

Executive Council Resolution No. (109) of 2023
Amending Executive Council Resolution No. (6) of 2020
Approving the Financial Benefits of the Government of Dubai Employees¹

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

After perusal of:

Law No. (31) of 2009 Establishing the Dubai Government Human Resources Department and its amendments;

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

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

Executive Council Resolution No. (6) of 2020 Approving the Financial Benefits of the Government of Dubai Employees (the “Original Resolution”),

Do hereby issue this Resolution.

Superseded Articles

Article (1)

Articles (11), (12), (18), (19), and (21) of the Original Resolution are hereby superseded by the following:

Total Salary upon Appointment

Article (11)

- a. A new Employee will be entitled to the Total Salary of the first point of the pay scale of the Band to which he is appointed. The Department may grant that Employee an increment of no more than twenty percent (20%) of the salary of the first point of the pay scale of his Post if he has

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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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competencies, professional skills, academic qualifications, and work experience that are higher than those required for holding the Post.

- b. Notwithstanding the provisions of paragraph (a) of this Article, the Department may grant the Employee an increment of no more than thirty percent (30%) of the salary of the first point of the pay scale of his Post, subject to the following:
 1. The Post must be a Pivotal Post or a Specialised Post.
 2. The Post must be on Grade (12) or above.
 3. The Employee must have competencies, professional skills, academic qualifications, and work experience that are higher than those required for holding the Post.
 4. The highest point of the pay scale of the Post must not be exceeded.
 5. The Post must have been evaluated by the DGHR, and must be an approved budgeted vacant Post of the Department.
 6. Any other conditions prescribed by the DGHR pursuant to any resolutions issued by the Director General in this respect must be met.
- c. Notwithstanding the provisions of paragraphs (a) and (b) of this Article, a Department may grant an Employee appointed to Grade 16 an increment that exceeds the percentage stipulated in paragraph (b) subject to obtaining the prior written approval of the DGHR. This approval will be granted in accordance with the methodology adopted by the DGHR for considering salaries and wages in the labour market.

Academic Degree Holders

Article (12)

- a. A UAE-national Employee holding at least a bachelor's degree, or an equivalent degree, will be granted a monthly Total Salary that is not less than eighteen thousand dirhams (AED 18,000.00), even if his academic qualification is not relevant to the Post he occupies.
- b. A Department will, in coordination with the Department of Finance, amend the Total Salaries of the UAE-national Employees who hold at least a bachelor's degree, or an equivalent degree, and are in service with the Department by the effective date of this Resolution. This amendment will be made in accordance with paragraph (a) of this Article as of the effective date hereof.

Promotion

Article (18)

- a. Where an Employee is promoted to a higher Grade under the Law, he will be granted the Total Salary of the first point of the pay scale of the Band to which he is promoted, or an increment of ten percent (10%) of the Total Salary granted to him prior to the promotion, whichever is higher.
- b. For an Employee to be exceptionally promoted up to two (2) Grades higher, his performance rating for the past Year must not be less than "Exceeds Expectations".
- c. Notwithstanding the provisions of paragraphs (a) and (b) of this Article, where an Employee who occupies a Post on Grade 12 or higher is promoted one Grade or two Grades up, he will be granted the Total Salary of the first point of the pay scale of the Grade to which he is promoted, or an increment of twenty percent (20%) of his Total Salary before the promotion, whichever is higher, subject to the following:
 1. The Post must be a Pivotal Post or a Specialised Post.
 2. The Employee must have the academic qualifications, work experience, professional competencies, and specialised skills that are required for holding the Post; and must add value to the Department.
 3. The performance rating of the Employee for the past two (2) Years must not be less than "Exceeds Expectations".
 4. The Post to which the Employee will be promoted must have been evaluated and approved by the DGHR.
 5. The Employee's service with his Department must not be less than three (3) Years.
 6. The Employee must not have been subjected to any Disciplinary Penalty during the past three (3) Years.
 7. The necessary financial appropriations must be available within the approved annual budget of the Department.
 8. The Employee may be promoted under the above provisions only once throughout the period of his service with the Department.

9. Any other conditions prescribed by the DGHR pursuant to any resolutions issued by the Director General in this respect must be met.
- d. Where the Total Salary of an Employee promoted under the provisions of this Article exceeds the highest point of the pay scale of the Band or Grade to which the Employee is promoted, the amount in excess of that highest point will be granted in the form of a bonus payable on a monthly basis, and will be deemed an integral part of the Total Salary.
- e. Where the Grade or Band of the Employee is changed for any reason whatsoever, the monthly bonus referred to in paragraph (d) of this Article will be added to his Total Salary.

Salary Upgrade

Article (19)

- a. An Employee may be granted a salary upgrade as follows:
 1. an ordinary salary upgrade of five percent (5%) of his Total Salary; or
 2. a special salary upgrade of ten percent (10%) of his Total Salary.
- b. Notwithstanding the provisions of sub-paragraph (2)(a) of this Article, an Employee who holds a Post in Grade 12 or higher may be granted a special salary upgrade of twenty percent (20%) of his Total Salary, subject to the following:
 1. The Post must be a Pivotal Post or a Specialised Post.
 2. The Employee must have the professional competencies and skills, academic qualifications, and work experience that are higher than those required for holding the Post.
 3. The performance rating of the Employee for the past two (2) Years must not be less than "Exceeds Expectations".
 4. The Employee's service with his Department must not be less than three (3) Years.
 5. The Employee must not have been subjected to any Disciplinary Penalty during the past three (3) Years.
 6. The necessary financial appropriations must be available within the approved annual budget of the Department.

7. The Employee may be promoted under the above provisions only once throughout the period of his service with the Department.
 8. Any other conditions prescribed by the DGHR pursuant to the resolutions issued by the Director General in this respect must be met.
- c. Where the Total Salary of an Employee promoted under the provisions of this Article exceeds the highest point of the pay scale of the Band or Grade to which the Employee is promoted, the amount in excess of that highest point will be granted in the form of a bonus payable on a monthly basis, and will be deemed an integral part of the Total Salary.
 - d. Where the Grade or Band of the Employee is changed for any reason whatsoever, the monthly bonus referred to in paragraph (c) of this Article will be added to his Total Salary.

**Amendment of Employment Terms upon
Obtaining Academic Qualifications
Article (21)**

- a. An Employee who receives a new academic qualification during his service, as stipulated in the Law, will be granted the Total Salary of the first point of the pay scale of his new Band, or will be granted an increment of twenty percent (20%) of his Total Salary before the amendment of his employment terms, whichever is higher.
- b. Where it is not possible to transfer an Employee who obtains a new academic qualification during his service to a vacant Post which is commensurate with this new qualification, he may be granted the increment referred to in paragraph (a) of this Article.

**Commencement and Publication
Article (2)**

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

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

Issued in Dubai on 15 December 2023
Corresponding to 2 Jumada al-Thaniyah 1445 A.H.