrawing member remains liable for the subscriptions due and for any other financial obligations to the Society.

## **Article 14**

The Board of Directors may, after hearing the member's point of view, expel a member from the Society in the following cases:

- a. If the member breaches the Articles of Association or the internal regulations of the Society.
- b. If the member contravenes the lawful decisions of the General Assembly or of the Board of Directors.
- c. If the member embezzles the Society's funds, squanders property entrusted to them, or forges the Society's seals, correspondence or papers.
- d. If the member slanders or defames the Society, its work or its Board of Directors.
- e. If the member refuses to pay the subscription without an acceptable reason despite being notified in writing to pay, in accordance with the Society's financial regulations.
- f. If a criminal judgement is issued against the member for a crime involving honour or trust, unless their rights have been restored. Expulsion requires the approval of two thirds of the members of the Board of Directors, and the member shall be notified of the Board's decision within one week of the date on which it is issued.
- g. If it is proven that the member has done something that harms the interests of the profession and its ethics, or that undermines its standing.

## **Article 15**

An expelled member may appeal against the expulsion decision to the ordinary or extraordinary General Assembly at its first meeting after the decision is issued. The General Assembly's decision is final, and the Secretary of the Board of Directors shall notify the member of it within two weeks of the date on which it is issued.

## **Article 16**

Membership lapses in any of the following cases:

- a. Death.
- b. Withdrawal from membership of the Society.
- c. Loss of any of the conditions of membership set out in Article (9) of these Articles.
- d. Expulsion from the Society.

## **Article 17**

Members must respect the Society's rules and regulations, abide by its decisions, and pay the joining fees and subscriptions as set by the financial regulations, and must observe the code and duties of the physician and the ethics of the profession. The Board of Directors shall warn any member found to have breached those laws, rules or decisions. Members must also carry out everything relating to their profession with integrity and observe the conditions and rules for practising the profession.

## **Article 18**

Relations among members must be based on collegiality, trust, mutual respect and fair competition. No member of the Society may take legal action against another member for reasons arising from the practice of the profession until the matter has been put before the Board of Directors.

### **Article 19**

Members of the Society have the right to:

- a. Attend meetings of the General Assembly, discuss the items on its agenda, and vote on them.
- b. Receive a Society membership card showing their name, membership number, expiry date and any other details.
- c. Receive a copy of the Society's Articles of Association.
- d. Benefit from the professional and social facilities the Society provides to its members.
- e. Receive the bulletins and publications issued by the Society.
- f. Consult the Society's records, documents and correspondence at times set by the Board of Directors. Consultation takes place at the Society's premises and in the presence of the person responsible for them.
- g. Take part in all of the Society's activities.

## **Chapter Four: The General Assembly**

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### **Article 20**

The General Assembly is the highest authority in setting the Society's policy and overseeing its implementation. Its decisions are binding on all of the Society's bodies, committees and members.

### **Article 21**

The General Assembly consists of all members who have met the obligations imposed on them under the Society's Articles of Association and who have been members for at least six months.

### **Article 22**

The General Assembly holds its ordinary session once a year, within the three months following the end of the Society's financial year, at the Society's main premises. The Board of Directors may call the General Assembly to meet at another place, provided that the written approval of the Ministry of Social Development is obtained. The Board of Directors sets the date and place of the General Assembly and its agenda, and notifies the members at least two weeks before the meeting. The General Assembly may not consider matters that are not on the agenda, except with the approval of a majority of the members present.

### **Article 23**

A meeting of the General Assembly is valid only when an absolute majority of its members is present. If that number is not reached, the meeting is adjourned to another session held not less

than eight days and not more than fifteen days after the date of the first meeting. The second meeting is valid if one third of the members of the General Assembly are present. If the quorum is still not reached, the meeting is adjourned to another session held within a period of not less than one hour and not more than fifteen days.

In that case the meeting is valid if ten per cent of the members attend in person. Once the quorum has been reached, the validity of the decisions taken is not affected by the withdrawal of fewer than half of the members present at the meeting.

#### **Article 24**

Five days before the General Assembly meets, the Board of Directors posts on the notice board at the Society's premises a list of the names of the members who wish to stand for membership of the Board of Directors.

#### **Article 25**

The General Assembly may hold an extraordinary session on the basis of:

- a. A call from the Board of Directors.
- b. A written request submitted to the Board of Directors by at least one third of the members entitled to attend the General Assembly.
- c. A call from the Ministry of Social Development, which shall state the purpose of the meeting and the matters and subjects for which it is being held. The procedures followed for ordinary sessions, in terms of setting the date and place, the validity of the meeting and so on, also apply to extraordinary sessions.

#### **Article 26**

Decisions of the General Assembly are taken by a majority of the votes of the members present. However, a two-thirds majority of the members of the General Assembly is required for decisions concerning the expulsion of members, amending the Society's Articles of Association, deciding to dissolve the Society or merge it, or removing members of the Board of Directors.

#### **Article 27**

The ordinary General Assembly is competent to deal with the following matters:

- a. Considering the reports and proposals submitted by the Board of Directors or by the committees, and giving its opinion on them where required.
- b. Discussing the draft budget of the Society for the coming financial year, and giving its opinion on it.
- c. Discussing the final account of the Society's revenue and expenditure, and giving its opinion.
- d. Considering the Board of Directors' report on the work of the year just ended.
- e. Appointing the auditor and considering the auditor's report on the Society's final accounts, having regard to the provisions of Article (47) of these Articles.
- f. Electing the members of the Board of Directors for the first time, or in place of those whose

membership has ceased or ended.

g. Other matters that the Board of Directors decides to include on the agenda.

### **Article 28**

The extraordinary General Assembly is competent to deal with the following:

- a. Amending the Society's Articles of Association.
- b. Withdrawing confidence from, or granting confidence to, some or all of the members of the Board of Directors.
- c. Dissolving the Society voluntarily.
- d. Other matters specified by the party calling the extraordinary General Assembly.

### **Article 29**

The General Assembly chooses three of its members to supervise the conduct of the elections for the new Board of Directors.

## **Chapter Five: The Board of Directors**

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### **Article 30**

The Board of Directors is the executive authority of the Society. It implements the policy set by the General Assembly and the decisions it issues, in pursuit of the Society's lawful purposes. The Board of Directors manages the Society's affairs and may, for that purpose, carry out any act except those that these Articles require to be approved by the General Assembly before they are carried out. In particular, the Board of Directors carries out the following:

- a. Preparing the general framework of the policy the Society follows.
- b. Preparing the plans and programmes that achieve the Society's objectives.
- c. Drawing up the Society's regulations in the light of its Articles of Association.
- d. Studying the reports received from the committees formed by the Society and the proposals of the Society's members, and taking the appropriate decisions on them.
- e. Preparing the draft annual budget of the Society and its final account.
- f. Preparing the annual report on the Society's activities.
- g. Forming the committees needed to achieve the Society's objectives, and encouraging members to join them.
- h. Preparing and distributing the bulletins, booklets and studies needed to achieve the Society's objectives.

### **Article 31**

The Board of Directors consists of seven members elected by the General Assembly from among its members for a term of two years, renewable for one or more further terms.

## Article 32

A member of the Board of Directors must:

- a. Enjoy full civil rights.
- b. Not have been a member of the board of directors of a society whose responsibility for breaches leading to its dissolution has been established, unless five years have passed since the date of the decision to dissolve that society.
- c. In the case of the office of Chairman of the Board of Directors, a candidate for this office must have been a member of the Society for at least five years.

## Article 33

Membership of the Board of Directors may not be combined with membership of the board of directors of another society working in a field similar to the Society's, except with special permission from the Ministry of Social Development. Membership of the Board of Directors may not be combined with paid work for the Society.

## Article 34

The General Assembly elects the members of the Board of Directors by direct secret ballot. The duties of each office are as follows:

**1. The President:** The President is the Society's legal representative in its dealings with others. The President chairs the meetings of the Board of Directors and of the General Assembly and runs both; signs the minutes of their meetings with the Secretary; signs cheques, all payment orders and financial documents with the Treasurer; signs decisions to expel members; and oversees all of the Society's work. The President also decides on urgent matters that cannot wait, provided that they are put before the Board of Directors at its first meeting.

**2. The Vice President:** Exercises the powers of the President in the President's absence. The Board of Directors may delegate to the Vice President some permanent financial, administrative or technical powers.

**3. The Secretary:** Prepares the agenda for meetings of the Board of Directors and of the General Assembly, records their minutes and signs them with the President, and oversees all clerical work, correspondence, files, records, ledgers, papers and contracts.

**4. The Treasurer:** Manages the Society's funds, keeps its accounts, revenue and expenditure, and deposits its funds in an approved bank. The Treasurer makes approved payments on the basis of payment orders signed by the Treasurer and by the President, and also monitors the collection of subscriptions in the ledgers and records, and keeps the financial documents that give rise to a financial obligation of, or a right for, the Society, ensuring that revenue and expenditure comply with the financial regulations. The Treasurer submits a monthly report to the Board of Directors on the financial position of revenue and expenditure, and may hold a certain sum for necessary petty expenses as set by the Society's financial regulations.

**5. Three administrative members,** whose roles are set by the Board of Directors.

## Article 35

The Board of Directors may form sub-committees from among its members, or from others, to carry out its work, provided that the results of their studies and research are put before the Board for its decision.

### **Article 36**

The Board of Directors meets once a month on a regular basis. Its meetings are valid when a majority of its members is present, provided that the President or Vice President attends. The Secretary of the Board prepares the agenda for Board meetings and puts it before the Chairman of the Board, who decides on it as he sees fit; the Secretary then notifies the members of it at least one week before the meeting. Decisions of the Board are taken by a majority of the votes of those present. In the event of a tie, the side of the President prevails.

### **Article 37**

The Board of Directors may hold an extraordinary meeting at the invitation of the President, or at the request of at least one third of the members of the Board, to consider urgent matters. The meeting is limited to discussing the items approved on its agenda. The Ministry of Social Development may request a meeting of the Board of Directors if necessary.

### **Article 38**

A member of the Board of Directors who is absent from three consecutive meetings, or from six meetings in the same year, without an acceptable excuse is considered to have resigned from the Board. In the event of the death, resignation or expulsion of a member of the Board, or of a seat becoming vacant for any reason, the seat is filled by one of the reserve members from the most recent elections held to renew the Board, in accordance with the Society's internal regulations. The new member serves out the remainder of the predecessor's term until the end of the term of office.

### **Article 39**

The Board of Directors is dissolved if the office of President becomes vacant, or if at least half of its members resign at the same time, or if the number of remaining members falls below half of the members of the Board for any reason. In these cases the matter is put before the General Assembly at an extraordinary meeting to elect a new Board of Directors, whose term completes the term of the previous Board. The Ministry of Social Development takes the necessary steps to call the General Assembly within one month of the date on which the Board was dissolved.

### **Article 40**

The Board of Directors keeps the following records and ledgers at the Society's premises:

- a. A register of members, showing in particular each member's name, title, nationality, profession, date of birth, date of admission to membership, and personal number as shown on the central population register card.
- b. A register of the minutes of Board meetings. The minutes must be signed by the President, the Secretary and all members present.
- c. A register of the minutes of General Assembly meetings.

- d. A ledger of revenue and expenditure.
- e. A ledger of bank accounts.
- f. A ledger of the petty cash (imprest) accounts.
- g. A ledger of subscriptions.
- h. A register of the real estate, movable property and other durable assets owned by the Society. This register records a brief description of each item, its purchase price and date, where it is kept, and the name, title and address of the person responsible for it. Every change in its status is also recorded in the register.
- i. The Board of Directors may, if necessary, add other information to that shown on the forms referred to. The Board may also open other ledgers that the proper conduct of the work may require. Before any of the registers and ledgers referred to are brought into use, each of their pages must be numbered consecutively and stamped with the Society's seal. All registers, ledgers and files must be kept up to date at all times.

#### **Article 41**

The Board of Directors may appoint one of its members, or a person from outside its membership, and authorise them to act on any matter within the Board's affairs. A director may be appointed for a wage set by the Board, in which case the director is considered to have resigned from membership of the Board of Directors if they were a member of it.

## **Chapter Six: The Society's Finances**

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#### **Article 42**

The Society's revenue consists of:

- a. The joining fee paid by a member on joining or on re-registering their membership.
- b. Members' subscriptions.
- c. Gifts and donations whose acceptance is authorised by the Ministry of Social Development.
- d. Profits and returns from investing its funds, within the limits of the laws in force.

#### **Article 43**

The Society may not receive funds from a foreign person or body, nor send any of the above to persons or organisations abroad, except with permission from the Ministry of Social Development. This does not apply to amounts paid for books, publications, and scientific and technical records.

#### **Article 44**

The financial year begins on 1 January and ends on 31 December of each year.

#### **Article 45**

The President and the members of the Board of Directors are each responsible, within the limits of their own powers, for any act that contravenes the provisions of these Articles, the Society's

internal regulations, or the decisions of the General Assembly.

#### **Article 46**

The Board of Directors draws up financial regulations governing financial affairs, in particular the manner of spending and depositing the Society's funds, the setting of joining fees and subscriptions, the amount the Treasurer may hold as a petty cash advance for spending in emergencies, and other such matters. The financial regulations do not take effect until they have been approved by the General Assembly.

#### **Article 47**

The Board of Directors presents the final account to the General Assembly, certified by all its members, so that the Assembly can give its opinion on it and approve it. If the Society's expenditure or revenue exceeds ten thousand dinars, the Board of Directors must submit the final account, together with the supporting documents, to a qualified certified public accountant for audit, and must submit the accountant's report at least one month before the General Assembly's annual meeting. The Board of Directors must also present the draft budget for the coming year to the General Assembly for its opinion.

A copy of the final account, the general budget, and the reports of the auditor and of the Board of Directors must be enclosed with the letters of invitation sent to members entitled to attend the General Assembly. These papers must also be displayed in a prominent place at the Society's premises at least fifteen days before the General Assembly meets, so that they can be approved.

#### **Article 48**

The Society's cash funds are deposited in its name, under which it is registered, at an approved bank, and the Ministry of Social Development is notified accordingly. The Ministry must also be notified of any change of bank within one week of the change taking place. No amount may be withdrawn from the bank unless the cheque is signed by the President and the Treasurer, or by whoever acts on their behalf by decision of the Board of Directors.

#### **Article 49**

No amount of the Society's funds may be spent except by decision of the Board of Directors, within the limits of the Society's purposes and in accordance with the provisions and conditions set by these Articles and the financial regulations. In emergencies, payment may be made on the order of the Chairman of the Board of Directors without the prior approval of the Board, provided that it is put before the Board at its first meeting, supported by the reasons for and the documents of the payment.

#### **Article 50**

The Society's funds, whether in kind or in cash, including subscriptions, donations, gifts and funds from other sources, belong to the Society, and no member or member's heirs have any right to them.

*Translator's note: the Arabic sentence in the original appears to be missing some words; this rendering gives its evident meaning.*

## **Article 51**

The General Assembly chooses the auditor from among those nominated by the Board of Directors, having regard to the provisions of Article (47) of these Articles, and sets the auditor's remuneration. The auditor has the following duties:

1. Auditing the Society's accounts.
2. Reviewing the implementation of the budget items and reporting any observations to the Board of Directors.
3. Preparing the report on the final account for the financial year just ended and presenting it to the General Assembly.

## **Chapter Seven: Specialty Associations**

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### **Article 52**

Specialist physicians in a particular medical specialty, and physicians who have worked for at least one year in the same specialty, have the right to form specialty associations within the framework of the Medical Society, one for each specialty, subject to the following conditions:

1. The number of physicians in the medical specialty concerned is not fewer than twelve.
2. The Board of Directors of the Bahrain Medical Society approves the formation of the specialty association after a written application signed by the physicians has been submitted.
3. Each association is named after its specialty, as follows: (the [Specialty] Association) of the Bahrain Medical Society.

### **Article 53**

The specialty associations are an integral part of the Bahrain Medical Society. Membership of an association lapses automatically for anyone whose membership of the Bahrain Medical Society lapses for any reason.

### **Article 54**

The General Assembly of any specialty association consists of all members registered in that association who have met their financial obligations to the Society.

### **Article 55**

The General Assembly of any specialty association holds an ordinary meeting once a year under the supervision of the Bahrain Medical Society and in the presence of a delegate of the Board of Directors. The association's administrative committee must notify the Society's Board of Directors of the date of the General Assembly meeting at least two weeks before the meeting is held. A meeting held in the absence of the Board of Directors' delegate is not legally valid.

### **Article 56**

The work of the association is managed by an administrative committee of three or five members, elected by the association's General Assembly from among its members by secret ballot.

Administrative offices are distributed at a meeting of the committee, provided that the President is of Bahraini nationality. No member may stand for the same office on the administrative committee for more than three consecutive ordinary terms.

#### **Article 57**

The work of a specialty association is governed by internal by-laws approved by its General Assembly, provided that they do not conflict with the Society's Articles of Association, and ratified by the Society's Board of Directors.

#### **Article 58**

The specialty associations aim to achieve the following:

- a. In the scientific field:** Encouraging scientific and medical research, seminars, medical lectures and other activities aimed at raising the standard of the specialty in this profession in the country.
- b. In the professional field:** Contributing, together with the Board of Directors, to the regulation of the profession within the specialty.
- c. In the social field:** Strengthening the bonds of solidarity and mutual support, and reinforcing understanding and cooperation among members.
- d. Building relations:** Contributing to closer ties with similar societies in Arab and non-Arab countries, by holding scientific conferences and taking part in them.

#### **Article 59**

The Board of Directors sets the budget of each specialty association within the Society's general budget, according to the activity of each association and the Society's financial means.

#### **Article 60**

Any publications relating to the associations must be approved by the Society's Board of Directors. All minutes of the associations' meetings, their documents, correspondence and other papers are kept at the Society's premises.

#### **Article 61**

No specialty association may make any contacts outside the framework of the Society except with the approval of the Board of Directors.

#### **Article 62**

Each specialty association must submit an annual report on its activities to the Society's Board of Directors.

#### **Article 63**

The Society's Board of Directors holds regular meetings with the presidents of the specialty associations, or with those acting on their behalf, to discuss the progress of the associations' work and to coordinate activities.

## **Article 64**

The Society's Board of Directors may dissolve the administrative committee of any specialty association if it breaches the provisions of the Society's Articles of Association. The Board of Directors then calls the association's General Assembly to elect a successor administrative committee, whose term completes that of the previous committee.

## **Chapter Eight: Dissolution of the Society or Formation of Branches**

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### **Article 65**

A decision of the General Assembly to form branches of the Society does not take effect until it has been entered in the register kept for this purpose at the Ministry of Social Development and published in the Official Gazette.

### **Article 66**

The Society may be dissolved voluntarily in accordance with Articles (26) and (28) of these Articles if it becomes clear that the Society is unable to achieve the purposes for which it was established, or if the number of its members falls to a level at which continued activity becomes impossible, or for other reasons. A decision of the General Assembly to dissolve the Society voluntarily does not take effect until it has been entered in the register kept for this purpose at the Ministry of Social Development and published in the Official Gazette.

### **Article 67**

After the Society has been dissolved, its members, those in charge of its management and its employees are prohibited from continuing its activities or disposing of its funds as soon as they learn of its dissolution. Any person is likewise prohibited from taking part in the Society's activities after the dissolution decision has been published in the Official Gazette.

### **Article 68**

If the Society is dissolved, the Ministry of Social Development appoints a paid liquidator for a set period. Those in charge of the management of the Society must promptly hand over to the liquidator all of the Society's documents and records when requested. They, the bank holding the Society's funds, and those indebted to it are prohibited from taking any action concerning the Society's affairs or rights except on the written instruction of the liquidator.

### **Article 69**

Once the liquidation is complete, the liquidator distributes the remaining funds to the societies or charitable bodies designated by the General Assembly when it took the decision to dissolve. If distribution in that way is not possible, the Ministry of Social Development designates the social bodies to which it considers the Society's funds should be directed.

## **Chapter Nine: Final Provisions**

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### **Article 70**

A decision of the General Assembly to amend the Society's Articles of Association does not take effect until it has been entered in the register kept for this purpose at the Ministry of Social Development and published in the Official Gazette.

#### **Article 71**

The Society may appoint permanent or temporary employees or workers at the Society's premises, and pay their wages or remuneration as decided by the Board of Directors, within the limits set by the Society's financial regulations and in accordance with the Private Sector Labour Law issued by Legislative Decree No. (23) of 1976, as amended.

#### **Article 72**

The Society undertakes to amend these Articles in line with any future legislation, or any amendment to the legislation in force, governing societies and social and cultural clubs under the supervision of the Ministry of Social Development.

#### **Article 73**

If any provision of these Articles is ambiguous or unclear, the Board of Directors shall refer to the Ministry of Social Development for interpretation and clarification.

*This is an English translation provided for convenience. The Arabic text is the official version and prevails in case of any difference.*