



2026

Law No. (8) of 2025 Concerning Human Resources in the Emirate of Abu Dhabi

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Law No. (8) of 2025 Concerning Human Resources in the Emirate of Abu Dhabi

We, Mohammed bin Zayed Al Nahyan, Ruler of Abu Dhabi.

- Having reviewed:
- Law No. (1) of 1974 Concerning the reorganization of the Governmental body in the Emirate of Abu Dhabi and its amendments,
- Law No. (2) of 2000 Concerning Civil Retirement Pensions and Benefits in the Emirate of Abu Dhabi and its amendments,
- Law No. (6) of 2016 Concerning Human Resources in the Emirate of Abu Dhabi and its amendments,
- Law No. (1) of 2017 Concerning the Financial System of the Abu Dhabi government and its amendments,
- Law No. (10) of 2018 Concerning Establishment of the Department of Health,
- Law No. (14) of 2023 Concerning Establishing the Department of Government Enablement,
- Law No. (16) of 2023 Concerning the Organization of Abu Dhabi Accounting Authority,
- Law No. (6) of 2024 regarding the Judicial Department in the Emirate of Abu Dhabi,
- Federal Law No. (6) of 2014 regarding national and reserve service and its amendments,
- Based on what was presented to and approved by the Executive Council.

Issued the following Law:





Chapter 01

Definitions

Article (1)

In the implementation of the provisions of this Law, the following words and phrases shall have the meanings corresponding thereto, unless the context requires otherwise:

State	the United Arab Emirates
Emirate	Emirate of Abu Dhabi.
Government	Government of Abu Dhabi.
Executive Council	Executive Council of the Emirate
Department	Department of Government Enablement.
Government Entities	the departments, public authorities and institutions, agencies, centres, councils, funds and any other entity affiliated to the Government.
Department of Health	The Department of Health in the Emirate.
Executive Regulation	Executive regulations of this law.
Executive Management Employees' Affairs Regulation	Regulation governing executive management employees' affairs issued in implementation of the provisions of this Law.
Executive management Employees	Undersecretaries, directors general, and executive directors, and the like, regardless of their tool of appointment.

UAE National	The person holding the nationality of the UAE in accordance with applicable legislation.
Employee	the person who occupies an approved job in the organizational structure and Human Resources Budget of the Government Entity.
National and Reserve Service	The Service that must be performed for the sake of the State in accordance with the provisions of the applicable National Service and Reserve law.
Salary	Basic Salary
Gross salary	The basic salary plus the regular allowances received by the Employee on monthly basis.
Human Resources Budget	The annual financial budget for jobs and their incumbents in the Government Entity, which is prepared and approved in accordance with applicable legislations.
Year	Gregorian year.
Month	A unit of time of thirty days.
Working day	The official working day determined in accordance with the provisions of this Law.
Flexible working systems	Systems through which the Government Entity allows the Employee to perform the work in flexible ways related to time or place.



02



Chapter 02

Scope of Application of the Law

Article (2)

1. The provisions of this Law will apply to all civilian Employees working in the Government Entities.
2. The Executive Council may exempt any Government Entity from implementing all or part of the provisions of this Law, the Executive Regulations, or any of the resolutions issued in implementation thereof. such Government Entities must provide data on the human resources working for them throughout integration with the systems approved by the Department.
3. The Executive Council may exempt any employee from applying part of the provisions of this Law, the Executive Regulations, or any of the resolutions issued in implementation thereof.
4. The Executive Council shall determine the provisions that shall apply in the exceptions stipulated in Clauses (2) and (3) of this Article



03



Chapter 03

Public Service Jobs System

Article (3)

Upon the approval of the Executive Council, the Department shall issue the public service jobs System, which includes the mechanism for its analysis, evaluation, classification and organization of its grades.

Article (4)

1. The organizational structures of the Government Entities are prepared in a manner consistent with their objectives, mandates, strategic plans, and operational needs, in accordance with the organizational structures guide for Government Entities issued by the Department after the approval of the Executive Council.
2. The Executive Council shall approve the organizational structure of the Government Entity and any amendments thereto based on the entity's proposal and the Department's recommendation.

Article (5)

1. The Government Entities are committed to developing their strategic human resources plan in accordance with the strategic human resources planning guide issued by the Department, in a manner that supports the achievement of their strategic objectives, and such plan shall be implemented through the Human Resources Budget and in a manner consistent with the approved organizational structure of the Government Entity.
2. The Government Entity is responsible for preparing the Human Resources Budget in light of its strategic human resources plan, in coordination with the Department and the Department of Finance in accordance with the applicable financial system in the Emirate.
3. The chairman of the Government Entity may make amendments to the Entity's approved annual Human Resources Budget, taking into account the public service jobs system and in accordance with the applicable financial system in the emirate.
4. The Department shall develop programs aimed at preparing and developing new graduates to qualify them for public service jobs.

Article (6)

Public service jobs are occupied by appointment, promotion, transfer, delegation or secondment in accordance with the provisions of this Law and the Executive Regulations.

No job may be occupied unless it is included in the approved organizational structure of the Government Entity and in its Human Resources Budget.

Article (7)

Priority in occupying jobs in the Government Entity shall be given to the UAE National as determined in the Executive Regulations.

Article (8)

One or more committees called "Human Resources Committee" shall be formed in each Government Entity by a resolution of its chairman to consider and recommend the appointment, promotion, transfer, delegation and secondment of its Employees, and any tasks related to human resources affairs assigned to it by the chairman of the Government Entity. The Executive Regulations shall determine the rules for the formation and other mandates of the committee.



Chapter 04

Appointment

Article (9)

1. Appointment to the positions of Undersecretaries and the like shall be by resolution of the chairman of the Executive Council, and appointment to the positions of directors general, executive directors and the like shall be by resolution of the Executive Council.
2. Appointment to positions below Executive Management shall be by resolution of the chairman of the Government Entity.

Article (10)

1. The Government Entity shall conclude an employment contract with the Employee below the Executive Management in accordance with any of the following
 - General employment contract: of a duration of three years, in accordance with the rules specified in the Executive Regulations.
 - Special employment contract: of a fixed duration and is concluded according to the requirements of work for the Government Entity and in accordance with the types and rules specified in the Executive Regulations.
2. The Executive Management Employees' Regulations shall specify the provisions relating to employment contracts concluded with Executive Management Employees.
3. Upon approval of the Executive Council, the Department shall issue employment contract forms , and Government Entities shall be required to conclude contracts in accordance with these forms.
4. It is not permitted to commence any work with the Government Entity before the issuance of the appointment resolution by the competent authority, and the employee's signature on the employment contract.

Article (11)

The following conditions must be met by who shall be appointed to a public service job:

1. To be a UAE National.
2. To be of good conduct and behavior.
3. He must not be less than eighteen years of age, and the age must be proven by a birth certificate, an official extract from it, or an identity card. Holders of a high school diploma or its equivalent are excluded from this condition.
4. He must have performed national service or submitted one of the certificates indicating his National and Reserve Service status if the candidate for the job is obliged to perform national service, and priority in appointment will be given to those who performed national service or were exempted from it.

5. He shall not have previously been convicted of a custodial sentence on the grounds of a felony or misdemeanor involving dishonor or breach of trust, unless rehabilitated in accordance with applicable legislations, and the Department may, based on the proposal of the Government Entity, exempt UAE Nationals from this condition if necessary.
6. He must not have been previously dismissed from his job by a court judgment, or had his service terminated by a final disciplinary decision, unless at least two years have elapsed since the issuance of the judgment or decision. This period may be reduced or waived for UAE Nationals as determined in the Executive Regulations.
7. He is proven to be medically fit for the job by a certificate approved by the Department of Health, in accordance with the requirements of the job.
8. He must hold the academic qualification necessary for appointment to the job, and that the qualification is duly attested and equivalized by the competent authorities.
9. He meets the requirements and conditions stated in the job description, and the minimum years of experience necessary to occupy the job as determined in the Executive Regulations.

As an exception to Clause (1) of this Article, non-UAE Nationals may be appointed to jobs below the Executive Management in the event there where no UAE National meets the conditions and requirements of the vacant job and when necessary. The Executive Regulations shall determine the controls and conditions for appointing non-UAE National

Article (12)

The Government Entity is committed to appointing people with disabilities to jobs appropriate to their health conditions at the rates determined by the Department upon coordination with the relevant authorities, and to providing them with an appropriate work environment, and the Executive Regulations shall determine the rules, controls and conditions regulating this matter.

Article (13)

1. The employee appointed by the Government Entity is subject to a probation period of (6) six months starting from the date he commences work, and the competent appointment authority may reduce that period in accordance with what determined in the Executive Regulations.
2. If, during the probation period, the Employee is found to be unfit to perform the duties of his job, his service may be terminated provided that he is granted a notice period in accordance with what is determined in the Executive Regulations. If the probation period expires without termination of his service, he shall be deemed to have been confirmed in the position he occupies, and the probation period shall be counted as part of his service.



05



Chapter 05

National and Reserve Service

Article (14)

1. Government Entities are obliged to allow their Employees who meet the eligibility criteria to join the National and Reserve Service.
2. The Executive Regulations shall determine the rights and duties of Employees joining National and Reserve Service, as well as the provisions applicable to them in accordance with applicable legislation.



06



Chapter 06

Grades, Salaries and Benefits

Article (15)

1. Schedules of grades, salaries and bonuses for Employees of Government Entities, as well as their allowances are determined by a resolution of the Executive Council based on the Department's proposal, and the Executive Regulations shall determine the controls, conditions and rules of disbursement.
2. Rewards and benefits for Government Entity employees are determined by a resolution of the Executive Council, and the issued resolution shall determine the controls, conditions and rules for disbursement.



07



Chapter 07

Job Performance Management

Article (16)

1. Upon the approval of the Executive Council, the Department shall issues the performance management system that includes general frameworks and standards for managing such performance.
2. A periodic report on each Employee's performance shall be submitted in accordance with the circumstances, procedures and timelines specified by the system referred to in the preceding clause of this Article. If the Employee receives the highest or lowest performance rating, the report must be justified and must identify the elements of distinction or weakness that led to such rating.
3. The Executive Regulations shall determine the performance evaluation levels and the provisions related to dealing with an Employee who has receive a low performance evaluation.



Chapter 08

Promotions

Article (17)

1. The chairman of the Government Entity, by a resolution, grant an employee below the Executive Management a job, subsidiary, or financial promotion.
2. An exceptional promotion may be granted to distinguished talents among Employee below the Executive Management .
3. The Executive Regulations shall determine the rules, controls and conditions for promotions and the circumstances in which promotions may be granted retroactively.
4. The Executive Management Employees' Affairs Regulations shall regulate the provisions relating to promotions of Executive Management Employees.



09



Chapter 09

Talent Management and Career Development

Article (18)

Government Entities are required to the following:

- Develop a comprehensive talent management and succession planning strategy aligned with their human resources strategic plan and in accordance with the guidelines issued by the Department.
- Develop and implement ongoing training programs with the aim of improving and enhancing Employees performance in coordination with the Department and in accordance with the rules, controls and conditions determined in the Executive Regulations.

Article (19)

The Government Entity may assign Employees on training or official missions within or outside the State. In cases of necessity, it is permissible to assign individuals who are not Employees of the Government Entity to official missions within or outside the State. All such assignments shall be in accordance with the rules, controls, and conditions determined in the Executive Regulations.



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Chapter 10

Transfer, Assignment and Secondment

Article (20)

1. An employee may be transferred from his job to another job, within the Government Entity or to another local or federal government entity, provided that the transfer is to a job that is not lower in grade than that of the transferred Employee and without prejudice to his financial entitlements.
2. The transfer of Executive Management Employees shall be by resolution of the Executive Council, and Employees below the Executive Management shall be by resolution of the chairman of the Government Entity.

Article (21)

1. An Employee may be delegated to perform the duties of another vacant job whose incumbent is absent, within the Government Entity or in another Government Entity, provided that its grade is equivalent to or one grade higher than the grade of the delegated Employee . Delegation to a job with a grade lower than the grade of the delegated Employee prohibited.
2. The delegation of Executive Management Employees shall be by resolution of the Executive Council, and Employees below the Executive Management shall be by resolution of the chairman of the Government Entity.

Article (22)

1. By resolution of the Executive Council, Executive Management Employees may be seconded to and from federal or local Government Entities, government companies, public or private legal persons in the State, and to Arab, foreign, international and regional governments, bodies and organizations.
2. By resolution of the chairman of the Government Entity, an Employee below the Executive Management may be seconded to and from Government Entities, and by resolution of the Executive Council in the event of his secondment to any of:
 - Federal government entities or government entities in other emirates.
 - Public or private legal persons or government companies in the State.
 - Arab, foreign, international or regional governments, bodies or organizations.

Article (23)

The Executive Regulations shall determine the rules, controls, conditions and procedures for transfer, delegation and secondment and the terms of each.

11

Chapter 11

Working Hours and Flexible Working Systems



Article (24)

1. The days, number of working hours and official holidays for Government Entities are determined by a resolution of the Executive Council based on the recommendation of the Department.
2. The Executive Regulations shall determine the conditions, controls and terms for reducing Employee working hours.
3. The Government Entity shall organize its work within the approved working days and hours and in a manner that meets the needs and requirements of the work.

Article (25)

The Government Entity may enable its Employees to work under any of the flexible work systems as appropriate to the nature of the entity's operations and in a manner that meets its needs, in accordance with the Executive Regulations provisions.

Article (26)

The Employee is entitled to leave with total salary during official holidays, and if he is assigned to work during them, he shall be compensated with an equivalent numbers of days corresponding to the official holidays worked, to be added to their annual leave balance, in accordance with the rules, controls and conditions determined in the Executive Regulations.



12



Chapter 12

Leaves

Article (27)

1. Leaves are classified as follows:
 - Periodic annual leave.
 - Sick leave.
 - Work injury leave
 - Study leave
 - Sabbatical leave.
 - Marriage leave.
 - Maternity leave.
 - Paternity leave.
 - Adoption leave.
 - Bereavement leave.
 - Iddah leave.
 - Hajj leave.
 - Companion leave.
 - Unpaid leave.
2. The Executive Council may add or amend the leaves stipulated in this Law.
3. The Executive Regulations shall determine the rules, durations, controls and conditions for their entitlement and granting of leaves.

Article (28)

An employee may not be absent from work except within the limits of duly authorized leaves, and he shall be deprived of his Total Salary for the period of absence. The Executive Regulations shall determine the provisions related to absence from work.

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Chapter 13

Employee Duties and Prohibited Acts



Article (29)

Public service jobs are responsibility entrusted to those who hold them, with the aim of serving the nation and the public, in pursuit of the public interest and in accordance with applicable legislations. The Employee must:

1. Perform the assigned work personally, with accuracy and integrity, dedicate official working hours to fulfilling job duties, maintain regular attendance and respect official working hours, conduct themselves in a manner befitting the dignity of the job, observe the provisions of the applicable legislation and the directives of superiors, and exercise honesty and diligence in the expenditure of government funds.
2. Adhere to the provisions of the code of Conduct for Government Employees as approved by the Executive Council.

The Executive Regulations shall determine the acts prohibited for the Employee.



14



Chapter 14

Discipline

Article (30)

1. Any Employee who violates the duties stipulated in this Law and the regulations, bylaws and resolutions issued in implementation thereof, or deviates from the requirements of his job duties, shall be subject to disciplinary action, without prejudice to civil or criminal liability where applicable. The Employee shall not be exempted from disciplinary measures unless he proves that of the work-related violations was committed in execution of a written order from his superior, despite having notified the superior in writing of the violation; In such case, responsibility shall rest with the issuer of the order.
2. If it is found that the Employee's act constitutes a criminal offense or a financial or administrative violation under the provisions of the aforementioned law No. (16) of 2023, the Government Entity or the Disciplinary Board, as the case may be, must notify the Abu Dhabi Accounting Authority and the competent criminal authorities, as appropriate.

Article (31)

1. The referral of an Employee below the Executive Management to investigation shall be by resolution of the chairman of the Government Entity. No disciplinary measure may be imposed on an Employee except after a written investigation has been conducted with him, during which his statements will be heard and his defense is examined. The decision imposing the measure must be reasoned.
2. The Executive Regulations shall determine the mechanisms and procedures for investigations, including investigations using modern communication technologies, procedures and controls for imposing disciplinary measures, simplified disciplinary procedures, and, where possible, the identification of specific violations and the measure prescribed for each, ensuring the appropriate measure is imposed on the Employee based on the gravity and seriousness of the violation.

Article (32)

1. The chairman of the Government Entity may suspend the Employee from work as a precaution if required by the interests of the investigation, for a period not exceeding one month. This period may not be extended except by a decision of the disciplinary board. The issuer of the suspension or its extension may reconsider the decision at any time, either on their own initiative or at the Employee's request, without prejudice to the powers vested in the Abu Dhabi Accounting Authority.
2. Suspension of the Employee for the purpose of investigation shall not affect his total salary.

Article (33)

1. Any Employee placed in pre-trial detention shall be suspended from work for the duration of the detention without prejudice to his total salary.
2. Any Employee serving a custodial sentence pursuant to a civil or criminal judgment for a misdemeanour not breaching dishonour or trust shall be suspended from work by force of law and deprived of his total salary during the period of his imprisonment. Exceptionally, the Government Entity may enable the Employee to work after obtaining the approval of the competent authorities in accordance with the applicable regulating.

Article (34)

The disciplinary measures that may be imposed on an Employee are:

1. Notice.
2. Written warning.
3. Salary deduction for a period not exceeding fifteen days at a time, provided that the deduction does not exceed sixty days in one year.
4. Suspension from work without total salary without affecting housing benefits for a period not exceeding three months.
5. Dismissal from Employment with retention of pension or end of service gratuity.

Article (35)

The chairman of the Government Entity has the authority to impose the disciplinary measures stipulated in Clauses (1, 2, 3) of Article (34) of this Law on Employees below the Executive Management, and the disciplinary board has the authority to impose any of the measures stipulated in that Article on those Employees.

Article (36)

A resolution shall be issued by the Department to form one or more disciplinary boards responsible for exercising the accountability process of Employees below the Executive Management. The Executive Regulations shall determine the rules, controls, and procedures for its formation and convening, voting procedures, and guarantees for Employee's defense during sessions. In all cases, no member of the disciplinary board may be of a lower grade than Employee referred .

Article (37)

1. An Employee below the Executive Management is referred to the disciplinary board by resolution of the Government Entity's Chairman.
2. The referral resolution must include a statement of the facts attributed to the Employee, and he shall be notified of it in writing.
3. An Employee's resignation does not prevent disciplinary proceedings. Resignation may not be accepted if the Employee has been referred to the disciplinary board or any other competent investigative body.

Article (38)

1. Except for financial and administrative violations under the provisions of the aforementioned Law No. (16) of 2023, the right to initiate disciplinary action against an Employee shall lapse after three years from the date of the violation. This period is interrupted by any investigation or disciplinary action measure, and the period shall restart from the date of the last action. If multiple Employees are involved, interruption for one applies to all, even if no act has been performed against the others.
2. If the Employee act constitutes a criminal offense, the right to disciplinary action shall not lapse except upon the lapse of the criminal case.
3. Disciplinary proceedings are terminated upon the death of the Employee.

Article (39)

Disciplinary measures imposed on Employees below the Executive Management shall be expunged by a resolution of the chairman of the Government Entity or upon expiry of the period specified for such expungement. The measure shall then be considered as if it had never imposed. The Executive Regulations shall determine the rules, controls and periods required for expungement.



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Chapter 15

Complaints, Grievances and Objections

Article (40)

An employee may submit any work-related complaint to the Government Entity, which must examine the complaint and take necessary action.

Article (41)

1. A committee named as "Grievances Committee shall be formed by resolution of the chairman of the Government Entity to consider and study Employees' grievances, and its reasoned recommendations shall be submitted to the chairman of the Government Entity for a decision.
2. An employee may file a grievance with the Grievances Committee against decisions issued by the chairman of the Government Entity imposing disciplinary measures or relating to employment matters under the provisions of this Law and its Executive Regulations and resolutions issued in implementation thereof, except for resolutions issued by the disciplinary board, within (15) fifteen working days from notification or actual knowledge thereof.
3. The Executive Regulations shall determine the rules for forming the Grievances Committee, its convening, the rules and procedures for considering grievances, and the period required to decide on grievance.

Article (42)

1. One or more committees named as "Objections Committee" shall be formed by resolution of the Executive Council, chaired by a judge seconded from the Abu Dhabi Judicial Department and at least two experienced members.
2. The Employee may object before the Objections Committee to the decisions subject to grievance as per Article (41) of this Law, within (15) fifteen working days from notification of the decision on grievance he submitted to the Grievances Committee, actual knowledge thereof, or expiry of the period for deciding on the grievance without response.
3. The employee may object before the Objections Committee to the decisions of the disciplinary board, within (15) fifteen working days from the date of notification or actual knowledge thereof.
4. Except for objections related to the disciplinary board decisions, the Employee must file a grievance with the employer before approaching the Objections Committee.
5. The Executive Regulations shall determine the rules and controls for submitting objections and the period for deciding on them.

Article (43)

1. Executive Management Employees are referred for investigation and discipline by resolution of the Executive Council.
2. The Executive Council shall issues the Investigation, Disciplinary, Grievances and Objections System for Executive Management Employees in Government Entities, which includes the rules, procedures and guarantees of investigation and discipline and the authority to impose disciplinary measures.



16



Chapter 16

End of Service

Article (44)

The service of an employee will be terminated for any of the following reasons:

1. Where the UAE National reaches the age of retirement in accordance with the Civil Retirement Pensions and Remuneration Law in force in the Emirate, or the non UAE National reaches the age for the end of service as specified in the Executive Regulations.
2. Referral to retirement by resolution of the Executive Council before the UAE National reaches the age referred to in Clause (1) of this Article.
3. Total disability or medical unfitness for service, subject to the provisions of the Civil Retirement Pensions and Remuneration Law in force in the Emirate.
4. Failure to successfully pass the probation period.
5. Resignation.
6. Absence from work without acceptable excuse for more than (15) fifteen consecutive days or (20) twenty intermittent working days in one year.
7. Public interest, by resolution of the Executive Council for Executive Management Employees, and by resolution of the Department for Employees below Executive Management.
8. Non-renewal of employment contracts.
9. Early termination of special employment contracts or non-UAE National's employment contract.
10. Lack of job incompetence.
11. Restructuring.
12. Loss or withdrawal of State nationality.
13. Final judgment imposing a custodial sentence for a felony or misdemeanour violating honour or trust; termination of service is discretionary if the sentence is suspended.
14. Dismissal from work by disciplinary decision or dismissal by court judgment.
15. Death.

The Executive Regulations shall determine the rules, controls, conditions, cases and notice periods required for the reasons for termination of service stipulated in this Article.

Article (45)

The Employee's service shall be terminated by the competent appointing authority, except for termination of the service of Employee below the Executive Management in accordance with the provisions of Clauses (2, 7) of Article (44) of this Law.

Article (46)

1. One or more committees named as "Termination of Service reviewing Committee" shall be formed by the Executive Council resolution to study and review termination cases of UAE National Employees below the Executive Management due to lack of job incompetence or restructuring, in accordance with the provisions set forth in the Executive Regulations.
2. The Committee shall be chaired by an Executive Management Employee and shall include at least four experienced Employees. The Department shall issue a charter regulating its work.
3. The Government Entity may not issue a decision to terminate service in the two cases referred to in Clause (1) of this Article except after the approval of the Committee. The decisions issued by the Committee shall be binding if no termination is concluded.

Article (47)

An Employee's service may be extended after reaching the prescribed retirement age for UAE National or the prescribed end-of-service age for non-UAE National. The Employee may also be retained after termination to hand over responsibilities, as specified in the executive regulations.

Article (48)

1. End-of-service entitlements for UAE National Employee shall be calculated in accordance with the provisions of the Civil Retirement Pensions and Remuneration Law in force in the Emirate. Non-UAE National Employee shall be entitled, upon termination of his service, entitled to an end-of-service gratuity, the value of which and the conditions for the entitlement are determined in the Executive Regulations.
2. The status of an Employee who acquires State citizenship during his service in the Government Entity shall be settled as determined in the Executive Regulations.

Article (49)

1. In the event of an Employee's death, the Government Entity shall pay his total salary up to the date of death. A death grant equivalent to four months' total salary based on the last salary received. Payment shall be made to the person designated by the Employee during his lifetime, or, if not designated, to those whole the Employee supported at the time of death, or, if none, to the legal heirs according to legal shares.
2. No deductions or attachments may be made from the death grant stipulated in the previous clause of this article, and it is exempted from all types of taxes and fees.
3. If an Employee dies or suffers permanent total or partial disability, or if this occurs during or because of performing his duties, he or his heirs, as the case may be, shall be entitled to compensation for death or disability, determined as follows:
 - In the event of death or permanent total disability, the amount of compensation shall be equivalent to the Employee's six months' total salary , or the amount of legal blood money, whichever is higher.
 - In the event of permanent partial disability, the compensation amount shall be estimated at a percentage of the permanent total disability compensation, as decided by the competent authority in accordance with applicable legislation.



17



Chapter 17

General and Transitional Provisions

Article (50)

Cases appealing the administrative decisions shall not be heard after sixty days from the date of publication, notification to the concerned party or certain knowledge, as the case may be, and only after exhausting the grievance and objection under the provisions of this Law.

Article (51)

No claim for any financial right arising under the provisions of this Law shall be heard after the end of the fifth fiscal year following the fiscal year in which such rights became due.

Article (52)

Amounts payable by the Government Entity to the Employee may not be deducted or withheld in excess of one quarter of the total salary except with the Employee's written consent. Where debt compete, deductions and withholding shall be in the following order:

1. Court-order alimony.
2. Judicially adjudicated debt.
3. Amounts due to the Government Entity, whether related to performing the Employee's job or to recover amounts unduly paid.
4. Other debts.

Article (53)

The Chairman of the Executive Council and the Executive Council shall delegate any of their powers stipulated in this Law.

Article (54)

1. The chairman of the Government Entity shall be responsible for the proper application of the provisions of this Law, the Executive Regulations, the regulations, resolutions and guidelines issued in implementation thereof within their Government Entity. The chairman may delegate any of their powers in writing to any Employee to the extent required by the need and interest of the work, in accordance with the rules, controls and conditions determined in the Executive Regulations.
2. Powers delegation does not relieve the chairman of the Government Entity from responsibility for the powers and authorities established by virtue of their position. The Employee to whom powers are delegated must always adhere to consistency and sound judgment when exercising the delegation authority, in a manner that achieves the interests of the work.

Article (55)

The Government Entity shall refer to the Department to coordinate and find appropriate solutions to the issues it encounters while applying the provisions of this Law, its Executive Regulations, and the regulations, resolutions and guidelines issued in implementation thereof.

Article (56)

The Executive Council may add, amend or cancel any financial burdens resulting from the implementation of the provisions of this Law, in accordance with the financial system applicable in the Emirate.

Article (57)

1. The Executive Management Employees' Affairs Regulations shall be issued by a resolution of the Executive Council based on the Department's proposal and shall determine the provisions related to their employment affairs.
2. The Executive Regulations shall be issued by a resolution of the chairman of the Department after the approval of the Executive Council.
3. The chairman of the Department shall issue the regulations, resolutions, guidelines and circulars necessary to implement the provisions of this Law and its Executive Regulations.

Article (58)

1. The regulations, systems and resolutions in force prior to the implementation of the provisions of this Law shall continue to be in effect to the extent they do not conflict with the provisions of this Law, until the regulations, systems and resolutions implementing this Law are issued.
2. The provisions of this Law do not apply to Government Entities that have special human resources regulations in accordance with the provisions of the laws regulating them, and those entities continue to apply such regulations.
3. The exclusions established before the implementation of the provisions of this Law for some Government Entities regarding non-application of the provisions of Law No. (6) of 2016 referred to, will continue to apply unless the Executive Council decides otherwise.
4. The resolutions of powers delegations issued by the chairman of the Executive Council and the Executive Council which are in force prior to the implementation of the provisions of this Law shall remain effective, unless otherwise decided.
5. The Executive Council shall issue a resolution regulating the transitional provisions necessary to implement the provisions of this Law.

Article (59)

1. Law No. (6) of 2016 referred to shall be repealed.
2. Any text or provision conflicts with to the provisions of this Law shall be repealed.

Article (60)

This Law shall be implemented as of 1/1/2026 and shall be published in the Official Gazette.

Mohammed bin Zayed Al Nahyan
Ruler of Abu Dhabi

Issued by us in Abu Dhabi
Dated: 30 / 12 / 2025
Corresponding to : 10 / Rajab / 1447 AH

