

Date: 31 January 2013  
Corresponding to:  
25 Rabi Al Awwal 1434 H

*Emirate Of Abu Dhabi*  
General Secretariat Of The Executive Council

# The Official Gazette

**The Forty Second Year - The First Edition**



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# Laws

Laws



**Law No. (1) of 2013**  
**concerning the amendment of certain provisions**  
**of Law No. (5) of 2010 concerning the**  
**Emblem of the Emirate of Abu Dhabi**

We, Khalifa bin Zayed Al Nahyan, Ruler of Abu Dhabi;

Having reviewed:

- Law No. (1) of 1974 concerning the reorganisation of the Governmental Body in the Emirate of Abu Dhabi and its amendments;
- Law No. (2) of 1971 concerning the National Advisory Council and its amendments;
- Law No. (5) of 2010 concerning the Emblem of the Emirate of Abu Dhabi; and
- Based on what was presented to and approved by the Executive Council.

Issued the following law:

**Article(1)**

- The first Article of Law No. (5) of 2010 concerning the Emblem of the Emirate of Abu Dhabi shall be replaced by the following:

“The Emblem of the Emirate of Abu Dhabi shall be in the shape of a falcon with two crossed daggers below it, surmounted from each side by a white and red flag with a banner of rectangular shape bearing the name (Abu Dhabi) itself surmounted by three domes, in accordance with the attached sample.”

- The frame of the Emblem may be gold, silver or black.

### **Article(2)**

The second paragraph of the second Article of the aforesaid Law No. (5) of 2010 shall be replaced by the following:

“ The Executive Council shall issue the necessary guidance for the use of the Emblem of the Emirate of Abu Dhabi.”

### **Article(3)**

This law shall be published in the Official Gazette and be effective from the date of its issuance.

**Khalifa bin Zayed Al Nahyan**

**Ruler of Abu Dhabi**

Issued by us in Abu Dhabi

Date: 20 January 2013

Corresponding to:

8 Rabi Al-Awwal 1434 Hijri

**Sample of the Emblem of the Emirate of Abu Dhabi  
attached to Law No.(1) of 2013 concerning the  
amendment of certain provisions of Law No. (5) of 2010  
concerning the Emblem of the Emirate of Abu Dhabi**



**Law No. (2) of 2013**  
**concerning the establishment of the**  
**University of Mohammed V - Agdal - Abu Dhabi**

We, Khalifa bin Zayed Al Nahyan, Ruler of Abu Dhabi;

Having reviewed:

- Law No. (1) of 1974 concerning the reorganisation of the Governmental Body in the Emirate of Abu Dhabi and its amendments;
- Law No. (2) of 1971 concerning the National Advisory Council and its amendments;
- Law No. (8) of 2008 concerning the reorganisation of Abu Dhabi Education Council;
- Law No. (14) of 2008 concerning Abu Dhabi Accountability Authority;
- Federal Law No. (4) of 1992 concerning the establishment and organisation of the Ministry of Higher Education and Scientific Research;
- The agreement concluded between the University of Mohammed V - Agdal (Rabat, Morocco) and Abu Dhabi Education Council on 12/2/2010 as amended on 6/4/2010; and
- Based on what was presented to and approved by the Executive Council;

Issued the following law:

## **Chapter One**

### **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:

**Emirate**

The Emirate of Abu Dhabi.

**Executive Council**

The Executive Council of the Emirate.

**Abu Dhabi Education Council**

The Council established pursuant to Law No. (8) of 2008.

**Competent Entities**

The Ministry of Higher Education and Scientific Research and Abu Dhabi Education Council.

**University**

The University of Mohammed V - Agdal - Abu Dhabi.

**Board**

The University's Board of Trustees.

## **Chapter Two**

### **The establishment of the University and its objectives**

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

Pursuant to the provisions of this Law, a University to be known as (Mohammed V University – Agdal – Abu Dhabi) shall be established in the Emirate and shall have an independent legal personality, financial and administrative independence in all its affairs and full legal capacity, and it shall be wholly owned by Abu Dhabi Education Council.

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

The University's main office shall be in Abu Dhabi city. Branches may be opened inside or outside the Emirate, upon the Board's suggestion and pursuant to a resolution of Abu Dhabi Education Council, and upon the approval of the Executive Council.

#### **Article (4)**

- The University aims to contribute in enhancing the higher education opportunities in Islamic and other studies under the applicable legal system of the United Arab Emirates.
- The University offers academic certificates pursuant to the applicable academic regulations and the conditions specified by the Competent Entities.

## **Chapter Three**

### **Administrative and academic organisation of the University**

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

- The University shall have a Board of Trustees consisting of six members. Three of whom shall be nominated by the University of Mohammed V - Agdal (Rabat - Morocco) and the remaining three shall be nominated by Abu Dhabi Education Council, provided that the Chairman of the Board be a National.
- A resolution of the Chairman of the Executive Council concerning the formation of the Board shall be issued.
- The term of board's membership shall be three renewable years for similar period(s).

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

The Board shall select a rapporteur and shall issue internal regulations organising the procedures of its meetings and the vote on its resolutions. In case of a tie in votes, the side of the Board's chairman shall prevail.

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

In coordination with the Competent Entities, the Board shall:

1. Approve the general policy and strategic plans of education in the University in accordance with the objectives for which it was established.

2. Approve the academic programmes and their durations.
3. Issue the academic calendar.
4. Grant the academic degrees pursuant to the applicable regulations.
5. Specify the University's fees in coordination with Abu Dhabi Education Council.
6. Any other competences entrusted to it by Abu Dhabi Education Council.

Subject to the provisions of Article (4) of this Law, the academic certificates issued by the University before the effective date of this Law shall be accredited.

### **Article (8)**

- The University shall have:
  1. A chancellor to be nominated by the University of Mohammed V – Agdal (Rabat, Morocco).
  2. A vice-chancellor for academic affairs to be nominated by the University of Mohammed V – Agdal (Rabat, Morocco).
  3. A vice-chancellor for administrative and financial Affairs to be nominated by Abu Dhabi Education Council.
- A Board resolution shall be issued to appoint the chancellor and his two deputies for three renewable years and to specify the competences and functions of each.

## **Chapter Four**

### **Faculty members**

#### **Article (9)**

- Faculty members of the University shall be selected from the faculty members of the University of Mohammed V – Agdal (Rabat, Morocco), on secondment to teach a course of study in a semester or more, according to the approved study plan by the University.
- The Board may select a faculty member by appointment or secondment of qualified staff from inside or outside the Emirate.

## **Chapter Five**

### **Academic Programmes**

#### **Article (10)**

After the Competent Entities' approval, the University shall offer academic programmes in Islamic studies to obtain Bachelor, Master and Doctorate degrees in this field. The University may also provide academic programmes to obtain university certificates in other fields in agreement with Abu Dhabi Education Council.

#### **Article (11)**

The internal bylaws shall specify the study period of the academic year in general, the duration of the semester,

how to assess students at the end of each semester in each course the student registered for, tuition fees to be paid by the student and the payment method, procedures of deciding on University applications, maintenance of security and order and other issues, in accordance with the conditions and standards specified by the Competent Entities.

## **Chapter Six**

### **Financial Affairs**

#### **Article (12)**

The University shall have an annual budget approved by the Board. The budget resources shall consist of:

1. Tuition fees specified by the Board in coordination with Abu Dhabi Education Council.
2. Annual appropriations allocated from the budget of the Emirate, upon a recommendation of Abu Dhabi Education Council in coordination with the Board.
3. Revenues of the University movable and immovable assets.
4. Any other financial resources approved by Abu Dhabi Education Council upon the suggestion of the Board.

#### **Article(13)**

Disbursement from the University budget shall be according to the Financial Regulations approved by the Board in coordination with Abu Dhabi Education Council.

#### **Article(14)**

Abu Dhabi Education Council shall appoint an accredited financial auditor or more to review and audit the University accounts. The auditor shall have all the necessary authorities to review any document necessary to perform its work pursuant to the law. The auditor shall submit a report of his findings to Abu Dhabi Education Council and a copy of the same to the Board.

#### **Article (15)**

- The applicable civil service regulations, financial and procurement system in the Emirate shall apply to the University until the issuance of its rules in this regard.
- Law of civil pensions and retirement benefits effective in the Emirate shall apply to National staff of the University.

#### **Article (16)**

The University shall be exempted from all local taxes and fees.

#### **Article (17)**

The aforesaid agreement concluded between the University of Mohammed V - Agdal (Rabat, Morocco) and Abu Dhabi Education Council shall be terminated with the issuance of this law.

### **Article (18)**

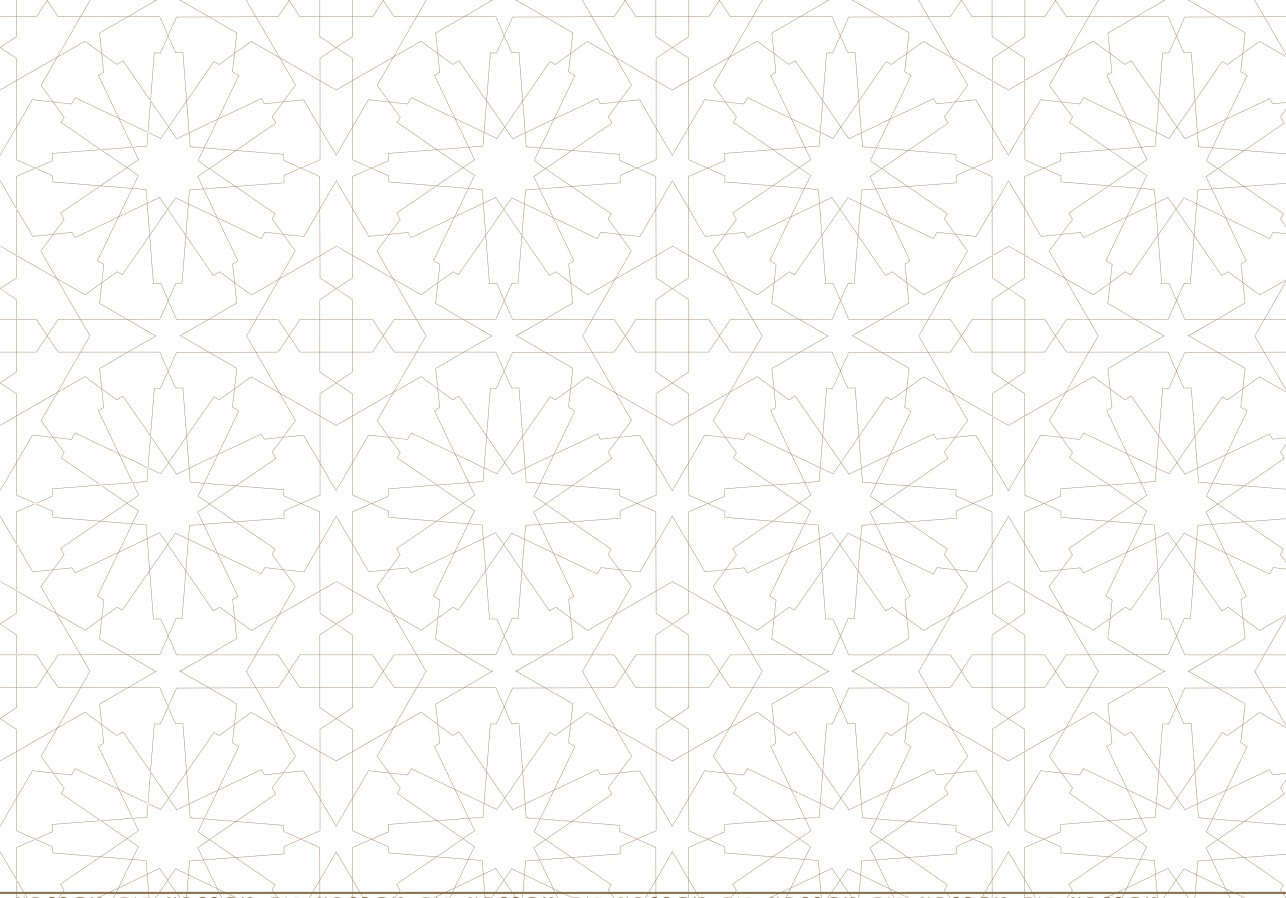
In coordination with the Competent Entities, the Board shall issue a resolution concerning the executive regulations and bylaws necessary to implement the provisions of this law.

### **Article (19)**

This Law shall be effective from the date of its issuance and published in the Official Gazette.

**Khalifa bin Zayed Al Nahyan**  
**Ruler of Abu Dhabi**

Issued by us in Abu Dhabi  
Date: 23 January 2013  
Corresponding to:  
11 Rabi Al-Awwal 1434 Hijri



# Circulars

Circulars



**Circular No.(1) of 2013**  
**concerning Prophet Mohammad**  
**birth anniversary holiday**

**To all governmental departments and entities in the Emirate of Abu Dhabi**

**Peace and Allah's mercy and blessings be upon you,**

On the approaching occasion of Prophet Mohammad birth anniversary, and pursuant to the provisions of the executive regulations of the Civil Service Law No. (1) of 2006, it is decided that the holiday on Prophet birth anniversary shall be on Thursday the twelfth of Rabi Al-Awwal 1434, corresponding to 24 January 2013.

On this blessed occasion we are pleased to raise our deepest congratulations and best wishes to His Highness Sheikh Khalifa bin Zayed Al Nahyan, President of the State - may Allah protect him, His Highness Sheikh Mohamed bin Zayed Al Nahyan, Crown Prince of Abu Dhabi, Deputy Supreme Commander of the Armed Forces and Chairman of the Executive Council - may Allah protect him, and respected members of the Executive Council, asking Allah Almighty to return this occasion while they are in good health.

We also congratulate the people of the United Arab Emirates on this gracious occasion, wishing them and our country further progress and prosperity.

Many happy returns

**Ali Rashid Al Ketbi**  
**Assistant Secretary-General**  
**Civil Service Affairs**

Date: 22/1/2013

**Circular No. (2) of 2013**  
**concerning Abu Dhabi Award for Excellence in**  
**Government Performance third cycle 2013**

**To all governmental departments and entities in the Emirate of Abu Dhabi**

Peace and Allah's mercy and blessings be upon you,

We are pleased to greet you and to extend our sincere gratitude for your continuous cooperation to achieve common interest.

Pursuant to the Chairman of the Executive Council Resolution No. (59) of 2008 concerning the creation of Abu Dhabi Award for Excellence in Government Performance Department in the General Secretariat of the Executive Council, the General Secretariat has adopted the said award to value excellence in government performance and to highlight achievements which support the development process, and to raise the level of services provided in order to achieve the best performance results. Due to the positive effects achieved by previous award cycles, which have reflected in performance quality through assessment processes that included all concerned parties, and based on Abu Dhabi Government directives concerning developing the award and meeting the needs of all concerned entities, the General Secretariat has approved a new structure for the award to maintain the continuous development of the same.

As one of the requirements of this stage, you are kindly requested to nominate coordinators from your entity before 31.01.2013 to facilitate the work of the team of the Office of Abu Dhabi Excellence Programme to communicate with them and provide the said team with all the information and requirements.

Kindly note that introductory sessions for the award will be held with the aim of clarifying the main requirements.

For your action;

May Allah guide you,

**Dr. Ahmed Mubarak Al-Mazrouei**  
**Secretary-General**

Date: 23/1/2013

For enquiries and coordination please contact Yasser Ahmad Al - Naqbi, Director of the Office of Abu Dhabi Excellence Programme ( General Coordinator of the Award), on telephone number 026688500 or via e-mail: [adaep@ecouncil.ae](mailto:adaep@ecouncil.ae).

Attachments:

- Attachment 1: Award list and structure, Abu Dhabi Award for Excellence in Government Performance, third cycle 2013.
- Attachment 2: List of participating entities, Abu Dhabi Award for Excellence in Government Performance, third cycle.
- Attachment 3: Key dates, Abu Dhabi Award for Excellence in Government Performance, third cycle 2013.
- Attachment 4: Entities' coordinators.
- Attachment 5: The form of the names of entities' coordinators.

- Attachment 6: Resolution concerning prohibiting the use of external consultants to work on anything related to Abu Dhabi Award for Excellence in Government Performance.

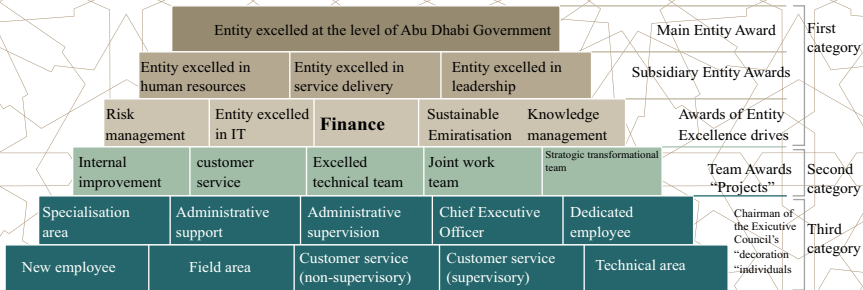
## Attachment 1

### Award list and structure Abu Dhabi Award for Excellence in Government Performance third cycle 2013

Category Details			Type of Participation	Application
First category	Entities Main Award	Entity excelled at the level of Abu Dhabi Government	Mandatory	application document for the award
	Entities Subsidiary Award	Entity excelled in leadership	Mandatory	Assessment through the application document for the main award
		Entity excelled in service delivery		
		Entity excelled in human resources development		
	Drivers of Excellence awards for Entities	Entity excelled in knowledge management	Optional	Application document for each award
		Entity excelled in sustainable Emiratisation	Mandatory	
		Entity excelled in finance		
		Entity excelled in IT		
	Entity excelled in risk management	Optional		
Second category	Team Awards “Projects”	Project/team Strategic transformational	Optional	Application document for each award
		Project/Team Excelled joint work		
		Project/Team Excelled technical		
		Project/Team Excelled in customer service**	Mandatory	
		Project/Team Excelled in Internal improvement		
Third category	Chairman of the Executive Council’s Order “Individuals”	Dedicated employee with long service	Mandatory	Application document for each award
		Chief Executive Officer		
		Administrative supervision field		
		Administrative support field		
		Specialisation field		
		Technical field		
		Customer service field (supervisory)*		
		Customer service field (non - supervisory)*		
		Field work*		
	New employee			

- \* According to the entity's nature of work in the award category manual
- \* For entities that provide service to individuals and companies

Structure for Abu Dhabi Award  
for Excellence in Government  
Performance



Attachment 2

List of participating entities  
Abu Dhabi Award for Excellence in Government  
Performance third cycle 2013

Entity Name	
1	The General Headquarters of Abu Dhabi Police
2	The National Rehabilitation Centre
3	Higher Corporation for Specialized Economic Zones
4	Western Region Municipality
5	Al Ain City Municipality
6	Municipality of Abu Dhabi City

7	Abu Dhabi Food Control Authority
8	Zayed House for Islamic Culture
9	Department of Economic Development
10	Department of Municipal Affairs
11	Department of Finance
12	Department of Transport
13	Abu Dhabi Media Company
14	Etihad Airways
15	Tourism Development and Investment Company (TDIC)
16	Abu Dhabi National Exhibitions Company
17	Abu Dhabi Sewerage Services Company
18	Abu Dhabi Health Services Company (SEHA)
19	Abu Dhabi General Services Company (Musanada)
20	Abu Dhabi Airports Company
21	Abu Dhabi Ports Company
22	Abu Dhabi Fund for Development
23	Khalifa Fund for Enterprises Development
24	Abu Dhabi Retirement Pensions & Benefits Fund
25	Abu Dhabi Technology Development Committee (TDC)
26	Abu Dhabi Council for Economic Development
27	Abu Dhabi Sports Council
28	Abu Dhabi Urban Planning Council
29	Abu Dhabi Education Council

30	Abu Dhabi Tawteen Council
31	Abu Dhabi Quality and Conformity Council
32	Western Region Development Council
33	Statistics Centre - Abu Dhabi.
34	The Centre of Waste Management- Abu Dhabi
35	Abu Dhabi Systems & Information Centre
36	Abu Dhabi Centre for Technical and Vocational Education and Training
37	The Centre for Regulation of Transport by Hire Cars in the Emirate of Abu Dhabi
38	Abu Dhabi Farmers' Services Centre
39	Regulation and Supervision Bureau
40	Emirates Nuclear Energy Corporation
41	Emirates Foundation
42	Family Development Foundation
43	Foundation of Social Welfare and Minors Affairs
44	Zayed Higher Organisation for Humanitarian Care and Special Needs
45	Environment Agency - Abu Dhabi
46	Health Authority - Abu Dhabi
47	Media Zone Authority
48	Abu Dhabi Authority for Tourism & Culture
49	Abu Dhabi Water & Electricity Authority

### Attachment 3

#### Key dates Abu Dhabi Award for Excellence in Government Performance third cycle 2013

Date	Event
January-March 2013	Introductory sessions and tours for Abu Dhabi Award for Excellence in Government Performance
July 2013	Deadline for document submission
September-October 2013	Assessment date (field visits and interviews)
November 2013	Approving outcomes and closing ceremony
First quarter 2014	Distribution of comment reports

### Attachment 4

#### Entities' Coordinators

Leadership should select two employees who have distinctive expertise and competencies to coordinate with the Office of Abu Dhabi Excellence Programme. The main responsibility of the coordinator is to provide expertise and support to the executive leadership, regularly communicate with concerned entities and build internal excellence. For the owners of this role, this represents an opportunity to play a pivotal role in the quest of their entity towards excellence and further development.

### **Coordinators' selection criteria:**

- To be Nationals of the United Arab Emirates.
- To have the ability to impact positively on others and to effectively communicate and work in teams.
- To be able to influence decision - making to lead and implement change.
- To be highly dynamic and have the ability to brainstorm.
- To have a degree of self-preparedness and institutional empowerment to acquire the necessary detailed information about any aspect of performance excellence of the governmental entity.
- To be known for their devotion at work and their determination to do their job.
- To have project management skills in dealing with the evaluation initiative.
- To follow-up after various feedback reports.

- To be familiar with continuous improvement strategies and best practices.
- To be well aware of the evaluation process, services and functions (of the governmental entity) and the overall aspects of their processes and procedures, etc.
- To be familiar with performance improvement initiatives, projects and programmes.
- To be familiar with the comprehensive models, methods and concepts of quality and various best practices and their applications in the entity's field of operations.

## Attachment 5

The form of the names of entity coordinators

**Entity Name:**

Number	Names of internal coordinators	Lob titles	Telephone	Mobile phone	Email
1					
2					

## **Attachment 6**

### **Contracting with external consultants for works related to Abu Dhabi Award for Excellence in Government Performance**

Abu Dhabi Award for Excellence in Government Performance supports the vision of the Emirate of Abu Dhabi, through the adoption of excellence principles. According to the requirements of common interest, the (partial or full) use of external consultants in any activities related to preparing application documents or processes for Abu Dhabi Award for Excellence in Government Performance shall be prohibited.

The Office of Abu Dhabi Excellence Programme is entitled to verify the implementation of this circular as they see appropriate.

Should it be proved that consultants have been used, the entity's participation will be cancelled and a report Shall be submitted to the Executive Council. This circular shall be effective as of the date of its issuance.

**Circular No.(3) of 2013**  
**concerning activating Abu Dhabi Tawteen Council's**  
**electronic portal for employment processes**

**To all departments, entities and governmental companies  
in the Emirate of Abu Dhabi**

Peace and Allah's mercy and blessings be upon you,

In line with the Emirate's continuous endeavors towards jobs Emiratisation and activating Abu Dhabi Tawteen Council's electronic portal in relation to employment processes, kindly adhere to the following:

1. Use Abu Dhabi Tawteen Council's electronic portal at [www.tawteencouncil.ae](http://www.tawteencouncil.ae) to directly enter your job vacancies and proceed with the procedures of employing jobseekers registered in the Council's database.
2. Submit an application to use Abu Dhabi Tawteen Council's electronic portal if the same has not been used by you to date.
3. Employ Nationals – first – to fill your job vacancies.
4. If suitable candidates cannot be found through the electronic portal database, Nationals may be employed directly provided that the data in Abu Dhabi Tawteen Council's electronic portal be immediately updated.

5. In exceptional cases, when the above clauses(3) and (4) cannot be applied, non nationals may be employed provided that they fill the vacancy form prepared specifically for this purpose through Abu Dhabi Tawteen Council's electronic portal system.
6. Adhere to and provide the templates and forms specified in the electronic portal with respect to the employment process.
7. Your performance reports with regard to the employment shall be measured through the use of Abu Dhabi Tawteen Council's electronic portal.
8. Abu Dhabi Tawteen Council will communicate with the concerned people in the Ministry of Labour to coordinate with them for the implementation of the same methodology with regard to the employment of Nationals and the supervision of the employment of non nationals in the private sector.
9. Abu Dhabi Tawteen Council will coordinate with the concerned people in the General Directorate of Residency and Foreigners Affairs to lay down a mechanism for issuing statistical reports about residency visas for your expatriate employees.

Thank you for your valuable efforts and cooperation.

For your necessary action;

May Allah guide you,

**Dr. Ahmed Mubarak Al-Mazrouei**  
**Secretary-General**

Date: 27/1/2013

For enquiries and coordination please communicate with Mr. Rashid Ahmed Al Marshoudi, Director of Operations at Abu Dhabi Tawteen Council on telephone number (026997769 - 050/4423080) or via e-mail: [Rashed.Almarshoudi@tawteencouncil.ae](mailto:Rashed.Almarshoudi@tawteencouncil.ae)



**United Arab Emirates  
The Emirate Of Abu Dhabi  
Issued By The General Secretariat  
of the Executive Council  
of the Emirate Of Abu Dhabi  
The Legal Affairs Office**

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