



**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. (17/2011) Determining Maximum  
Ceiling of Financial and in Kind 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. 7/1976 establishing the Audit Bureau and the amending Laws thereof;
- Federal Law No. 7/1999 issuing Pensions and Social security Law and amendments thereof;
- Federal Law No. 23/2005 concerning rules for preparation of general Budget and Final Account and the amending law thereof;
- Federal Law by Decree No. 11/2008 concerning Human Resources in Federal Government and amendments thereof and;
- Council of Ministers' Resolution No. 13/2010 concerning the rules of implementation of the Decree by the Federal Law No. 11/2008 concerning Human Resources in Federal Government;
- Council of Ministers' Resolution No. 193/6KH/7/2011 approving maximum limit of employment and financial benefits for special contract and;
- Based on the proposal of Chairman of Federal Authority for Government Human Resources Council of Ministers' approval;

Decides:

## **Article (1) Definitions**

### **(Amended by Council of Ministers` Resolution No. 33/2015)**

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:

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 the Decree by the Federal Law No. 11/2008 concerning Human Resources in Federal Government.
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 any one of those enjoying distinguished experiences needed by the Ministry or the Federal Entity, is appointed in any of its senior vacancies in accordance with the period specified by law.
Basic Salary:	The salary prescribed for the first point of the Grade and increments therein.
Special Contract total Cost:	Basic salary and multiplications thereof in addition to all financial benefits including all allowances incorporating supplementary allowance for expatriates but not exceeding

Committee

the maximum ceiling determined by the provisions of this Decision.

Joint Committee between The Authority and Ministry of Finance established under the Decision of the Ministerial Council for Services No. 24/3KH/2010

### **Article (2) Applicability**

1. The provisions of this Decision shall be applicable to employees appointed under special contracts in senior positions at the Ministries and federal entities.
2. Employees working for Ministries and federal entities which their laws provide for their own employment regulations, shall be excluded from the application of the provisions of this Decisions within the limits of these law.

### **Article (3) Contracting Process**

**(Amended by Council of Ministers` Resolution No. 33/2015)**

1. The competent Ministry or Federal Entity must, upon making a contract with an employee under a special contract, follow step-by-step procedure in negotiation when granting and determining financial benefits as the work interest may so 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 but not exceeding the total cost of salary multiplications referred to in Article (4.2) hereof for the Grade on which the employee is appointed that is ((Grades (1) & (2) of categories (a) & (b)).

### **Article (4) Financial Benefits Maximum Ceiling (Amended by Council of Ministers` Resolution No. 33/2015)**

1. Financial benefits for an employee appointed under a special contract shall be approved by the respective Minister after they have been determined according to the job Grade and the basic salary of such Grade.

2. Financial benefits maximum ceiling given to a UAE national employee shall be determined three times the basic salary maximum, and for expatriate employee six times the basic salary of the first point of the grade in which is appointed according to the table attached hereto.

#### **Article (5)**

##### **Excess of Total Special Contract Cost**

Where the total cost of UAE national employee`s special contract exceeds sixty thousand Dirham and expatriate employee forty two thousand Dirham, the Ministry or the Federal Entity must present the subject of excess to the Committee attaching thereto reasons and justifications thereof for approving such excess.

#### **Article (6)**

##### **Employees` Allowances**

The Ministry or the Federal Entity must, upon making a UAE national employee`s special contract, determine the amount of each allowance shown below, if received by employee, provided that they fall within the financial and in kind benefits given to UAE national employee and not added thereto according to the prescribed legislations in this regard:

- a. Social allowance for UAE national employees.
- b. Social allowance for children.
- c. Cost of living allowance.
- d. Housing allowance.

#### **Article (7)**

##### **End of Service Gratuity**

The entitlements of a special contract employee shall be calculated upon the end of his service in accordance with the provisions of Article (114) of the Decree by the Federal Law No.11/2008 concerning Human Resources in Federal Government.

#### **Article (8)**

##### **General Provisions**

1. Ministries and federal entities may combine the allocations of more than one grade in coordination with the Authority and Ministry of Finance provided that the combined Grades will be associated with jobs prescribed in the organization structure approved by the Council of Ministers.

2. The financial differences resulting from the appointment of the employee shall be worked out by cancelling vacancies equivalent to the total cost of the contract.

### Article (9)

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

Issued:

On: 26Jamda Al Akhr 1432H

Corresponding: 29May2011

### Table of Maximum Ceiling of Financial and in Kind Benefits for Special Contracts attached to the Councils of Ministers decision No.17/2011 Determining Maximum Ceiling of Financial and in Kind Benefits for Special Contracts

Grade	UAE national			Expatriate		
	Basic Salary	Max. Approx. salary multiplications	Max. financial benefits in AED	Basic salary of the first point of the grade	Max. Approx. salary multiplications	Max. financial benefits in AED
Special (a)	34.000	3	100.000	-	-	-
Special (b)	25.500	3	75.5000	-	-	-
1	17.300	3	51.900	7.475	6	45.000
2	15.940	3	48.000	6.900	6	41.000