

Executive Council Resolution No. (17) of 2026
Amending
Executive Council Resolution No. (6) of 2020
Approving the
Financial Benefits of the Government of Dubai Employees¹

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

After perusal of:

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

Executive Council Resolution No. (6) of 2020 Approving the Financial Benefits of the Government of Dubai Employees (the "**Original Resolution**"),

Do hereby issue this Resolution.

Superseded Articles
Article (1)

Articles (18) and (19) of the Original Resolution are hereby superseded by the following:

Promotion
Article (18)

- a. Where an Employee is promoted to a higher Grade under the Law, he will be granted either the Total Salary of the first point of the pay scale of the Band to which he is

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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.

promoted, or an increment of ten percent (10%) of his Total Salary prior to the promotion, whichever is higher.

- b. For an Employee to be exceptionally promoted up to two (2) Grades higher, his performance rating for the past Year must not be less than "Exceeds Expectations".
- c. Notwithstanding the provisions of paragraphs (a) and (b) of this Article, an Employee who holds a Post in Grade 12 or higher and is promoted by one (1) or two (2) Grades may be granted either the Total Salary of the first point of the pay scale of the Band assigned to the new Grade, or an increment to his Total Salary prior to promotion, whichever is higher. The increment may not be less than eleven percent (11%) and not more than twenty percent (20%), and will be determined subject to the following conditions:
 1. The Post must be a Pivotal Post or a Specialised Post.
 2. The Employee must have the academic qualifications, professional experience, technical competencies, and specialised skills that are required for holding the Post; and must add value to the Department.
 3. The performance rating of the Employee for the previous two (2) Years must not be less than "Exceeds Expectations".
 4. The Post to which the Employee will be promoted must have been evaluated and approved by the DGHR.
 5. The Employee's service with his Department must not be less than three (3) Years.
 6. The Employee to be promoted must not have been subject to any disciplinary penalty, unless the penalty has been expunged in accordance with the Law and the resolutions issued in pursuance thereof.
 7. The necessary financial appropriations must be available within the approved annual budget of the Department.
 8. At least five (5) Years must have elapsed since the Employee's previous promotion, in respect of which he was granted an increment in accordance with paragraph (c) of this Article.
 9. Any other conditions prescribed by the DGHR pursuant to any resolutions issued by the Director General in this respect must be met.
- d. Where the Total Salary of an Employee promoted under this Article exceeds the highest point of the pay scale of the Band or Grade to which he is promoted, the amount in excess of that highest point will be granted in the form of a bonus payable

on a monthly basis, and will, for all purposes, be deemed an integral part of the Total Salary.

- e. Where the Grade or Band of the Employee is changed for any reason whatsoever, the monthly bonus referred to in paragraph (d) of this Article will be added to his Total Salary.

Salary Upgrade Article (19)

- a. An Employee may be granted a salary upgrade as follows:
 - 1. an ordinary salary upgrade of five percent (5%) of his Total Salary prior to the upgrade; or
 - 2. a special salary upgrade of ten percent (10%) of his Total Salary prior to the upgrade.
- b. Notwithstanding the provisions of sub-paragraph (a)(2) of this Article, an Employee who holds a Post in Grade 12 or higher may be granted a special salary upgrade of not less than eleven percent (11%) and not more than twenty percent (20%) of his Total Salary prior to the upgrade, subject to the following conditions:
 - 1. The Post must be a Pivotal Post or a Specialised Post.
 - 2. The Employee must have competencies, professional skills, academic qualifications, and work experience that exceed those required for holding the Post.
 - 3. The performance rating of the Employee for the previous two (2) Years must not be less than "Exceeds Expectations".
 - 4. The Employee's service with his Department must not be less than three (3) Years.
 - 5. The Employee to be granted the salary upgrade must not have been subject to any disciplinary penalty, unless the penalty has been expunged in accordance with the Law and the resolutions issued in pursuance thereof.
 - 6. The necessary financial appropriations must be available within the approved annual budget of the Department.
 - 7. At least three (3) Years must have elapsed since the Employee's previous salary upgrade in accordance with paragraph (b) of this Article.

8. Any other conditions prescribed by the DGHR pursuant to any resolutions issued by the Director General in this respect must be met.
- c. Where the Total Salary of an Employee who is granted a salary upgrade under this Article exceeds the highest point of the pay scale of his Band or Grade, the amount in excess of that highest point will be granted in the form of a bonus payable on a monthly basis, and will, for all purposes, be deemed an integral part of the Total Salary.
- d. Where the Grade or Band of the Employee is changed for any reason whatsoever, the monthly bonus referred to in paragraph (c) of this Article will be added to his Total Salary.

Commencement and Publication
Article (2)

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

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.