

Law No. (2) of 2015
Concerning
Human Resource 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. (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;

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

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,

Do hereby issue this Law.

Title of the Law
Article (1)

This Law will be cited as “Law No. (2) of 2015 Concerning Human Resource Management of Executive Directors/ Chief Executive Officers in the Government of Dubai”.

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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 (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.
Law:	Law No. (27) of 2006 Concerning Management of the Government of Dubai Human Resources and its amendments.
DGHR:	The Government of Dubai Human Resources Department.
Department:	A Government department, public authority or corporation, council, or agency which is subject to the Law.
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. This includes the head or director general of a Department, or the chairman of its board of directors.
Executive Director/ CEO:	A manager of a Department, other than a Director General, to whom the above-mentioned Law No. (8) of 2013 applies. This includes executive directors/ chief executive officers, secretaries general, deputy and assistant directors general, and directors of Sectors who hold the grade of an Executive Director / CEO, and any person who occupies a post deemed by the DGHR at the grade of Executive Director / CEO in accordance with the relevant approved standards.
Sector:	An organisational level that includes a number of Organisational Units which must, for efficiency purposes, be within a single supervisory framework within the organisational structure approved by the competent authority of a Department.

Total Salary: The monthly salary of an Executive Director/ CEO which comprises the Basic Salary and the General Allowance.

Aggregate Salary: The Total Salary plus the Executive Management Allowance.

Scope of Application

Article (3)

This Law will apply to all civilian Executive Directors/ CEOs working at Departments which are subject to the Law.

Power of Appointment

Article (4)

An Executive Director/ CEO will be appointed pursuant to a resolution of the Chairman of the Executive Council in accordance with the requirements and standards approved by the Government in this respect.

Bands of Posts and Financial Benefits

Article (5)

- a. An Executive Director/ CEO will be appointed on the "Executive Director/ CEO Grade".
- b. A resolution issued by the Ruler in this respect will determine the bands and assessment criteria of Executive Director/ CEO posts, and the salaries, increments, allowances, and benefits of those occupying such posts.
- c. The band to which an Executive Director/ CEO is entitled will be determined pursuant to a resolution of the Chairman of the Executive Council upon the recommendation of the DGHR. Such recommendation must be based on the outcomes of his post assessment performed by the DGHR in accordance with the relevant approved assessment criteria.
- d. No increment, allowance, or other financial benefit will be disbursed to an Executive Director/ CEO other than those stipulated in the resolution referred to in paragraph (b) of this Article.

Executive Management Allowance

Article (6)

- a. An Executive Director/ CEO will be entitled to a special monthly allowance (the “**Executive Management Allowance**”) whose amount and disbursement terms are determined pursuant to a resolution of the Ruler.
- b. The Executive Management Allowance prescribed in paragraph (a) of this Article will be added to the Total Salary of the Executive Director/ CEO, and will be an integral part of the salary used for assessment of retirement contributions or of the end-of-service gratuity.

Enrolment in the Retirement Scheme

Article (7)

The Government will be responsible for enrolling Executive Directors/ CEOs holding the UAE nationality in the retirement scheme adopted by the Government. The pensionable salary will be the Aggregate Salary of the Executive Director/ CEO.

Performance Appraisal

Article (8)

- a. The performance appraisal for an Executive Director/ CEO will be conducted in accordance with a performance management system developed for Executive Directors/ CEOs 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 (9)

Each Executive Director/ CEO will have an annual training and development plan appropriate for the work and needs of his Department, and for his annual performance outcomes. This plan will be prepared by the Human Resources Directorate of his Department in coordination and consultation with the DGHR.

Transfer
Article (10)

- a. Without prejudice to his grade and financial benefits, an Executive Director/ CEO may, upon the recommendations of the Directors General of the new and former Departments, be transferred from one Department to another 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 both posts have similar grades.

Secondment
Article (11)

- a. Upon the recommendation of the Director General, an Executive Director/ CEO may, pursuant to a resolution of the Chairman of the Executive Council, be seconded to any other Department, any federal or local government entity, any Arab, regional, or foreign government, authority, or organisation, or any company owned in whole or in part by the Government, for an extendable period not exceeding one (1) year. A seconded Executive Director/ CEO will receive his Total Salary, leave, and other entitlements from the entity to which he is seconded. Where an Executive Director/ CEO is seconded to a regional or international entity outside of the UAE, he will receive the Total Salary from the Government, in addition to any other payments or benefits received from the entity to which he is seconded.
- b. The period of secondment will be deemed part of the actual service period of an Executive Director/ CEO. During the secondment period, the performance appraisal of the Executive Director/ CEO will be performed in coordination with the entity to which he is seconded in accordance with the performance management system adopted by the Government for Executive Directors/ CEOs.

Assignment
Article (12)

- a. Pursuant to a resolution of the Director General, an Executive Director/ CEO may, for a period not exceeding six (6) months extendable for another six (6) months, be assigned the duties of another post which is vacant or whose incumbent is absent, provided that the grade of this post is not lower than the Executive Director/ CEO Grade.
- b. In addition to his original duties, an Executive Director/ CEO may not be assigned the duties of more than one (1) post.

- c. An Executive Director/ CEO who is assigned the duties of another post in addition to his original duties will be entitled to an assignment allowance whose amount and disbursement rules are determined pursuant to a resolution of the Ruler.

Termination of Service of Executive Directors/ CEOs
Article (13)

The service of an Executive Director/ CEO will be terminated for any of the following reasons:

1. a decree issued by the Ruler;
2. reaching the retirement age;
3. resignation;
4. medical unfitness;
5. professional incompetence;
6. dismissal from service, retirement pursuant to a disciplinary decision, or discharge from service by court judgement;
7. implementation of approved restructuring plans;
8. absence from work without an acceptable reason for fifteen (15) consecutive days or for twenty-one (21) non-consecutive days in a single year; or
9. death.

Transfer and Handover of Duties
Article (14)

- a. Upon termination of service, an Executive Director/ CEO must observe a transition period in which he will transfer and hand over to the Executive Director/ CEO who will replace him in his post all his duties and all the files, documents, information, and anything else in his possession.
- b. The transition period referred to in the paragraph (a) of this Article will be four (4) months, will be deemed part of the actual service period of the Executive Director/ CEO, 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 Chairman of the Executive Council, in which case the Executive Director/ CEO will be entitled only to salaries or financial benefits for the actual transition period.

Extension of Service

Article (15)

The service of an Executive Director/ CEO who reaches the retirement age may be extended pursuant to a resolution of the Chairman of the Executive Council.

Confidentiality, Conflict of Interest, and Property Rights

Article (16)

- a. During his service period and thereafter, an Executive Director/ CEO must maintain the confidentiality of 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. An Executive Director/ CEO must not, in respect of any bid or tender relating to his Department or to its affiliates, participate in making decisions or in taking any action in favour of 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 those in which he is a member of the board of directors.
- c. The intellectual property rights in works and work-related methodologies developed by an Executive Director/ CEO during his employment with a Department will vest in the Government.

Liability of Executive Directors/ CEOs

Article (17)

An Executive Director/ CEO will not incur civil liability towards third parties for any act or omission in the course of performing his job duties. Without prejudice to a Department's right to have recourse against him where an act or omission is committed wilfully or as a result of gross fault, the Department will be solely liable for such act or omission.

Placement of Executive Directors/ CEOs

Article (18)

- a. Pursuant to a resolution of the Chairman of the Executive Council and upon the recommendation of the DGHR, Executive Directors/ CEOs exercising their duties by the effective date of this Law will be placed in the bands approved by the resolutions issued in pursuance of this Law.
- b. The placement of Executive Directors/ CEOs in accordance with the provisions of paragraph (a) of this Article must not prejudice their existing rights, including maintaining the salaries and other financial benefits they used to receive prior to commencement of this Law.

Applicability of the Government of Dubai Human Resource Management Law
Article (19)

Where this Law and the resolutions issued in pursuance hereof are silent, the Law will apply to Executive Directors/ CEOs to the extent that its provisions do not conflict with the job duties of Executive Director/ CEO.

Repeals
Article (20)

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

Commencement and Publication
Article (21)

This Law comes into force on 1 January 2015, and will be published in the Official Gazette.

Mohammed bin Rashid Al Maktoum
Ruler of Dubai

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Corresponding to 14 Rabi al-Thani 1436 A.H.