

Decree No. (21) of 2017  
Approving the  
Procedure for Retiring Government of Dubai Employees<sup>1</sup>

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

After perusal of:

Federal Law No. (7) of 1999 Issuing the Pensions and Social Security Law and its amendments;

Law No. (27) of 2006 Concerning Management of the Government of Dubai Human Resources and its amendments;

Law No. (31) of 2009 Establishing the Dubai Government Human Resources Department;

Law No. (8) of 2013 Concerning Human Resource Management of Directors General in the Government of Dubai;

Law No. (2) of 2015 Concerning Human Resource Management of Executive Directors/ Chief Executive Officers in the Government of Dubai;

Law No. (1) of 2016 Concerning the Financial Regulations of the Government of Dubai;

Decree No. (23) of 2014 Establishing the Supreme Legislation Committee in the Emirate of Dubai;

Decree No. (28) of 2015 Concerning Governance of the Boards and Committees Affiliated to the Government of Dubai; and

Executive Council Resolution No. (17) of 2013 Regulating Work between the Government of Dubai and the General Pension and Social Security Authority,

**Do hereby issue this Decree.**

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*<sup>1</sup>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.*

## Definitions

### Article (1)

The following words and expressions, wherever mentioned in this Decree, will have the meaning indicated opposite each of them unless the context implies otherwise:

|                    |                                                                                                                                            |
|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| Emirate:           | The Emirate of Dubai.                                                                                                                      |
| Ruler:             | His Highness the Ruler of Dubai.                                                                                                           |
| Government:        | The Government of Dubai.                                                                                                                   |
| Government Entity: | Any of the Government departments, public agencies or corporations, councils, authorities, or other entities affiliated to the Government. |
| DGHR:              | The Dubai Government Human Resources Department.                                                                                           |
| Employee:          | A male or female UAE national who occupies a budgeted post in a Government Entity.                                                         |
| Committee:         | The committee formed, pursuant to this Decree, for considering applications for issuance of retirement decrees by the Ruler.               |

## Objectives of the Decree

### Article (2)

This Decree aims to:

1. regulate the retirement of Employees of the Government of Dubai;
2. uphold the principles of justice, equality, and equal opportunity amongst Employees; and
3. protect the Retirement Entitlements of Employees.

### **Scope of Application**

#### **Article (3)**

The provisions of this Decree will apply to all Employees of Government Entities in the Emirate, to whom the above-mentioned Federal Law No. (7) of 1999 applies.

### **Formation of the Committee**

#### **Article (4)**

- a. A committee named the "Committee for Considering Applications for Issuance of Retirement Decrees by the Ruler" is hereby formed within the DGHR. The Committee will be comprised of:
  1. a representative from the DGHR, as chairman;
  2. a representative from the Department of Finance, as member;
  3. a representative from the General Secretariat of the Executive Council, as member; and
  4. a representative from the General Secretariat of the Supreme Legislation Committee in the Emirate of Dubai, as member.
- b. The representatives of the Government Entities mentioned in paragraph (a) of this Article will be nominated by the officials in charge of these entities.
- c. At its first meeting, the Committee will elect, from amongst its members, a vice chairman who will act as the chairman where the chairman is absent or becomes incapable of performing his duties under this Decree.
- d. The terms of reference of the Committee; the procedures for holding its meetings and passing its resolutions and recommendations; the duties of its chairman and members; and any other related matters will be regulated in accordance with the above mentioned Decree No. (28) of 2015 and the resolutions issued in pursuance thereof.

## **Retirement Procedures**

### **Article (5)**

- a. A Government Entity wishing to retire any of its Employees pursuant to a Decree of the Ruler must submit an application to the DGHR on the form prescribed by the DGHR for this purpose, supported by the grounds warranting the application, the required information and documents, and any other information or documents requested by the Committee.
- b. The DGHR will, upon reviewing the application and verifying that it meets all the required conditions and is accompanied by all required documents, refer the application to the Committee for consideration and recommendations on the appropriate action.
- c. The DGHR will follow up the implementation of the recommendations issued by the Committee. Where the Committee recommends the approval of retiring an Employee, the DGHR will refer the Committee's recommendation to the General Secretariat of the Supreme Legislation Committee in the Emirate of Dubai to draft the relevant legislation, in preparation for submitting it to the Ruler for approval.

## **Rules and Criteria for Retirement**

### **Article (6)**

- a. In considering applications for issuance of retirement decrees by the Ruler, the following rules and criteria will be taken into consideration:
  1. the financial impact of the Employee's retirement;
  2. compliance of the retirement application with the above-mentioned Federal Law No. (7) of 1999;
  3. the extent of need for work environment changes in line with the approved strategies and plans;
  4. any health condition or humanitarian situation requiring the retirement of the Employee;
  5. any restructuring plans or redundancies in human resources at the Government Entity of the Employee;
  6. other available alternatives to retiring the Employee; and

7. any other relevant rules or criteria prescribed by the Committee.
- b. The rules and criteria referred to in paragraph (a) of this Article will not apply where there is a direct order of the Ruler or the Chairman of the Executive Council retiring an Employee.

### **Issuing Implementing Resolutions Article (7)**

The Director General of the DGHR will issue the resolutions required for the implementation of the provisions of this Decree.

### **Repeals Article (8)**

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

### **Publication and Commencement Article (9)**

This Decree will be published in the Official Gazette and will come into force on the day on which it is published.

**Mohammed bin Rashid Al Maktoum**  
**Ruler of Dubai**

Issued in Dubai on 15 June 2017  
Corresponding to 20 Ramadan 1438 A.H.