

Circular No (01) for 2016

On

Cabinet Resolution No. 33/2015 amending some provisions of the Cabinet Resolution No.17/2011 Determining Maximum Limit of Financial and in kind Benefits for Special Contracts

To: All Ministries & Federal Entities

Dear Sir,

The Federal Authority for Government Human Resources (FAHR) would like to send you kind regards, wishing you all the success and prosperity in your endeavors.

Based on the Cabinet Resolution No. 33/2015 amending some provisions of the Cabinet Resolution No.17/2011 Determining Maximum Limit of Financial and in kind Benefits for Special Contracts;

Whereas the aim of amending some provisions of the abovementioned Resolution, especially the table related to maximum limit of financial benefits, is to enable ministries and federal entities from recruitment of human competencies adequate to achievement of their objectives and future and operational plans without obstacles.

In order to enable ministries and federal entities from taking necessary measures to put the Cabinet Resolution No 33 of 2015 into operation, the Federal Authority for Government Human Resources (FAHR) is pleased to attached hereto a copy of the abovementioned Resolution to be duly reviewed and complied with its provisions. The following also should be indicated:

- Step-by-step negotiation shall be followed to determine financial and in kind benefits to those appointed under a special contract and it is not necessary to grant the maximum limit.
- The contracts of the employees currently appointed under special contracts and still holding their positions shall remain in force until expiry thereof. Thereafter, they shall be treated, upon expiry of their contracts, by the manner of negotiation in accordance with the requirements of entity interest. The increase shall not exceed 25% of the previous benefits of the employee, in the light of budget of the

ministry or federal entity and the maximum limit set forth in the attached resolution; and

- The abovementioned mechanism shall apply to those subsequently appointed, with regard to graduation in granting financial and in kind benefits within controls governed by the work interest and the extent of federal entity need to such employee and what provides it with means of recruitments or keeping its employees.
- We would also like to indicate that the joint community has been annulled.

Please be assured of the Authority's support and assistance in this regard.

Thank you for your cooperation
Dr. Abdurrahman Al Awar,
Director General,
Federal Authority for Government Human Resources

Issued on: 5/1/2016

Attachments:
Copy of the abovementioned Resolution.

**UNITED ARAB EMIRATES
THE CABINET**

**Cabinet Resolution No. 33/2015 amending some provisions of the
Cabinet Resolution No.17/2011 Determining Maximum Limit of
Financial and in kind Benefits for Special Contracts**

The Cabinet:

- 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;
- Cabinet Resolution No. 13/2010 concerning the rules of implementation of the Federal Law No. 11/2008 concerning Human Resources in the Federal Government;
- Cabinet Resolution No. 17/2011 determining the maximum ceiling of financial and in kind benefits for special contracts and;
- Based on the cabinet's approval;
Decides:

Article (1)

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

Article (One)

Definitions

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 of 2008 concerning Human Resources in Federal Government and amendments thereof.

Ministry: Any Ministry established under the Federal Law No. 1 of 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 (Three)

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 (Four) 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	-	-
Special (B)	25.000	76.000	-	-
1	17.300	51.000	7,475	85.000
2	15.950	48.000	6,900	60.000

Article (Five) 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 (2)

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

Article (3)

This Decision shall be published in the Official Gazette and shall enter into force as from the following day of its publication.

Mohamed Bin Rashid Al Maktoum
Prime Minister

Issued:

On: 20 Muharram 1437H

Corresponding: 03 November 2015