

Decree No. (2) of 2019
Concerning the
Grades, Salaries, Increments, Allowances, and Benefits of the
Employees of 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 2018 Concerning Management of the Government of Dubai Human Resources; and

The human resource regulations of Government entities in the Emirate of Dubai,

Do hereby issue this Decree.

Definitions
Article (1)

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

UAE: The United Arab Emirates.

Government: The Government of Dubai.

Executive Council: The Executive Council of the Emirate of Dubai.

Department: Any of the Government departments, public agencies and corporations, and councils and authorities affiliated to the Government.

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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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Law:	Law No. (8) of 2018 Concerning Management of the Government of Dubai Human Resources.
Employee:	A male or female person who occupies a budgeted post in a Department.
UAE National:	Any person holding the UAE nationality.
UAE National Employee's Family:	A UAE National Employee's wife/ wives or husband and the Employee's children who are aged less than twenty-one (21) Years.
Non-UAE National Employee's Family:	A non-UAE National Employee's spouse, and three (3) of the Employee's children who are aged less than twenty-one (21) Years.

Applicability of Grades and Salaries Tables
Article (2)

- a. As of the effective date of the Law, the Table of Grades and Salaries attached to the above-mentioned Law No. (27) of 2006 will continue to apply to the Employees who were then governed by that law; and the tables of grades and salaries of the Employees who were then governed by internal human resources regulations will continue to apply to these Employees.
- b. The tables of grades and salaries referred to in paragraph (a) of this Article will apply to new Employees appointed to a Department after the effective date of the Law.
- c. The tables of grades and salaries referred to in paragraph (a) of this Article will continue to apply until a new table of salaries and grades is approved pursuant to a resolution of the Chairman of the Executive Council.

Entitlement
Article (3)

- a. As of the effective date of this Decree, an Employee's entitlement to grade and to salary, increments, allowances, and other monthly financial benefits will be determined based on the following:
 1. his grade as at 31 December 2018; and
 2. his salary, increments, allowances, and other monthly financial benefits as at 31 December 2018.
- b. No amendment to the entitlement of an Employee that may result in his promotion to a higher grade or in increasing his salary, increments, allowances, or other monthly financial benefits beyond the benefits determined in paragraph (a) of this Article may be made before the

approval of the new table of grades and salaries referred to in paragraph (c) of Article (2) of this Decree.

**Air Ticket Allowance
Article (4)**

Notwithstanding the provisions of Article (3) of this Decree, the entitlement of an Employee and his family to an air ticket allowance will be as follows:

1. A UAE National Employee and his family will be entitled to an air ticket allowance on the anniversary of his date of joining. The amount of this allowance will be determined based on the following table:

Grade	Beneficiaries	Annual Air Ticket Allowance (for each beneficiary)
Grade 1 to grade 13	The UAE National Employee and his family	AED 3,500.00 for each beneficiary aged more than twelve (12) Years AED 2,800.00 for each beneficiary aged twelve (12) Years or less
Grade 14 and above	The UAE National Employee and his family	AED 12,500.00 for each beneficiary aged more than twelve (12) Years AED 9,500.00 for each beneficiary aged twelve (12) Years or less

2. A Non-UAE National Employee and his family will be entitled to an air ticket allowance on the anniversary of his date of joining. The amount of this allowance will be determined based on the following table:

Grade	Beneficiaries	Travel Class
Grade 8 and below	The Non-UAE National Employee only	Economy class
Grade 9 to grade 14	The Non-UAE National Employee and his family	Economy class
Grade 15 and above	The Non-UAE National Employee and his family	Business class

3. An Employee who has no specific travel destination and his family will be entitled to an air ticket allowance on the anniversary of his date of joining. The amount of this allowance will be determined based on the following table:

Grade	Beneficiaries	Annual Air Ticket Allowance (for each beneficiary)
Grade 8 and below	The Employee and his spouse only	AED 1,000.00
Grade 9 to grade 13	The Employee, his spouse, and three (3) of the Employee's children who are aged less than twenty-one (21) Years	AED 1,500.00 for each beneficiary aged more than twelve (12) Years AED 1,000.00 for each beneficiary aged twelve (12) Years or less
Grade 14 and above	The Employee, his spouse, and three (3) of the Employee's children who are aged less than twenty-one (21) Years	AED 4,500.00 for each beneficiary aged more than twelve (12) Years AED 3,000.00 for each beneficiary aged twelve (12) Years or less

4. The total amount of the annual air ticket allowance of a UAE National Employee and his family must not exceed one hundred thousand Dirhams (AED 100,000.00). The total amount of the annual air ticket allowance of a Non-UAE National Employee and his family, or of an Employee who has no specific travel destination and his family, must not exceed sixty-two thousand and five hundred Dirhams (AED 62,500.00).
5. A UAE National Employee will be entitled to receive the air ticket allowance due to him and to his family whether or not he intends to use it for travel.
6. A Non-UAE National Employee and his family members who reside with him in the UAE will be entitled to receive an air ticket allowance in cash whether or not he intends to use it for travel. The allowance will cover airfare to the country of which the Employee holds nationality on the commencement date of his employment contract, or to the nearest airport thereto, even if he acquires the nationality of another country after that date. For this purpose, the air ticket allowance will be calculated based on the relevant airfare approved by the competent entities.
7. An Employee may receive the air ticket allowance for him and his family up to two (2) months in advance if he intends to use it for travel during any annual leave of at least five (5) working days.
8. No air ticket allowance may be claimed unless the concerned Employee completes a full Year of service with his Department.

9. Where an Employee and his spouse work for Departments and each of them is entitled to an air ticket allowance, the allowance will be granted to the Employee entitled to the higher amount.
10. Where the air ticket allowance of an Employee has been disbursed, upon his request, prior to the effective date of this Decree and up to two (2) months in advance of its annual entitlement date, the Employee will not be entitled to any difference in amount between the allowance disbursed and the allowance applicable at the annual entitlement date.

Commencement and Publication
Article (5)

This Law comes into force on 1 January 2019, and will be published in the Official Gazette.

Mohammed bin Rashid Al Maktoum
Ruler of Dubai

Issued in Dubai on 7 January 2019
Corresponding to 1 Jumada al-Ula 1440 A.H.