

Law No. (10) of 2025
Amending Law No. (8) of 2021
Concerning the Human Resources Management of
Executive Directors/ Chief Executive Officers in the Government of Dubai¹

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

After perusal of:

Law No. (8) of 2021 Concerning Human Resources Management of Executive Directors/ Chief Executive Officers in the Government of Dubai (the “**Original Law**”),

Do hereby issue this Law.

Superseded Articles
Article (1)

Articles (6), (10), and (11) of the Original Law are hereby superseded by the following:

Total Salary:
Article (6)

a. The Total Salary of an Executive Director/ CEO will be comprised of:

1. a Basic Salary equal to fifty percent (50%) of the Total Salary; and
2. a General Allowance equal to fifty percent (50%) of the Total Salary. The General Allowance will be comprised of:
 - a cost of living allowance;
 - a social allowance for UAE nationals; and
 - a housing allowance.

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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.*

- b. An Executive Director/ CEO who holds any of the following designations will be paid the salary of the highest point of the pay scale of the employment band on which he is placed:
 - 1. executive chairman;
 - 2. secretary general;
 - 3. Executive Director/ CEO of a Department; or
 - 4. deputy Director General.
- c. An Executive Director/ CEO who holds any of the following designations will be paid the salary of the first point of the pay scale of the employment band on which he is placed:
 - 1. Executive Director/ CEO of a Sector;
 - 2. assistant Director General;
 - 3. assistant secretary general; or
 - 4. deputy or assistant Executive Director/ CEO.

Annual Leave

Article (10)

- a. An Executive Director/ CEO will be entitled to annual leave of thirty (30) working days with full Total Salary.
- b. A Department must document the approved annual leave of an Executive Director/ CEO.
- c. An Executive Director/ CEO whose work conditions prevent him from using his annual leave balance in full will be paid, at the end of each Year, an amount calculated based on the Basic Salary, in lieu of unused accrued annual leave balance.
- d. The unused accrued annual leave entitlement of an Executive Director/CEO prior to the issuance of the resolution appointing him to the "Executive Director or Chief Executive Officer" grade will be settled in cash based on the last Basic Salary received by him before such appointment.

Transfer

Article (11)

- a. Without prejudice to his grade and financial benefits, an Executive Director/ CEO may be transferred, upon the recommendations of the Directors General of the new and former Departments, to another Department or to any other Government entity pursuant to a resolution of the Chairman of the Executive Council.

- b. Without prejudice to his grade and financial benefits, an Executive Director/ CEO may, pursuant to a resolution of the Director General, be transferred from one post to another within his Department, provided that his new post is relevant to his specialisation and is commensurate with his academic qualifications and work experience.
- c. Where the transfer of an Executive Director/ CEO to a post within the same Department or any of its affiliates results in an increase in his Total Salary, whether due to the new post being of a higher band or for any other reason, such transfer will be subject to a resolution issued by the Chairman of the Executive Council, upon the recommendation of the DGHR. The Executive Director/ CEO may not be transferred, by resolution of the Director General, to any other post within the same Department or any of its affiliates until a period of two (2) Years has elapsed from the date of assuming the post to which he is transferred.
- d. Where an Executive Director/ CEO is transferred to a post whose band is lower than that of his former post, or to any other position that is not classified as an Executive Director/ CEO position under this Law, such transfer will be subject to a resolution issued by the Chairman of the Executive Council, upon the recommendation of the DGHR. The transfer must not affect the financial benefits which the Executive Director/ CEO used to receive prior to the transfer, unless the Chairman of the Executive Council decides otherwise.

Application of Provisions to Existing Situations

Article (2)

The unused accrued annual leave entitlement of an Executive Director/ CEO employed by the Department as at the effective date of this Law, for the period preceding his appointment to the grade of "Executive Director/ Chief Executive Officer", will be settled in cash based on his fixed Basic Salary as at that date.

Commencement and Publication

Article (3)

This Law comes into force on the day on which it is issued, and will be published in the Official Gazette.

Mohammed bin Rashid Al Maktoum
Ruler of Dubai

Issued in Dubai on 8 July 2025
Corresponding to 13 Muharram 1447 A.H.