

Ministry of Cabinet Affairs & the Future  
General Secretariat of the Cabinet

Date: 16 Shawwal 1237 Hijri, Corresponding to  
10 July, 2019

HE Abdulrahman bin Mohamed,  
Ministry of Health & Prevention,  
Chairman, of the Federal Authority for Government Human Resources

Your Excellency,

**Sub: Implementation of Cabinet Resolution No (24) of 2017**

Please find attached herein a copy of the Cabinet Resolution No (24) of 2017 amending certain provisions of Cabinet Resolution No (12) of 2012 endorsing Performance Management System for Federal Government employees, as issued by HH the UAE Prime Minister.

Kindly advise whom it may concern to take necessary action toward implementing the above mentioned Resolution.

**Cabinet Resolution No. (24) of 2017**  
**amending certain provisions of Cabinet Resolution**  
**No (12) of 2012 endorsing Performance**  
**Management System for Federal Government**  
**employees**

The Cabinet,

Having reviewed the Constitution;

- Federal Law No. (1) for 1972 regarding the jurisdictions of ministries and powers of ministers and amending laws thereof;
- Federal Law by Decree No. (11) for 2008 Regarding Federal Government Human Resources and Amendments thereof
- Federal Law by Decree No. (8) for 2011 on preparation of General Budget and Final Accounts;
- Cabinet Resolution No (12) of 2012 endorsing Performance Management System for Federal Government employees; and
- 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 under "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 with the following:

Performance of an employee will be considered unsatisfactory if he / she receives a rating of "Needs Improvement", and in this case, the HR

Department in the federal entity concerned should take the following measures:

- 1) A written notice is be 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 notice period, 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 provision contrary to or inconsistent with the provisions of this Resolution shall be repealed.

#### **Article (3)**

The Resolution shall be effective from the day following the date of its publication in the Official Gazette.