



**United Arab Emirates**  
**The Federal Authority for Government Human Resources**

This translation of the text of Federal Law by Decree No. 11 of 2008 on human resources in the federal government for the purpose of identifying articles of the law and have no legal authority and the Arabic text in the case of disagreement.

**UNITED ARAB EMIRATES  
THE CABINET**

**Council of Ministers` Resolution No. 33/2015 amending some  
provisions of the Council of Ministers` Resolution No.17/2011  
Determining Maximum Limit of Financial Benefits for Special  
Contracts**

**Council of Ministers:**

- Having reviewed the Constitution;
- Federal Law No. 1/1972 concerning functions of Ministries and Ministers` powers and the amendments thereof;
- Federal Law No. 7/1999 issuing Pensions and Social security Law and amendments thereof;
- Federal Law by Decree No. 11/2008 concerning Human Resources in Federal Government and amendments thereof;
- Federal Law No. 8/2011 concerning reorganization of Audit Bureau;
- Federal Law by Decree No. 8/2011 concerning rules for the preparation of the general budget and final account;
- Council of Ministers` Resolution No. 13/2010 concerning the rules of implementation of the Federal Law No. 11/2008 concerning Human Resources in the Federal Government;
- Council of Ministers` No. 17/2011 determining the maximum ceiling of financial and in kind benefits for special contracts and;

- Based on the Council of Ministers` approval;

Decides:

### **Article (1) Definitions**

The provisions of Articles (1), (3), (4) and (5) of the Council of Ministers` Resolution No. 17/2011 determining the maximum ceiling of financial and in kind benefits for special contracts shall be replaced by the following provisions:

### **Article (2)**

In the application of the provisions of this Decision, the following words and terms shall have the meanings hereby assigned for them, unless the context otherwise requires:

Law: The Federal Law by Decree No. 11/2008 concerning Human Resources in Federal Government and amendments thereof.

Ministry: Any Ministry established under the Federal Law No. 1/1972 concerning functions of Ministries and Ministers` powers as amended or according to any other laws.

Federal Entity: The Federal Authorities and General Establishments subject to the provisions of Law.

Authority: Federal Authority for Government Human Resources.

Minister: Senior Head of the Ministry or Head of the Federal Entity.

Employee: Every employee who holds one of the jobs

contained in the Government General Budget under a special contract.

**Special Contract:** The contract, under which persons with outstanding skills, qualifications and experience required by the Ministry or the Federal Entity are appointed in any of its senior vacancies according to terms and conditions stipulated by law.

**Basic Salary:** The salary prescribed for the first point of the Grade and increments therein.

**Total Cost of Special Contract:** Basic salary in addition to all financial benefits including all allowances, such as supplementary allowance for expatriates, and not exceeding the maximum limit stipulated in this Resolution.

### **Article (3) Contracting Mechanism**

1. The ministry or federal entity appointing an employee under special contract, shall follow step-by-step negotiation to determine financial benefits, as the work interest may require and subject to labor market requirements.
2. Ministries and federal entities may grant the employee appointed under a special contract in one of the following jobs, financial allocations not exceeding the maximum limit of financial benefits shown in Para (2) of Article (4) hereunder:
  - Special Grade, (A) & (B).
  - Grade (1).
  - Grade (2).

## Article (4)

### Maximum Financial Benefits

1. Financial benefits for an employee appointed under a special contract shall be approved by the respective Minister as determined according to the job grade and the basic salary of such grade.
2. Financial benefits maximum limit for a UAE national and expatriate employee shall be determined in accordance with the following table:

Grade	UAE national Employee		Expatriate Employee	
	Basic Salary	Max. financial & in kind benefits	Basic salary	Max. financial & in kind benefits
Special (A)	34.000	100.000	34.000	-
Special (B)	25.000	76.000	25.000	-
1	17.300	51.000	17.300	85.000
2	15.950	48.000	15.950	60.000

## Article (5)

### Special Contract Amendment & Renewal

1. Upon renewal of a special contract, the ministry or federal entity may not increase the employee's financial benefits beyond 25% of the previous benefits of the employee, or the maximum limits shown in Para (2) of Article (4) hereof.
2. The ministry or the federal entity shall amend the financial benefits of an employee appointed under a special contract when transferred to the ministry or the federal entity, only within the limits and controls provided for in Para (1) of this Article.

### **Article (6)**

Any provision contradicting or conflicting with the provisions of this Resolution shall be repealed.

### **Article (7)**

This Decision shall be published in the Official Gazette and shall enter into force as from the date of issuance.

**Mohamed Bin Rashid Al Maktoum**  
**Prime Minister**

Issued:

On: 20 Muharram 1437H

Corresponding: 03 November 2015

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