

Decree No. (23) of 2008
Concerning
Payment of Contributions for Recognition of Prior Service of the
Government of Dubai Employees¹

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. (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;
Decree No. (9) of 2004 Concerning Re-appointment of Military and Civilian Retirees; and
Decree No. (5) of 2007 Concerning Payment of Contributions for Recognition of Prior Service of the Government of Dubai Employees,

Do hereby issue this Decree.

Article (1)

1. The Government of Dubai will pay the contributions for recognition of prior service of the employees, including re-appointed retirees, who are insured with the General Pensions and Social Security Authority and who are in service with any Dubai Government department or public authority or corporation by the date on which this Decree comes into force.
2. Paragraph (1) of this Article will not apply to periods of employment served prior to the employee acquiring the citizenship of the United Arab Emirates.

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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.

Article (2)

1. The service referred to in Article (1) of this Decree must be with one of the following entities:
 - a. the Government of Dubai departments and public authorities and corporations;
 - b. ministries and public authorities and corporations affiliated with the Federal Government; and
 - c. companies wholly owned by the Government of Dubai as of 1 January 2003.
2. The Director General of the Department of Finance may approve the recognition of service with entities other than those referred to in the preceding paragraph.

Article (3)

1. The Government of Dubai must refund the contributions paid to the General Pensions and Social Security Authority to those employees whose prior service was recognised before this Decree came into force.
2. Employees to whom this Decree applies will refund in one payment to the Government of Dubai the end-of-service gratuities paid to them by their former employers. However, the end-of-service gratuity may be refunded in monthly instalments over a period not exceeding ten (10) years in the manner agreed upon with the Department of Finance.
3. The monthly instalment referred to in the preceding paragraph of this Article will be deducted from an employee's monthly salary effective as of the date on which the General Pensions and Social Security Authority approves the application to recognise his prior service.

In all events, where the amount of the end-of-service gratuity does not exceed fifty thousand Dirhams (AED 50,000.00), it must be refunded in one payment.

Article (4)

The Department of Finance will pay to the General Pensions and Social Security Authority the contributions of the employees to whom this Decree applies.

Article (5)

The Chairman of the Executive Council will issue the resolutions required for the implementation of the provisions of this Decree.

Article (6)

1. This Decree supersedes Decree No. (5) of 2007 Concerning Payment of Contributions for Recognition of Prior Service of the Government of Dubai employees.
2. Any provision in any other legislation will be repealed to the extent that it contradicts the provisions of this Decree.

Article (7)

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

Mohammed bin Rashid Al Maktoum

Ruler of Dubai

Issued in Dubai on 7 July 2008

Corresponding to 4 Rajab 1429 A.H.