

Law No. (8) of 2013
Concerning Human Resources Management of
Directors General in the Government of Dubai¹

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. (5) of 1995 Establishing the Department of Finance;

Law No. (3) of 2003 Establishing the Executive Council of the Emirate of Dubai;

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

Law No. (8) of 2009 Concerning Liability of Heads and Directors of Government of Dubai Entities;

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

Local Order of 2006 Concerning Directors General of Government of Dubai Entities;

Executive Council Resolution No. (25) of 2007 Concerning Collection of Monthly Contributions of the Government of Dubai Employees Insured by the General Pensions and Social Security Authority; and

Executive Council Resolution No. (51) of 2007 Concerning Air Tickets and Travel Allowances for Directors General, Executive Directors, Chief Executive Officers, and Persons in Similar Positions on Overseas Official Assignments,

Do hereby issue this Law.

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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.

Title of the Law
Article (1)

This Law will be cited as "Law No. (8) of 2013 Concerning Human Resource Management of Directors General in the Government of Dubai".

Definitions
Article (2)

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

UAE:	The United Arab Emirates.
Emirate:	The Emirate of Dubai.
Ruler:	His Highness the Ruler of Dubai.
Government:	The Government of Dubai.
Executive Council:	The Executive Council of the Emirate of Dubai.
DGHR:	The Dubai Government Human Resources Department.
Department:	Any of the Government departments, public agencies or corporations, authorities, or councils affiliated to the Government; or any similar entity.
Director General:	A person who undertakes the general supervision of a Department; establishes, follows up, and implements its strategies, policies, and work plans and programmes; manages its resources; and is responsible for its overall performance outcomes.
Total Salary:	The monthly salary, which comprises the Basic Salary and the General Allowance.

Scope of Application
Article (3)

This Law applies to the Directors General of all Departments to the extent stipulated herein.

Appointment and Service Termination Article (4)

A Director General will be appointed, and his service will be terminated, pursuant to a decree of the Ruler.

Employment Grade and Financial Benefits Article (5)

- a. A Director General of any of the Departments listed in the Schedule attached to this Law will be appointed to a pay grade known as the "Director General Grade". The Total Salaries, increments, allowances, bonuses, and other employment benefits of Directors General will be determined pursuant to a resolution of the Ruler.
- b. The salaries, increments, allowances, bonuses, and other employment benefits of the Directors General of the Departments that are not listed in the Schedule attached to this Law will be determined in accordance with the legislation applicable to these Departments and with the employment contracts concluded with them.
- c. After the decree of the Ruler appointing a Director General is issued, his salary, increments, allowances, and other employment benefits will be determined pursuant to the employment contract prepared by the DGHR and approved by the Chairman of the Executive Council.

Enrolment in Retirement Scheme Article (6)

The Government will be responsible for enrolling Directors General holding the UAE nationality in the retirement scheme adopted by the General Pensions and Social Security Authority. The Pensionable Salary will be the Total Salary of the Director General.

Performance Appraisal Article (7)

- a. The performance appraisal for a Director General will be conducted in accordance with a performance management system developed for Directors General by the DGHR and approved pursuant to a resolution issued by the Ruler in this respect.
- b. The DGHR will manage and follow up the implementation of the performance management system referred to in paragraph (a) of this Article.

**Development Plan
Article (8)**

A Director General must adopt an annual plan to develop his performance, and must prepare this plan in coordination with the DGHR in line with the work requirements of his Department and the outcomes of his performance appraisal.

**Transfer
Article (9)**

Without prejudice to his existing employment rights, including financial benefits, a Director General may be transferred from his Department to another Department pursuant to a decree of the Ruler.

**Assignment
Article (10)**

A Director General may, pursuant to a resolution of the Ruler, be assigned the duties of a vacant post or a post whose incumbent is absent in another Department.

**Transfer and Handover of Duties
Article (11)**

- a. Upon termination of his service, a Director General must observe a transition period in which he will transfer and hand over to the Director General who will replace him in the post all his duties and all files, documents, information, and other things in his possession.
- b. The transition period referred to in the paragraph (a) of this Article will be six (6) months, will be deemed part of the actual service period of the Director General, and will entitle him to all applicable financial benefits prescribed by this Law and the resolutions issued in pursuance hereof.
- c. The transition period referred to in the paragraph (b) of this Article may be reduced pursuant to a resolution of the Ruler. This resolution will determine the financial benefits to which the Director General whose service is terminated is entitled.

Confidentiality, Conflict of Interest, and Property Rights
Article (12)

- a. During his service period and thereafter, a Director General must maintain the confidentiality of the information he has access to as part of his job duties, and must not disclose to others any information that may negatively affect the Department or the Government.
- b. A Director General must not, in respect of any bid relating to his Department or to its affiliates, participate in making decisions related to any commercial company or corporation owned in whole or in part by him, by his spouse, or by any of his relatives up to the fourth degree, or any commercial company or corporation in which he is a member of the board of directors.
- c. The intellectual property rights in the work, work-related methodologies, and works of authorship developed by a Director General during his employment with a Department will vest in the Government.

Civil Liability of Directors General
Article (13)

A Director General will not incur civil liability towards third parties for any act or omission related to his employment functions or committed in the course of performing his employment duties. Without prejudice to the Government's right to have recourse against the person who commits such an act or omission wilfully or as a result of gross fault, the Government will be solely liable for that act or omission.

Investigating Directors General
Article (14)

- a. Save with the permission of the Ruler or where a Director General is caught in the act, the Director General may not be summoned for investigation, and no penal actions may be taken against him, for committing any act or omission related to his employment functions or duties, or for committing such an act or omission in the course or as a result of performing these functions or duties. In any event, the Attorney General must refer the matter to the Ruler within forty-eight (48) hours from the time at which the relevant act or omission is reported to the Public Prosecution. Law enforcement entities must inform the Attorney General of the alleged act or omission of the Director General within twenty-four (24) hours from the time at which it is reported.

- b. A member of the Public Prosecution who investigates a Director General must hold a grade not lower than 'advocate general'.
- c. Where the investigation requires the detention of the Director General, he must be detained at a place separated from the places designated to other detainees.

**Applicability of the Government of Dubai Human Resources Management Law
Article (15)**

Where this Law, the resolutions issued in pursuance hereof, the legislation applicable to the Government Entities that are not governed by the above-mentioned No. (27) of 2006, and the contract concluded with a Director General is silent, the provisions of the above-mentioned Law No. (27) of 2006 and its amendments will apply to the Director General to the extent that their provisions do not conflict with the job duties of the Director General.

**Repeals
Article (16)**

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

**Commencement and Publication
Article (17)**

This Law comes into force on 1 July 2013, and will be published in the Official Gazette.

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

Issued in Dubai on 3 October 2013
Corresponding to 27 Thu al-Hijjah 1434 A.H.

Schedule
Government Entities Whose Directors General
Are Appointed on the Pay Grade Stated in This Law

SN	Government Entity	Designation
1	The General Secretariat of the Executive Council	Secretary General
2	The Dubai Municipality	Director General
3	The Dubai Smart Government	Director General
4	The Land Department	Director General
5	The Protocol Department	Director General
6	The Department of Economic Development	Director General
7	The Dubai Customs Department	Director General
8	The Financial Audit Department	Director General
9	The Department of Tourism and Commerce Marketing	Director General
10	The Islamic Affairs and Charitable Activities Department	Director General
11	The Government of Dubai Legal Affairs Department	Director General
12	The Department of Petroleum Affairs	Director General
13	The Department of Finance	Director General
15	The Dubai Government Human Resources Department	Director General
16	The Government of Dubai Media Office	Director General

17	Dubai Media Incorporated	Chief Executive Officer
18	The Community Development Authority in Dubai	Director General
19	The Dubai Culture and Arts Authority	Director General
20	The Dubai Civil Aviation Authority	Director General
21	The Dubai Health Authority	Director General
22	The Roads and Transport Authority	Chairman of the Board of Directors and Executive Director
23	The Knowledge and Human Development Authority in Dubai	Chairman of the Board of Executive Directors and Director General