

The Federal Decree-Law number 32 of 2019 amended certain provisions of Federal Decree-Law number 1 of 2008 concerning the civil service of the Ministry of the Interior (MOI) in the United Arab Emirates (UAE). The Decree-Law was proposed and promulgated by the Minister of the Interior and approved by the Council of Ministers.

The following articles contain laws about the Federal Decree-Law number 32 of 2019 which is concerning the civil service of the Ministry of the Interior (MOI) in the United Arab Emirates (UAE).

Article 1

Article 1 states that articles number 7, 18, 26, 31, 32, 43, 59 and 71 of the Federal Decree-Law number 1 of 2008 shall be replaced by the articles in the Federal Decree-Law number 32 of 2019.

Article 2

Article 2 states that articles 27 and 28 of Federal Decree-Law No. 1 of 2008 concerning the civil service shall be repealed, and any provision that is inconsistent with or inconsistent with the provisions of this Decree-Law shall be repealed.

Article 3

Article 3 states that table (b) of Federal Decree-Law No. 1 of 2008 on the civil service of the Ministry of the Interior shall be replaced by the new table (b) annexed to this Decree-Law.

Article 4

Article 4 states that this Decree-Law shall be published in the Official Gazette and shall enter into force on the day following its publication.

Article 5

Article 5 contains the following rules:

1. A staff member is eligible for promotion only to a vacant post of the same type as the one they currently hold. The promotion should take place immediately after the expiration of the period specified in the implementing regulations of this Decree-Law. Additionally, the appointing authority may grant exceptions to the term requirement based on the requirements of the labour interest.
2. A person who has received a disciplinary sanction shall not be eligible for promotion until the effects of the sanction have been lifted.

Article 7

Article 7 states that a military personnel and civilians who have retired from the Ministry may be appointed in civil capacity in accordance with the Minister's appointment to an organization.

Article 26

Article 26 contains the following rules

1. A staff member is entitled to receive their total salary from the date of actual employment.
2. Doctors, medical professionals, and auxiliary professions are eligible for the specialist bonus. The rules governing the disbursement of this allowance will be specified in the implementing regulations.
3. If an employee is allocated housing according to the Ministry's regulation on housing, 20% of the specialist bonus mentioned in the first rule of this article will be deducted per month.

Article 31

Article 31 outlines the following rules regarding the official mission allowance for staff members when they spend time outside the country in the performance of their assigned mission:

1. For each day or part of a day spent outside the country, staff members are entitled to an official mission allowance based on their functional grade:
 - "Undersecretary" grade employees receive 8,000 AED per day.
 - "Assistant Undersecretary" grade employees receive 6,400 AED per day.
 - "Special Grade" grade employees receive 3,200 AED per day.
 - "First Grade" grade employees receive 2,400 AED per day.
 - "Second Grade" grade employees receive 2,400 AED per day.
 - "Third Grade" grade employees receive 2,000 AED per day.
 - "Fourth Grade" grade employees receive 2,000 AED per day.
 - Employees with functional grades below "Fourth Grade". such as "Fifth grade", "Sixth grade", or lower, receive 2,000 AED per day.

- The official mission allowance of an employee sent outside the country for an official mission shall begin from the date of mission commencement or the date of departure to the destination country. The allowance shall end with the termination of the mission or the employee's return.
- 2. The decision to send an official mission shall be made by the Minister or his delegate.
- 3. The employee sent on an official mission is entitled to the following traveling tickets:
 - First-class tickets if the envoy has a functional grade of "Undersecretary" or "Assistant Undersecretary".
 - Business class if the envoy has a functional grade of "Special Grade".
 - Economy class if the envoy has a functional grade below "First Grade".
 - The envoy is not entitled to tickets if the Ministry provides the means of transportation.
- 4. The envoy on an official mission outside the country shall have the right to leave or return to the country based on the following time periods:
 - A time period of two days before or after the mission start for a delegation to North America, South America, Oceania, or Japan (only). The envoy may divide the two days into one day before the mission starts and one day after the mission completion. These days are considered to be within the mission duration.
 - A time period of one day before the mission begins or after the mission is completed for other countries worldwide. This day is considered to be within the mission period.
 - With an exception to the previous time periods, the employee traveling for an official mission (also known as the delegate) to GCC countries is entitled to return from the official mission from the date of the mission start until the date of its end only.
- 5. With the exception of the "Undersecretary" rank, the delegate is paid twenty-five percent (25%) of the value of the allowance for official duties if full hospitality is provided by any party. The delegate is paid fifty percent (50%) if only housing is provided, and thirty-five percent (35%) of the value of the allowance if housing and one of the following services (transportation or catering) are provided by any party. If the delegate is provided with transportation or subsistence or both without housing, seventy-five percent (75%) of the value of the allowance is paid.
- 6. The Ministry bears the fees for participation in conferences, seminars and courses within or outside the country.
- 7. The Ministry shall pay for the delegate's treatment and medicines in an official mission, following the regulations of the country he/she was sent to.
- 8. The delegate's travel ticket class, entitled to the economy class, shall be upgraded to the business class if the length of the travel route is more than eight (8) consecutive hours.
- 9. If the delegate is on an official mission and gets promoted during the mission, the official mission allowance and travel tickets shall be granted at the time of dispatch.
- 10. If the period of the official mission exceeds 30 days, the official mission allowance shall be suspended for the extra period, and the provisions of Article 32 of this Decree-Law shall apply to the employee.
- 11. The Minister or his delegate may send non-staff members of the Ministry on official missions within or outside the country at the Ministry's expense. The allocation, remuneration, and financial benefits for non-staff members shall be determined by him.

Article 32

Article 32 contains the following rules:

1. If an employee's predetermined time period for an official mission outside the country exceeds thirty (30) days, the employee shall receive the following treatment throughout the duration of the mission:

- First, the employee is entitled to a monthly long official mission allowance equivalent to their basic salary.
- Second, the employee shall be provided with furnished accommodation at the expense of the Ministry. Alternatively, a cash allowance shall be paid for housing, along with cash for expenses incurred during external courses.
- If the Ministry provides transportation for the delegate during an official mission outside the country, the employee is not entitled to travel tickets.
- If the predetermined duration of the official mission exceeds nine (9) months, and the employee agrees to be accompanied by their family, the delegate and their family shall receive the following treatment:
 - a) The delegate and their family are provided with furnished housing at the expense of the Ministry, or a cash allowance for housing, equivalent to what is paid to delegates attending courses outside the country.
 - b) The family is provided with round-trip tickets according to the category entitled to the employee. Children who are eligible for a social allowance will also receive tickets.
 - c) When the mission duration exceeds one year, the delegate and their family are provided with additional travel tickets for each year, as long as the remaining period until the end of the course is not less than three (3) months.
 - d) The Ministry bears the tuition fees and expenses for the children of those delegated on a long official mission outside the country, from the kindergarten stage until the end of the high school stage or its equivalent.
 - e) The Ministry of the Interior (MOI) in the UAE will cover the expenses of health insurance, treatment, and medication for the employee and his family during an official mission. This coverage applies only if the official mission lasts for 9 months or more (270 days or longer).

Article 43

Article 43 states that female employees shall be granted 90 days of maternity leave with their total salary. This leave shall not be deducted from their annual leave entitlement. Additionally, female employees shall be granted two hours per day to breastfeed their child for a period not exceeding two years from the date of birth.

Article 59

Article 59 outlines the reasons for terminating the service of an employee, which are as follows:

1. Referral to retirement.
2. Reaching the age of sixty (60) years old. The Minister may, by decision, extend the service of someone who reached 60 years old for a period not exceeding five years.
3. Medical unfitness for service, as proven by a decision of the Medical Committee.
4. Resignation.
5. Forfeiture or withdrawal of the employee's nationality from the country.
6. A judicial decision accompanied by a penalty, other than a fine, for a felony or an offense against honor or trust. The appointing authority shall consider the decision valid if the sentence is suspended or if it has been pardoned by the competent authority.
7. Dismissal from service by disciplinary decision or judicial dismissal.

8. Dismissal from service for incompetence, in accordance with the criteria specified by the Executive Regulations of this Decree-Law.
9. Death.

In all the above reasons for employee termination, the authority concerned with recruitment shall order the termination of the employee's service. However, in cases mentioned in reasons 4, 5, and 9, the termination shall be issued by the Minister or his delegate.

Article 71

Article 71 contains the following rules:

1. Texts and provisions stipulated in the Human Resources Laws in the Federal Government shall apply in all cases where there is no special provision in this Decree-Law and its implementing decisions, provided that such application does not contradict its provisions.
2. The Minister shall issue the necessary regulations and decisions to implement the provisions of this Decree-Law.

The Federal Decree-Law No. 32, 2019 A.D., concerning the civil service of the Ministry of the Interior in the United Arab Emirates, was issued by His Highness Khalifa bin Zayed Al Nahyan, the President of the United Arab Emirates. The Decree-Law was issued at the Presidential Palace in Abu Dhabi on 10 Muharram 1441 Hijri, which corresponds to 9 September 2019.