

Executive Council Resolution No. (34) of 2024
Amending Law No. (8) of 2018
Concerning Management of the Government of Dubai Human Resources¹

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

After perusal of:

Federal Law No. (7) of 1999 Issuing the Pensions and Social Security Law and its amendments;

Federal Law by Decree No. (57) of 2023 Concerning Pensions and Social Security;

Law No. (8) of 2018 Concerning Management of the Government of Dubai Human Resources; and

Law No. (26) of 2023 Concerning the Executive Council of the Emirate of Dubai,

Do hereby issue this Resolution.

**Superseded Article
Article (1)**

Article (80) of the above-mentioned Law No. (8) of 2018 is hereby superseded by the following:

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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.

Executive Council Resolution No. (34) of 2024 Amending Law No. (8) of 2018 Concerning Management of the Government of Dubai Human Resources

Sick Leave Article (80)

- a. An Employee may be granted sick leave of up to two (2) working days at a time and up to six (6) working days per Year without having to submit a medical report issued by an officially-accredited medical entity.
- b. An Employee may be granted sick leave subject to submitting a medical report issued by an officially-accredited medical entity in either of the following two (2) cases:
 1. where the duration of the sick leave is more than two (2) consecutive working days but does not exceed five (5) consecutive working days; or
 2. where the duration of the sick leave is more than six (6) working days but does not exceed fifteen (15) non-consecutive working days per Year.
- c. Where the duration of the sick leave exceeds the maximum period prescribed by paragraph (b) of this Article, the sick leave will be approved subject to submitting a medical report issued by the Medical Committee.
- d. Where the case referred to in paragraph (c) of this Article applies, the Medical Committee will, upon verifying the Employee's health condition, approve granting him a sick leave extension for the period it deems necessary based on his health condition, provided that the total duration of sick leave does not exceed one (1) Year for a UAE National Employee and three (3) months for a non-UAE National Employee.
- e. The Medical Committee will, upon the expiry of the Employee's sick leave approved pursuant to paragraph (d) of this Article, review the health condition of the Employee. Based on the outcome of this review, the following will apply:
 1. Where the medical fitness of a Non-UAE National Employee is established, he will be reinstated to his post. Where he is proven to be medically unfit or to have an irreversible health condition based on a report issued by the Medical Committee, his service will be terminated. However, where it is established that an extension of sick leave is deemed necessary with potential for recovery, the Medical Committee

will extend the Non-UAE National Employee's sick leave for no more than nine (9) months. If the Employee does not recover after the expiry of the extended sick leave, his service will be terminated for medical reasons without the need for an additional medical report from the Medical Committee. In this case, a two-month notice must be served on him or his service will be terminated immediately, subject to paying him the Aggregate Salary for these two (2) months. The notice period will be deemed part of the Employee's actual service period.

2. Where the medical fitness of a UAE National Employee is established, he will be reinstated to his post, or recommended for transfer to another post that suits his health condition. Where he is proven to be medically unfit or to have an irreversible health condition based on a report issued by the Medical Committee, his service will be terminated. However, where it is established that an extension of sick leave is deemed necessary with potential for recovery, the Medical Committee will extend the UAE National Employee's sick leave for no more than one (1) Year. Where he has not recovered after the expiry of the extended period, his sick leave will be re-extended for the period prescribed by the competent medical committee of the General Pensions and Social Security Authority or his service will be terminated for medical reasons. The service of an Employee who is issued with an initial approval by the Ruler to be granted the UAE nationality and who holds a valid UAE passport will be terminated for medical reasons pursuant to a medical report issued by the Medical Committee.
- f. In any event, the service of an Employee will be terminated for medical reasons in accordance with Article (123) of this Law.
- g. A UAE National Employee will be entitled to his Aggregate Salary for the first Year of his sick leave, and to his Total Salary for the period beyond that, unless the leave is due to an Occupational Injury or Occupational Disease, in which case he will continue to receive the salary determined by the relevant legislation in force.
- h. A non-UAE National Employee will be entitled to his Aggregate Salary for the first three (3) months of his sick leave, to seventy-five percent (75%) of his Aggregate Salary for the subsequent three (3) months, and to his Basic Salary for any period beyond that, unless the leave is due to an Occupational Injury or Occupational

Disease, in which case he will continue to receive the salary determined by the relevant legislation in force.

- i. In any event, an Employee or his representative must officially notify his Department of the sick leave within five (5) working days from the date on which the leave starts.
- j. An Employee's working hours will be reduced for health-related reasons upon the recommendation of the Medical Committee. However, his daily working hours must not be less than five (5). In this case, the Medical Committee will review the health condition of the Employee every three (3) months and prepare a detailed medical report on his health condition.

Application of Provisions to Existing Situations

Article (2)

The provisions of Article (8) of the above-mentioned Law No. (8) of 2018 will apply to all Employees whose sick leave has been approved prior to the effective date hereof, subject to the following:

- a. For a non-UAE National Employee who has not completed one (1) Year of sick leave, this sick leave will be extended until he completes the one (1) Year, in accordance with the rules and regulations prescribed by sub-paragraph (e)(1) of Article (80) hereof. The salary of the non-UAE National Employee for this extended period will be paid in accordance with paragraph (h) of Article (80) of this Resolution, as of the effective date hereof.
- b. For a UAE National Employee who has been on sick leave for two (2) or more Years, he will be paid his Aggregate Salary in accordance with paragraph (g) of Article (80) of this Resolution, as of the effective date hereof. The UAE National Employee's sick leave will be extended or his service be terminated in accordance with sub-paragraph (e)(2) of Article (80) hereof.

Publication and Commencement
Article (3)

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

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

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