

Law No. (4) of 2015
Amending
Law No. (21) of 2008 Concerning Pensions and Social Insurance of
Local Paramilitary Personnel of the Government of Dubai¹

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

After perusal of:

Law No. (21) of 2008 Concerning Pensions and Social Insurance of Local Paramilitary Personnel of the Government of Dubai; and

Law No. (6) of 2012 Concerning Management of the Human Resources of Local Paramilitary Personnel of the Emirate of Dubai,

Do hereby issue this Law.

Article (1)

Article (13) of the above-mentioned Law No. (21) of 2008 is hereby superseded by the following:

Pension Calculation

Article (13)

1. Pension will be calculated at seventy percent (70%) of the last Pensionable Salary where a Staff Member completes a Pensionable Period of Service of twenty (20) years. This percentage will be increased by two percent (2%) for every year in excess of this period, provided that the percentage does not exceed one hundred percent (100%) of the Pensionable Salary where the period of service of the Staff Member reaches or exceeds thirty-five (35) years.
2. Pension amount may not be less than ten thousand Dirhams (AED 10,000.00).

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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.

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3. The security allowance or the investigation allowance may only be included in the Pensionable Salary if the Staff Member has been entitled to this allowance for a minimum of the last five (5) consecutive years of the Pensionable Period of Service.
4. Where the period of service of the Staff Member exceeds thirty-five (35) years, he will be awarded a retirement gratuity of a two-month salary for every year of service based on the Pensionable Salary.
5. For purposes of this Law, the Pensionable Salary of the persons holding the positions indicated in the Schedule below will be one hundred percent (100%) of the Aggregate Salary, provided that the Rank of any such person is not lower than Major General:

SN	Position
1	Deputy Chief of Police and Public Security in Dubai
2	Director General of a Department
3	Deputy Director General of a Department
4	Assistant Director General of a Department

Article (2)

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 3 February 2015

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