

Executive Council Resolution No. (16) of 2026
Regulating the Payment of
Periodic Salary Increments and Performance-Based Bonuses to
Employees of the Government of Dubai¹

We, Hamdan bin Mohammed bin Rashid Al Maktoum, Crown Prince of Dubai, Chairman of the Executive Council,

After perusal of:

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

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

Law No. (1) of 2016 Concerning the Financial Regulations of the Government of Dubai, its Implementing Bylaw, and their amendments;

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

Law No. (26) of 2023 Concerning the Executive Council of the Emirate of Dubai;

Decree No. (7) of 2020 Determining the Government Entities Governed by the Government of Dubai Human Resources Management Law and its amendments;

Executive Council Resolution No. (39) of 2018 Concerning the Performance Management System of Employees of the Government of Dubai; and

Executive Council Resolution No. (6) of 2020 Approving the Financial Benefits of the Government of Dubai Employees and its amendments,

Do hereby issue this Resolution.

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¹Every 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 Resolution, have the meanings respectively assigned to them unless the context otherwise implies:

Government:	The Government of Dubai.
Law:	Law No. (8) of 2018 Concerning Management of the Government of Dubai Human Resources and its amendments.
Executive Council:	The Executive Council of the Emirate of Dubai.
DGHR:	The Dubai Government Human Resources Department.
Concerned Entities:	The General Secretariat of the Executive Council and the Department of Finance.
Department:	Any of the Government departments, public agencies or corporations, Government councils, public authorities, or other public entities affiliated to the Government to which the provisions of the Law apply.
Director General:	The Director General of the DGHR.
Employee:	A male or female person who occupies a budgeted post in a Department.
UAE National:	Any person who holds the nationality of the United Arab Emirates.
Total Salary:	The monthly salary comprising the Basic Salary and the General Allowance, in accordance with the Law.
Annual Performance Appraisal:	The final approved appraisal of an Employee's performance for the Appraisal Year, in accordance with the above-mentioned Executive Council Resolution No. (39) of 2018.
Periodic Salary Increment:	The salary increment payable to an Employee, subject to the conditions and rules prescribed by this Resolution.
Performance-Based Bonus:	The amount payable to an Employee, subject to the conditions and rules prescribed by this Resolution.
Appraisal Year:	The period in respect of which an Employee's performance is

evaluated in accordance with the applicable legislation.

Scope of Application Article (2)

The provisions of this Resolution apply to UAE National and non-UAE National civilian Employees to whom the Law applies, excluding those appointed on a temporary basis or under special contracts.

Payment of the Periodic Salary Increment or Performance-Based Bonus Article (3)

The DGHR will, in coordination with the Concerned Entities, submit an annual recommendation on the payment of Periodic Salary Increments or Performance-Based Bonuses to Employees, including the date, method, and amount of such payments. This recommendation is subject to the approval of the Chairman of the Executive Council.

Periodic Salary Increment Eligibility Requirements Article (4)

An Employee is eligible for Periodic Salary Increments, subject to the following requirements:

1. Where the Employee is a UAE National, his approved Annual Performance Appraisal rating must not be lower than "Meets Expectations".
2. Where the Employee is a non-UAE National , his approved Annual Performance Appraisal rating must not be lower than "Exceeds Expectations".
3. The Employee must have completed at least one (1) full Year of actual service with the Department from the date of joining the Department, unless transferred or seconded from another Department.

Rules Governing Payment of Periodic Salary Increments Article (5)

A Periodic Salary Increment will be paid to an Employee in accordance with the following rules:

1. The Periodic Salary Increment will be paid once a Year, will be deemed an integral part of the Total Salary, and will be subject to the distribution percentages approved under the applicable legislation.

2. The Periodic Salary Increment will be paid in accordance with the percentages approved by the Chairman of the Executive Council;
3. The Periodic Salary Increment will be paid to an Employee who is in active service with the Department on the date of payment approval. This applies to an Employee who remains in active service during the notice period prescribed for the end of his service with the Department.
4. Where an Employee is seconded to another Department, the Periodic Salary Increment will be paid by the Department to which the Employee is seconded.
5. Where the Periodic Salary Increment results in the Employee's Total Salary exceeding the highest point of the pay scale of the Band to which he is appointed, the Employee must be paid the amount exceeding the highest point in the form of a monthly bonus, which will form part of the Employee's Aggregate Salary. Where the Grade or Band of the Employee is changed for any reason whatsoever, the monthly bonus will be added to his Total Salary.
6. Any other rules prescribed pursuant to the relevant resolution issued by the Director General must be observed.

Cases in Which Periodic Salary Increments Are Not Payable

Article (6)

The Periodic Salary Increment will not be paid to an Employee in any of the following cases:

1. A disciplinary penalty resulting in a salary deduction is imposed on the Employee during the Appraisal Year.
2. The Employee is absent from work for a period exceeding six (6) months during an Appraisal Year, whether continuously or intermittently, for any reason whatsoever.
3. The Employee's employment relationship with the Department ends for any reason prior to the date on which payment of the Periodic Salary Increment is approved.
4. The Employee is suspended from work because he has been referred for disciplinary proceedings or to the competent judicial authorities, in which case the Periodic Salary Increment may be paid only upon issuance of a decision or judgment finding the Employee not liable or acquitting him of the charges attributed to him.
5. Any other case is prescribed pursuant to the relevant resolution issued by the Director General.

Performance-Based Bonus Eligibility Requirements

Article (7)

An Employee is eligible for the Performance-Based Bonus subject to the following requirements:

1. Where he is a UAE National Employee, his approved Annual Performance Appraisal must not be lower than "Meets Expectations".
2. Where the Employee is a non-UAE National, his approved Annual Performance Appraisal rating must not be lower than "Exceeds Expectations".
3. The Employee must have completed at least six (6) months of actual service with the Department, unless transferred or seconded from another Department; and
4. Any other requirements determined pursuant to the relevant resolution of the Director General must be met.

Rules Governing Payment of the Performance-Based Bonus

Article (8)

The Performance-Based Bonus will be paid to an Employee in accordance with the following rules:

1. The Performance-Based Bonus will be paid once a Year and will not be deemed as part of the Total Salary.
2. The Performance-Based Bonus will be paid in accordance with the percentages and amounts approved by the Chairman of the Executive Council.
3. The Performance-Based Bonus will be paid to a new Employee on a pro rata basis where his actual service with the Department during the Appraisal Year exceeds six (6) months.
4. The Performance-Based Bonus will be paid to an Employee who is in active service with the Department on the date on which payment is approved, including an Employee who remains in active service during the notice period prescribed for the end of his service with the Department.
5. Where an Employee is seconded to another Department, the Performance-Based Bonus must be paid by the Department to which the Employee is seconded.
6. Where an Employee is transferred to a Department governed by the Law, the Performance-Based Bonus must be paid by the Department to which the Employee is transferred.
7. Any other relevant rules prescribed by a resolution of the Director General must be observed.

Cases in which the Performance-Based Bonus Is Not Payable
Article (9)

The Performance-Based Bonus will not be paid to an Employee in any of the following cases:

1. A disciplinary penalty resulting in a salary deduction is imposed on the Employee during the Appraisal Year.
2. The Employee is absent from work for a period exceeding six (6) months during an Appraisal Year.
3. The Employee's employment relationship with the Department ends for any reason prior to the date on which payment of the Performance-Based Bonus is approved.
4. The Employee is suspended from work because he has been referred for disciplinary proceedings or to the competent judicial authorities, in which case the Performance-Based Bonus may be paid upon issuance of a decision or judgment finding the Employee not liable or acquitting him of the charges attributed to him.
5. Any other case is prescribed pursuant to the relevant resolution issued by the Director General.

Non-Cumulation of Periodic Salary Increments and Performance-Based Bonuses
Article (10)

A Periodic Salary Increment may not be cumulated with a Performance-Based Bonus or with any other increment or bonus granted for the same purpose.

Obligations of Departments
Article (11)

A Department must:

1. comply with this Resolution, the resolutions issued in pursuance hereof, and the circulars issued by the DGHR; and must implement the provisions and directives contained therein in relation to Periodic Salary Increments and Performance-Based Bonuses;
2. provide the DGHR, within the time frames it specifies, with a statement of the results of the Annual Performance Appraisals of the Department's Employees and any other data requested by the DGHR; and
3. coordinate with the Department of Finance to secure the budget appropriations necessary for the disbursement of Periodic Salary Increments and Performance-Based Bonuses to the Department's Employees.

**Issuing Implementing Resolutions
Article (12)**

The Director General will, in coordination with the Concerned Entities, issue the resolutions required for the implementation of the provisions of this Resolution.

**Repeals
Article (13)**

Any provision in any other resolution will be repealed to the extent that it conflicts with this Resolution.

**Publication and Commencement
Article (14)**

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

Hamdan bin Mohammed bin Rashid Al Maktoum
Crown Prince of Dubai
Chairman of the Executive Council

Issued in Dubai on 12 May 2026
Corresponding to 25 Thu al-Qidah 1447 A.H.