

Decree No. (12) of 2021
Concerning the
Central Grievance Committee of Employees of the
Government of Dubai¹

We, Mohammed bin Rashid Al Maktoum, Ruler of Dubai,

After perusal of:

Law No. (5) of 1995 Establishing the Department of Finance;

Law No. (3) of 2003 Establishing the Executive Council of the Emirate of Dubai;

Law No. (8) of 2018 Concerning Management of the Government of Dubai Human Resources;

Decree No. (29) of 2020 Forming the Supreme Committee for Development of the Government Sector in the Emirate of Dubai;

Executive Council Resolution No. (41) of 2015 Concerning the Central Grievance Committee of Employees of the Government of Dubai (the "CGC");

Executive Council Resolution No. (4) of 2019 Approving the Disciplinary, Grievances, and Complaints Code of Employees of the Government of Dubai;

The human resources legislation applicable to the Government Entities to which the above-mentioned Law No. (8) of 2006 Concerning Management of the Government of Dubai Human Resources does not apply; and

The presentation of the Chairman of the Supreme Committee for Development of the Government Sector in the Emirate of Dubai,

Do hereby issue this Decree.

Extending the CGC Jurisdiction
Article (1)

- a. In addition to its powers under the legislation in force, the CGC will have jurisdiction to consider and determine the Grievances submitted to it by Employees of the entities set out in

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¹*Every effort has been made to produce an accurate and complete English version of this legislation. However, for the purpose of its interpretation and application, reference must be made to the original Arabic text. In case of conflict, the Arabic text will prevail.*

the list attached hereto, in accordance with the rules, procedures, and controls stipulated in the above-mentioned Executive Council Resolution No. (41) of 2015.

- b. The jurisdiction of the CGC under paragraph (a) of this Article will not cover the companies owned by or affiliated to the entities that are subject to the jurisdiction of the CGC under this Decree, or in which these entities hold shares.
- c. The Chairman of the Executive Council may, upon the recommendation of the Supreme Committee for Development of the Government Sector in the Emirate of Dubai and the proposal of the Chairman of the CGC, extend the jurisdiction of the CGC to cover additional entities.

Formation of Sub-committees

Article (2)

- a. The chairman of the CGC may form one or more sub-committees from amongst its members or other persons. Each sub-committee must be comprised of at least three (3) members, including the chairman of the sub-committee.
- b. The chairman and members of each sub-committee formed pursuant to the provisions of paragraph (a) of this Article will be nominated by a resolution of the chairman of the CGC. This resolution will approve the terms of reference of the sub-committee; determine its duties and functions; the procedures for passing its resolutions and recommendations; and any other related matters.

Cooperation with the CGC

Article (3)

All entities in the Emirate of Dubai must fully cooperate with the CGC and provide it with the necessary support to enable it to achieve its objectives and perform the duties and functions legally assigned to it. This includes, providing legal Arabic translation of the human resources legislation applicable to their Employees.

Compliance

Article (4)

All entities governed by this Decree must comply with its provisions and the provisions of the above-mentioned Executive Council Resolution No. (41) of 2015 and Executive Council Resolution No. (4) of 2019, including forming internal Grievance committees, within a period not exceeding three (3) months from the date on which this Decree comes into force.

Providing Financial Resources
Article (5)

The Department of Finance must provide the financial resources required to enable the CGC to perform the functions assigned to it under this Decree.

Issuing Implementing Resolutions
Article (6)

The Chairman of the Executive Council will issue the resolutions required for the implementation of the provisions of this Decree.

Repeals
Article (7)

Any provision in any other legislation will be repealed to the extent that it contradicts the provisions of this Decree.

Publication and Commencement
Article (8)

This Decree will be published in the Official Gazette and will come into force three (3) months after the date on which it is published.

Mohammed bin Rashid Al Maktoum
Ruler of Dubai

Issued in Dubai on 27 April 2021
Corresponding to 15 Ramadan 1442 A.H.

**List of Entities Subject to the Jurisdiction of the
Central Grievance Committee of Employees of the
Government of Dubai**

1. The Government of Dubai Legal Affairs Department
2. The Financial Audit Authority
3. The Dubai Electricity and Water Authority
4. The Dubai Supply Authority
5. The Ports, Customs, and Free Zone Corporation
6. The Dubai Aviation City Corporation
7. The Dubai Air Navigation Services Corporation
8. The Dubai Airports Corporation
9. The Mohammed bin Rashid Space Centre
10. The Emirates Institution for Advanced Science and Technology
11. The Dubai Future Foundation
12. The National Industries Park
13. The Mohammed bin Rashid Al Maktoum Library Foundation
14. The UAE Food Bank Foundation
15. The Falcon Corporation
16. Al Safa Corporation
17. The Dubai Aviation Engineering Projects Corporation
18. The UAE Water Aid Foundation (Suqia)
19. The Dubai Appreciation Award for Community Service
20. The Mohammed bin Rashid Al Maktoum Global Initiatives Foundation
21. The General Secretariat of the Executive Council of the Emirate of Dubai

22. The Free Zone Council in the Emirate of Dubai
23. The Mohammed bin Rashid University of Medicine and Health Sciences
24. The Jebel Ali Free Zone Authority
25. The Dubai International Airport Free Zone Authority
26. The Dubai Development Authority
27. The Dubai Multi Commodities Centre Authority
28. The Dubai Healthcare City Authority
29. The Dubai Silicon Oasis Authority
30. The Dubai International Financial Centre
31. The Dubai International Financial Centre Authority
32. The Dubai Financial Services Authority
33. The International Humanitarian City Authority
34. The Meydan City Authority
35. The Dubai World Trade Centre Authority
36. The Dubai Ports Authority
37. The Dubai Maritime City Authority
38. The Executive Office
39. The General Secretariat of the Supreme Legislation Committee in the Emirate of Dubai
40. The Dubai International Financial Centre Courts (excluding members of the Judicial Authorities)
41. The Dubai International Financial Centre Arbitration Institution (excluding members of the Judicial Authorities)
42. The Dubai International Marine Club
43. The Dubai Taxi Corporation (excluding drivers)
44. The Hamdan bin Rashid Al Maktoum Foundation for Distinguished Academic Performance