

United Arab Emirates
Ministry of Cabinet Affairs & Future
General Secretariat of the Cabinet

16 Shawwal, 1438 Hijri

Corresponding to 10 July 2017.

His Excellency: Abdulrahman Bin Mohamed Al Owais

Minister of Health and Prevention

Head of Federal Authority for Government Human Resources

Dear Sir,

Subject: Implementation of the Cabinet Resolution No 24 of 2017

At first, we would like to extend our greetings wishing you all the success in your endeavors.

Please find attached herewith copy of the cabinet resolution No (24) for 2017 concerning amendment of some provisions of the Cabinet Resolution No (12) for 2012 endorsing employee performance system for federal government employees, after being issued by his Highness Prime Minister- May God bless and protect him.

Please instruct the concerned persons to take the necessary action for implementation of the abovementioned Resolution.

Thanks and best regards.

Abdullah Al Basti

Cabinet Secretary General

United Arab Emirates

The Cabinet

Cabinet Resolution No (24) for 2017

On Amendment of some provisions of the Cabinet Resolution No (12) for 2012 Endorsing Employee Performance System for Federal Government employees

The Cabinet:

Having reviewed the Constitution;

- Federal Law No. (1) for 1972 on the jurisdictions of ministries and powers of ministers as amended;
- Federal Law by Decree No. (11) for 2008 regarding federal government human resources as amended;
- Federal Law by Decree No. (8) for 2011 concerning the rules for preparation of the General Budget and final accounts;
- Cabinet Resolution No (12) for 2012 Endorsing Employee Performance System for Federal Government employees;
- Cabinet Resolution No. (13) for 2012 on the executive regulations of Federal Law No. (11) for 2008 regarding federal government human resources as amended;

Decides as follows:

Article (1)

Item “Firstly”, Chapter (6) of Performance Management System for Federal Government employees attached to the Council of Ministers’ Resolution No. (12) for 2012 shall be replaced by the following:

Performance of an employee will be considered unsatisfactory if he / she receives a rating of “Improvement Needed”, and in this case, the HR Department in the federal entity concerned should take the following measures:

1. A written notice is given to the employee to improve his /her performance within a period of three months.

2. If the employee does not improve after the end of the said period, a final three months' written notice is given to the employee.

3. If the employee fails to improve by the end of the two notice periods, he /she may be terminated due to poor performance, in accordance with the provisions of Human Resources Law and its executive regulations.

4. An employee whose service has been terminated due to incompetence may submit a written complaint to the grievance and objection committees as per the procedures and mechanisms specified in the Human Resources Law and its executive regulations.

Article (2)

Any provisions shall be cancelled to the extent they contradict with the provisions of this Resolution.

Article (3)

This Resolution shall be published in the Official Gazette, and shall be effective from the day following the date of its publication in the Official Gazette.

Mohamed Bin Rashid Al Maktoum

Prime Minister

Issued by Us

On 10 Shawwal, 1438 Hijri

Corresponding to 9 July 2017.