№ 33-01-03/329-нқб dated 15.12.2025

БҰЙРЫҚ **ORDER**

Астана қаласы city of Astana

On the Implementation of the New Agreement on the Conciliation Commission and the Approval of Its Composition

In connection with the expiration of the Agreement on the Conciliation Commission dated November 30, 2022, and the entry into force of the Agreement on the Conciliation Commission on December 12, 2025, I **HEREBY ORDER:**

1. Appoint the following individuals as members of the Conciliation Commission representing the Employer: Nazira Mambetovna Abdekova, Head of the Registrar's Office;
Maxim Alekseevich Krushinsky, Head of the Legal Support Department; Anara Zhenisovna Kussainova, Director of the Strategy and HR Department;
Aizhan Muratovna Toktabayeva, Deputy Dean for Undergraduate Studies at the International School of Economics;
Rinat Raufovich Idrisov, Deputy Head for Legal Support of the Educational Process, Legal Support Department.

2. Based on Minutes No. 7/01 dated December 9, 2025, approve the members of the Conciliation Commission representing the employees:
Tulegenova Zhaniya Murzaevna, Technical Personnel Manager, Facilities Management Department;
Nurken Erkenuly Aimenov, Senior Lecturer of the Department of Public Law at the Higher School of Law;
Tuleubekov Assyl Serikovich, Associate Professor of the Department of General Education Disciplines at the Higher School of Humanities;
Khamzin Yerdos Zhantorenovich, Teaching Professor, Department of Private Law, Higher School of Law;
Akerke Nurgali-kyzy Ospanova, Deputy Head of the Registrar's Office.

3. Assign responsibility for organizing the mandatory annual training of members of the Conciliation Commission on the fundamentals of labor legislation of the Republic of Kazakhstan, the development of negotiation skills and the achievement of consensus in labor

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disputes to A. Zh. Kussainova, Director of the Strategy and HR Department.

4. Assign responsibility for the administrative support of the Conciliation Commission's activities (record-keeping, file storage, preparation and issuance of extracts from meeting minutes, etc.) to M. Zh. Bekova, Deputy Head of the HR Department within the Strategy and HR Division.

5. In accordance with paragraph 8 of Article 159 of the Labor Code of the Republic of Kazakhstan, the Strategy and HR Department shall ensure that members of the Conciliation Commission are granted leave from work with retention of salary for the period of hearings, preparation of minutes and decision-making, as well as for the period of mandatory annual training.

6. This Order shall enter into force on the date of its signing.

7. The Strategy and HR Department shall bring this order to the attention of the employees.

Басқарма Төрағасы

T. Narikbayev

Approved
11.12.2025 16:47 Sholpan Yestayevna Bizhentayeva
11.12.2025 16:54 Zhanar Zhaksylykovna Moldabergenova
11.12.2025 17:36 Aizhan Bulatovna Shainazarova
12.12.2025 17:31 Anara Zhenisovna Kussainova

Signed
15.12.2025 10:18 Talgat Maksutovich Narikbayev

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«M.S. Narıkbaev atyndağy KAZGUU Unıversıteti» АҚ
Қазақстан Республикасы, 010000, Астана қ., Нұра ауданы, Қорғалжын тас жолы, 8
+7 (7172) 70 30 30 +7 (7172) 70 30 39 info@mnu.kz

БСН 020140001689

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Получатель (-и)	БЕКОВА М.Ж. (ЗАМЕСТИТЕЛЬ РУКОВОДИТЕЛЯ HR ОТДЕЛА ДЕПАРТАМЕНТА СТРАТЕГИИ И HR)
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	Согласовано: Кусаинова Анара Женисовна без ЭЦП Тип: нет Время подписи: 12.12.2025 17:31
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Согласно пункту 2 статьи 62 Цифрового кодекса Республики Казахстан настоящий электронный документ, соответствующий требованиям Цифрового кодекса Республики Казахстан и удостоверенный посредством электронной цифровой подписи лица, уполномоченного на его подписание, равнозначен документу на бумажном носителе, подписанному собственноручной подписью.

«M.S. Narıkbaev atyndağy KAZGUU Unıversıteti» АҚ
Қазақстан Республикасы, 010000, Астана қ., Нұра ауданы, Қорғалжын тас жолы, 8
+7 (7172) 70 30 30 +7 (7172) 70 30 39 info@mnu.kz

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