



الأمانة العامة للمجلس التنفيذي
GENERAL SECRETARIAT OF THE
EXECUTIVE COUNCIL

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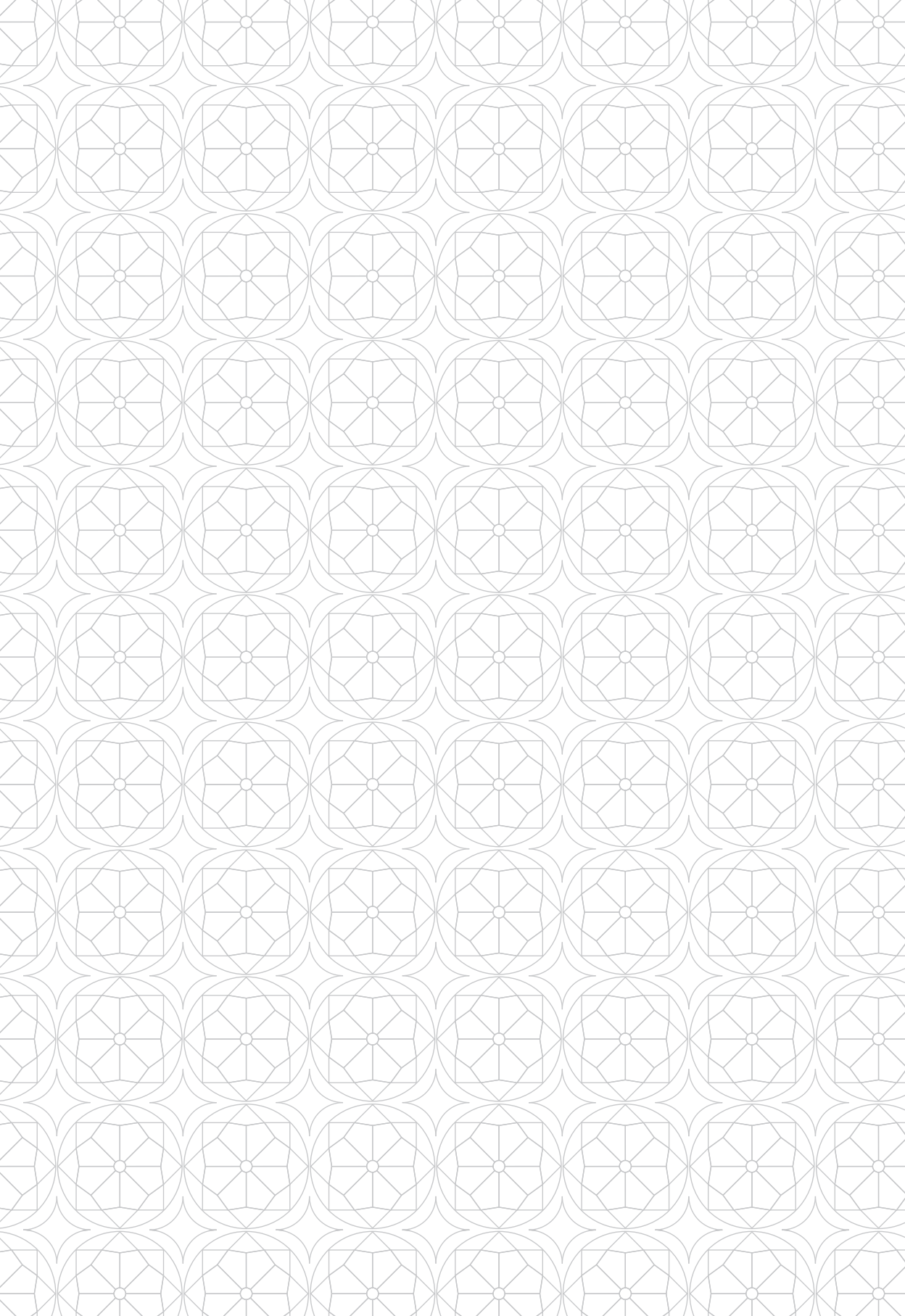
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Laws



Law No. (4) of 2020 Concerning the Establishment of the Department of Government Support

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. (2) of 2000 concerning the Civil Retirement Pensions and Benefits in the Emirate of Abu Dhabi and its amendments;
- Law No. (7) of 2008 concerning the Statistics Centre - Abu Dhabi, and its amendments;
- Law No. (7) of 2015 concerning the Establishment of the Human Resources Authority in the Emirate of Abu Dhabi;
- Law No. (6) of 2016 concerning the Human Resources in the Emirate of Abu Dhabi, and its amendments;
- Law No. (1) of 2017 concerning the Financial System of Abu Dhabi Government;
- Law No. (15) of 2018 concerning the Establishment of Abu Dhabi School of Government;
- Law No. (16) of 2019 concerning the establishment of Abu Dhabi Digital Authority;
- Law No. (18) of 2019 concerning Abu Dhabi Executive Office; and
- Based on what was presented to and approved by the Executive Council, Issued the following Law:

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 : The Emirate of Abu Dhabi.
- Executive Council : The Executive Council of the Emirate.
- Department : The Department of Government Support.
- Government Support Sector : All areas related to human resources, administrative development, government procurements, statistics, digital services, and any other area concerned with providing government services to be determined by the Executive Council.
- Affiliated Entities : The entities operating in the Government Support Sector affiliated to the Department and subject to the control and supervision thereof.
- Government Entities : The public departments, bodies and institutions, centres, authorities, Concils funds and any other entity affiliated to the Government.

Article (2)

A Department shall be established under the provisions of this Law entitled “Department of Government Support”.

Article (3)

The following entities shall be affiliated to the Department:

1. Human Resources Authority in the Emirate of Abu Dhabi.
2. Abu Dhabi Digital Authority.

3. Statistics Centre - Abu Dhabi.
4. Abu Dhabi School of Government.
5. Any other entity determined by the Executive Council.

The Executive Council may change the affiliation of the affiliated entities to any other entity.

Article (4)

The Department aims to develop the Government Support Sector and human, technical and digital capabilities, to improve the quality and effectiveness of services provided by the Affiliated Entities, and to work on the establishment of a culture of innovation, cooperation, flexibility and productivity in the public sector of the Emirate.

Article (5)

The Department shall, in order to achieve its objectives, carry out the following:

1. Suggest strategic and executive plans of the Government Support Sector in the Emirate, obtain approval of the same by the Executive Council and supervise the implementation thereof.
2. Follow upon on the commitment of the Affiliated Entities in implementing the strategic and executive plans of the Government Support Sector.
3. Oversee and observe all the Affiliated Entities, such as their budget spending, the revenues achieved, their commitment to duties and competencies and approval of their strategic and executive plans.
4. Regulate the Government Support Sector in all aspects by laying down the executive and operating policies, standards, rules, resolutions and circulars that regulate the sector.
5. Oversee and supervise the Government Support Sector according to the legislations and the relevant agreements and conventions in force locally and internationally in this sector, in coordination with the relevant entities inside and outside the State.

6. Organise government procurements and auctions, lay down the regulations governing them, submit them to the Executive Council for approval and, oversee their implementation as well as prepare and issue reports in their regard in accordance with the legislations in force.
 7. Develop and operate an IT platform for government procurements.
 8. Strengthen the partnership with the private sector with the aim of empowering and modernising the Government Support Sector and increasing efficiency and effectiveness, in coordination with the relevant entities.
 9. Review the structure of the Government Support Sector in the Emirate and submit proposals for improvement to the Executive Council.
 10. Represent the Emirate in conferences and forums related to the Government Support Sector.
 11. Approve for the Affiliated Entities to conclude agreements and memoranda of understanding related to their competencies, and host conferences, seminars and workshops in accordance with the legislations in force.
 12. Suggest fees, tariffs and prices related to its competencies and submit them to the Executive Council for approval according to the rules in force.
 13. Submit periodic reports and analytical studies to Abu Dhabi Executive Office concerning the Department's competencies.
- The Department may delegate some of its competencies to any other Government Entity or outsource some of them to the private sector after obtaining the approval of the Executive Council.
 - The Executive Council may amend the competencies of the Department stated in this Law or any other legislation by deletion, addition or transfer.

Article (6)

All Government Entities shall be subject to the regulations and systems of procurements and auctions issued in accordance with the provisions of this Law, and the Executive Council or whomever it delegates may exempt any of

the Government Entities from being subject to the provisions of this Article.

Article (7)

All persons, entities, government and private companies shall provide the Department with the documents and information required to assume or implement its competencies.

Article (8)

- Subject to the academic powers and competencies of the Board of Trustees of Abu Dhabi School of Government, the management of the Affiliated Entities shall be undertaken by a Director General appointed by a resolution of the Executive Council.
- The Executive Council may determine any method to manage any of the Affiliated Entities.

Article (9)

The Affiliated Entities shall submit all their requests to the Department for approval before submitting them to the Executive Council.

Article (10)

By a resolution of the Chairman of the Department, the Department may organise or provide all operational functions regarding support services, including human and financial resources affairs, procurement, electronic systems and other functions and services related to the corporate affairs of the Affiliated Entities.

Article (11)

The Chairman of the Judicial Department Abu Dhabi shall, in agreement with the Chairman of Department, determine the Department's employees who shall have the capacity of judicial enforcement officers for the crimes falling within their jurisdiction. They shall have the right to inspect and supervise the entities, persons companies and establishments operating in the Government Support Sector to ensure the implementation of the provisions of this Law, regulations, rules, resolutions and circulars issued in implementation thereof.

Article (12)

- Without prejudice to any more severe penalty provided by another law, whoever violates the provisions of this Law, its regulatory and executive regulations and the rules, policies, resolutions and circulars issued in implementation thereof shall be punished by an administrative fine not exceeding AED (10,000,000) ten million Dirhams.
- The Department shall collect the administrative fines and the Chairman of Department shall, after obtaining the approval of the Executive Council, issue a table determining the violations and administrative fines prescribed for each, without exceeding the fine limit set forth in this Article.
- The Chairman of Department or whodelegated for which may offer reconciliation to the violator, provided that this is proven in the minutes of the procedures. The violator accepting reconciliation shall pay a fine equivalent to (75%) of the total administrative fine specified for the violation, within a period not exceeding sixty days from the date of offering reconciliation thereto.
- In all events, if the violator does not remove the effects of the violation in a timely manner, the Department shall remove them at the violator's expense.
- The regulatory and executive regulations of this Law shall determine the reconciliation procedures stated above including their time limits.

Article (13)

- The Department may impose any of the following administrative sanctions:
 1. Notice.
 2. Warning.
 3. Placing the entity under financial, administrative and technical supervision.
 4. Temporary suspension of activity.
 5. Cancellation or suspension of licence.
 6. Closure of the entity permanently or temporarily.
- Administrative sanctions may be grieved against before the Department within sixty days from the date of notifying the grievant thereof. Failure to

decide on the grievance within ninety days from the date of its submittal shall be considered as rejection of the same.

- The regulatory and executive regulations of this Law shall specify the procedures and rules of imposition of the above-mentioned administrative sanctions.

Article (14)

- The Government Procurement Office and all its assets, rights, obligations and budget shall be transferred from the Department of Finance to the Department.
- The employees of the Government Procurement Office determined by a resolution of the Chairman of the Department of Finance in coordination with the Chairman of the Department, shall also be transferred without prejudice to their financial allocations.

Article (15)

- The Department shall be subject to the financial laws and rules in force at the Emirate.
- The Department's employees shall be subject to the human resources laws and rules in force in the Emirate.
- The national employees shall be subject to the pensions and civil retirement benefits law in force in the Emirate.

Article (16)

- The Chairman of Department shall, after the approval of the Executive Council, issue the regulatory and executive regulations of this Law.
- The policies, rules, regulations, resolutions and circulars in force shall remain in effect to the limit that does not contradict with the provisions of this Law, until issuance of the policies, rules, resolutions and circulars implementing the provisions thereof.
- The Chairman of Department shall issue the executive and operating policies, resolutions and circulars necessary for the implementation of the provisions of this Law.

Article (17)

Any text or provision violating or contradicting the provisions of this Law shall be repealed from the laws establishing the Affiliated Entities.

Any text or provision violating or contradicting the provisions of this Law shall be repealed.

Article (18)

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
On: 08 March 2020
Corresponding to: 13 Rajab 1441 Hijri

Law No. (5) of 2020
Concerning the Seizure of Vehicles in 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. (1) of 2017 concerning the Financial System of Abu Dhabi Government;
- Law No. (1) of 2020 concerning Abu Dhabi Police General head Quarters;
- Federal Law No. (11) of 1992 promulgating the Civil Procedures Law, and its amendments;
- Federal Law No. (21) of 1995 concerning traffic, and its amendments; and
- Based on what was presented to and approved by the Executive Council,

Issued the following Law:

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. |
| Competent Entity | ∴ | Abu Dhabi Police General head Quarters. |
| Commander in Chief | ∴ | The Commander in Chief of Abu Dhabi Police. |
| Committee | ∴ | The Committee for the Disposal of Seized Vehicles. |

- Vehicle : Any mechanical machine, ordinary bicycle, motorcycle, vehicle or any other device moving on the road by mechanical power or any other means, according to the provisions of the said Federal Law No. (21) of 1995.
- Seized Vehicle : Every vehicle to be seized by a decision from the Competent Entity in accordance with the provisions of this Law.
- Owner : The natural or legal person owning an official deed proving his ownership of the seized vehicle.

Article (2)

The provisions of this Law shall apply to all vehicles seized in the Emirate, with the exception of vehicles that are to be seized pursuant to judicial orders or rulings.

Article (3)

Without prejudice to the penalties and measures prescribed in accordance with the legislations in force, the Commander in Chief shall, after approval of the Executive Council, issue a table specifying the cases of seizure of vehicles and the financial value for releasing the seizure, not exceeding AED 50,000 or any other conditions necessary for release of the seizure.

Article (4)

- A committee to be called "Committee for the Disposal of Seized Vehicles" shall be formed by a decision of the Commander in Chief, provided that it includes a representative of the Department of Finance. The decision to form it shall specify the mechanism of its operation and the method of holding its meetings.
- The Committee shall:

1. Examine the seized vehicles, evaluate them and sell them through public auction.
2. Lay down rules, conditions and procedures for dealing with seized vehicles not suitable for sale by public auction, and obtain approval thereon by the Commander in Chief.
3. Lay down rules and procedures for dealing with personal belongings - if any - in the seized vehicles, and obtain approval thereon by the Commander in Chief.

Article (5)

The Competent Entity may delegate any government entity or the private sector to manage and regulate the sale of seized vehicles by public auction.

Article (6)

- The seized vehicle shall be disposed of if a period of three months has elapsed from the date of seizure, without the Owner taking the necessary measures to release the seizure.
- The Competent Entity shall take the following measures after the expiration of the period referred to in the previous paragraph of this Article regarding disposal of the seized vehicle:
 1. Notify the seized vehicle owner to release the same, as well as notify the mortgagee creditors to take the necessary measures to fulfil their right, within thirty days from the date of notification. Notification shall be made directly or by announcement through publication in two widespread local newspapers.
 2. The notification or announcement shall include the basic data of the seized vehicle, and that it will be sold by public auction if it is not released within the period specified in the notification or announcement.
 3. In the event where the period prescribed in the notification or announcement has passed without the seized vehicle owner releasing the same, the matter shall be referred to the Committee to handle the

procedures of sale by public auction.

- The presence of fees, fines, or any other financial obligations due from the seized vehicle shall not preclude handling the procedures of selling the same in accordance with the provisions of this Law. The Owner of the seized vehicle shall remain liable for the fulfilment of these obligations.

Article (7)

In addition to collecting the due amounts, the Competent Entity shall collect all the expenses it has incurred for this sale and any other expenses related to seizing these vehicles from the prices of the seized vehicles that are sold by public auction.

Article (8)

The Owner of the seized vehicle in which the sale procedures by public auction has commenced in accordance to the provisions of this Law shall have the right to recover it before the completion of its sale by auction, provided that he pays all the expenses and fees due on the same at the time of recovery.

Article (9)

The prices of seized vehicles sold by public auction shall be deposited in a special account at the Department of Finance as trust deposit in the name of the Owners thereof after deducting the expenses of announcement, publication, seizure, sale by public auction, fees and fines entailed therefrom according to the provisions and procedures set forth in the said Law No. (1) of 2017.

Article (10)

The ownership of the sold vehicle shall be transferred to the purchaser free of any financial liabilities entailed to others.

Article (11)

Any interested party may file a grievance to the Competent Entity against the decision taken, within 15 fifteen days from the date of being notified of the appealed decision. Such grievance shall be decided upon within (30) thirty days from the date of filing. The decision issued concerning such grievance shall be final.

Article (12)

The Commander in Chief shall issue the decisions necessary for the implementation of the provisions of this Law.

Article (13)

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

Khalifa bin Zayed Al Nahyan
Ruler of Abu Dhabi

Issued by us in Abu Dhabi
On: 08 March 2020
Corresponding to: 13 Rajab 1441 Hijri

Law No. (7) of 2020
Amending some Provisions of Law No. (5) of 1996
Concerning Al Ain Farms for Livestock Production

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 1996 concerning Al Ain Farms for Livestock Production and its amendments;
- Federal Law No. (5) of 1985 concerning the promulgation of the Civil Transactions Law of the United Arab Emirates and its amendments;
- Federal Law No. (28) of 2005 concerning Personal Status and its amendments; and
- Based on what was presented to and approved by the Executive Council,

Issued the following Law:

Article (1)

A new Article (24 bis) shall be added to the aforesaid Law No. (5) of 1996 as follows:

- "Profits not received by their owners shall become obsolete after fifteen years from their due date, and shall devolve to the farms' accounts to use the same in development programmes.
- In the event where one of the shareholders dies without having an heir, ownership of such shares shall become a charitable endowment in accordance with the legislations in force".

Article (2)

Article (25) of the aforesaid Law No. (5) of 1996 shall be replaced by the following:

“The shares distributed to Nationals benefiting from social affairs services shall be tradable according to the rules issued by the Board of Directors”.

Article (3)

Any text or provision violating or contradicting the provisions of this Law shall be repealed.

Article (4)

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

Khalifa bin Zayed Al Nahyan
Ruler of Abu Dhabi

Issued by us in Abu Dhabi
On: 17 March 2020
Corresponding to: 22 Rajab 1441 Hijri

Law No. (8) of 2020
Concerning Abu Dhabi Securities Exchange Company
“Public Joint Stock Company”

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. (3) of 2000 concerning the Establishment of Abu Dhabi Securities Exchange and its amendments;
- Law No. (1) of 2017 concerning the Financial System of Abu Dhabi Government;
- Law No. (2) of 2018 concerning the Establishment of Abu Dhabi Development Holding Company “Public Joint Stock Company”;
- Federal Law No. (4) of 2000 concerning UAE Securities & Commodities Authority and Market, and its amendments;
- Federal Law No. (2) of 2015 concerning Commercial Companies and its amendments; and
- Based on what was presented to and approved by the Executive Council,

Issued the following Law:

Article (1)

Definitions

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	: The Emirate of Abu Dhabi.
Executive Council	: The Executive Council of the Emirate.
Holding Company	: Abu Dhabi Development Holding Company “Public Joint Stock Company”.
Company	: Abu Dhabi Securities Exchange Company “Public Joint Stock Company”.
Board of Directors	: The Company's Board of Directors.
Exchange	: Abu Dhabi Securities Exchange.
Corporation	: Abu Dhabi Securities Exchange Corporation.

Article (2)

Amendment of the Exchange’s Legal Form

- The legal form of Abu Dhabi Securities Exchange market shall be amended from a public Corporation to Abu Dhabi Securities Exchange Company "public joint stock company", and the Company shall replace the Corporation in all rights and obligations as well as in all agreements and rights concluded between the Corporation and third parties.
- The Company shall have an independent legal personality, full legal capacity to act and financial and administrative independence.
- The Company may use an abbreviated name as determined by the Board of Directors.
- The Company’s name, abbreviated name and legal form may be changed according to the procedures specified by its Articles of Association.

Article (3)

Main Office of the Company

The Company shall have its main office in the city of Abu Dhabi, and the Board of Directors may establish branches, offices or agencies inside and outside the State.

Article (4)

Capital of the Company

- The authorised capital of the Company is determined at five hundred million Dirhams (500,000,000) divided into five hundred million shares (500,000,000). The nominal value of the share is one Dirham.
- The issued capital of the Company is determined at one hundred million Dirhams (100,000,000) divided into one hundred million shares (100,000,000). The nominal value of the share is one Dirham.
- All the Company's shares, upon its establishment, shall be wholly owned by the Holding Company.
- The Company's capital may be increased or decreased as specified by its Articles of Association.
- Shareholders may sell or transfer some or all of their shares to any other party or shareholder, and they may also offer the Company's shares for public and private offering, in accordance with the Company's Articles of Association.

Article (5)

Objectives of the Company

The Company assumes through the Board of Directors or its representative all the objectives stated in its Articles of Association, and in particular the following:

1. Managing and organising the Exchange, including listing and trading securities and financial instruments, and carrying out deposit, clearing, settlement and central clearing operations.
2. Providing the appropriate climate for the interaction of supply and demand forces in the Exchange in accordance with the principles of fairness, transparency and efficiency, and carrying out regulation, implementation, supervision, control and inspection functions.
3. Providing, configuring and managing one or more platforms for trading securities and financial instruments, whether through the trading

session or not, or any other new mechanism, and providing related services such as services provided to brokers, market makers, liquidity providers, and other new services.

4. Providing, configuring and managing one or more platforms (or exchange) to list securities and financial instruments, and provide services to issuers such as underwriting services, underwriting support services, record-keeping service, general assembly management, cash dividend distribution, and other new services.
5. Carrying out depositing, clearing and settling securities and financial instruments, and providing related services, including investor services, custody of securities services, securities lending and borrowing services, and other new services.
6. Carrying out central clearing works (central counterparty), and providing related services, including managing and investing cash collateral, securities guarantees, and other services.
7. Issuing and listing of securities, financial instruments and derivatives thereon.
8. Regulating, implementing, supervising, controlling and inspecting institutions and companies operating in the Exchange, such as brokers, custodians, clearing entity members, and others, and taking any necessary measures for the same, including issuing licenses, registering, determining and collecting fees for the services it provides, and other procedures.
9. Monitoring trading operations on securities and financial instruments in accordance with the legislations in force to ensure transparency and fairness among Exchange customers.
10. Providing services of dispute resolution arising between parties in relation to transactions on securities and financial instruments.
11. Establishing, acquiring or entering into partnership or ownership of any company, institution, or fund whose purposes include carrying out any

of the financial exchange activities or any other commercial activity supporting the Exchange function in accordance with the rules and procedures approved by the shareholders.

12. Carrying out investment in all its forms and managing financial surpluses owned by it inside and outside the State.
13. Providing financial services and products related to the operational and commercial activity of the Exchange.
14. Managing the cash amounts resulting from the distribution of cash dividends and depositing them with banks and financial institutions, so as to manage them and own their returns according to the regulations and rules or according to the contract with the parties.
15. Managing cash collateral and securities belonging to clearing members and others, investing them and owning their returns according to the regulations and rules or according to the contract with parties.
16. Any other competencies assigned by the Executive Council or by a resolution from the Company's shareholders.

Article (6)

Board of Directors

- The Company shall be managed by a Board of Directors to be formed and whose competencies to be defined in accordance with the Company's Articles of Association.
- The Board of Directors shall propose the Articles of Association of the Company and submit it to the Holding Company for approval.

Article (7)

Term of the Company

The term of the company is ninety-nine (99) Gregorian years, starting from the date of its registration in the Commercial Register, to be renewed automatically for other periods according to the provisions of the Company's Articles of Association.

Article (8)

Company's Financial Resources

The Company's financial resources shall be composed of:

1. Commissions imposed on trading in accordance with the legislations in force.
2. The fees of the provided services.
3. Fines imposed on violators according to the legislations in force.
4. Any other resources approved by the Board of Directors.

Article (9)

Auditor

The Company shall appoint one or more certified auditors, and the Company's Articles of Association shall specify the method of their appointment and determine their remuneration.

Article (10)

Fiscal Year

The fiscal year of the Company shall begin from the first of January and end on December 31st each year, with the exception of the first fiscal year which shall begin from the date of registration of the Company in the Commercial Register and end on December 31st of the following year.

Article (11)

Validity of Licences, Rules and Regulations

- The Company shall be subject to all licenses, permits, exceptions or approvals issued by the federal and local government entities in the State that the Exchange had on the date of issuance of this Law, and they shall remain valid after the enforcement of its provisions.
- The regulations, systems and resolutions in force at the Exchange shall remain enforceable until the issuance of the regulations, rules and resolutions of the Company.

Article (12)

Abrogation of Violating Provisions

- The aforesaid Law No. (3) of 2000 shall be repealed.
- Any text or provision violating or contradicting the provisions of this Law shall be repealed.

Article (13)

Effective Date

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

On: 17 March 2020

Corresponding to: 22 Rajab 1441 Hijri

Law No. (9) of 2020
Amending some Provisions of Law No. (5) of 2017
Concerning the Establishment of Khalifa University
for Science and Technology

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 2017 concerning the Establishment of Khalifa University for Science and Technology; and
- Based on what was presented to and approved by the Executive Council,

Issued the following Law:

Article (1)

The word “Council” wherever mentioned in the aforesaid Law No. (5) of 2017 shall be replaced by “Department”, defined as follows:

Department: The Department of Education and Knowledge.

Article (2)

Article (6) of the aforesaid Law No. (5) of 2017 shall be replaced by the following:

- The Board of Trustees shall:
 1. Adopt the public policy and strategic plans of the University and follow up on the implementation thereof.
 2. Form advisory committees for the specialisations, educational and training curricula.
 3. Approve specialisations, curricula, study and training programs, study

and training plans, and determine their duration in coordination with the competent entities.

4. Grant accredited academic degrees and certificates in accordance with the regulations in force and approve admission policies, study, training and examination systems, and graduation requirements.
5. Approve proposals related to linking the University's strategy with that of the economic and industrial institutions.
6. Issue academic and technical policies and regulations.
7. Issue the University's by-laws including financial, administrative and human resources by-laws after obtaining the approval of the Executive Council.
8. Issue the internal regulation organizing its meetings, the procedures of holding such meetings and the method of voting on the resolutions.
9. Form committees if necessary and may delegate any of its powers to such committees.
10. Suggest the annual draft budget of the University and submit it to the Executive Council according to the rules in force.
11. Determine the University fees and the students' financial rewards.
12. Issue the University's organisational structure.
13. Lay down the foundations and standards for monitoring the quality of education and applying the highest standards thereof at the University.
14. Review periodic reports on the University's performance.
15. Approve the educational agreements concluded by the University inside or outside the Emirate.
16. Establish Centres for Continuous Education that are financially and administratively linked to the University.
17. Establish endowment funds to serve the University's goals and purposes.
18. Obtain loans as per the legislations in force.
19. Establish companies related to the University's specialisations or

contribute therein and submit reports on these companies and their performance to the Department.

20. Enter into partnerships falling with the University's specialisation.
 21. Approve the execution of strategies related to the commercial and intellectual property activities resulting from the University's research and the cooperation of the latter with third parties.
- The Board of Trustees may delegate some of its competencies to the Chairman or to any member of the Board of Trustees.

Article (3)

Any text or provision violating or contradicting the provisions of this Law shall be repealed.

Article (4)

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
On: 26 March 2020
Corresponding to: 02 Shaban 1441 Hijri

Law No. (10) of 2020
Amending some Provisions of Law No. (16) of 2005
Concerning the Reorganisation of the Environment
Agency - 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. (16) of 2005 concerning the reorganisation of the Environment Agency - Abu Dhabi and its amendments; and
- Based on what was presented to and approved by the Executive Council, Issued the following Law:

Article (1)

The following texts shall replace Articles (15/bis 1) and (15/bis 2) of the aforesaid Law No. (16) of 2005:

Article (15/bis 1)

- Without prejudice to any more severe penalty provided by another law, whoever violates the provisions of this Law, its regulatory and executive regulations and the rules, policies, resolutions and circulars issued in implementation thereof shall be punished by an administrative fine not exceeding AED (10,000,000) ten million Dirhams.
- The Agency shall collect the administrative fines and the Agency's Board of Directors shall, after obtaining the approval of the Executive Council, issue a table specifying the violations and administrative fines prescribed for each, without exceeding the fine limit set forth in this Article.
- The Agency may offer a reconciliation to the violator, provided that this is proven in the minutes of the procedures. The violator accepting reconciliation shall pay a fine equivalent to (75%) of the total administrative fine specified for the violation, within a period not exceeding sixty days

from the date of offering reconciliation thereto.

- In all events, if the violator does not remove the effects of the violation in a timely manner, the Agency shall remove them at the violator's expense.
- The regulatory and executive regulations of this Law shall determine the reconciliation procedures stated above including their time limits.

Article (15/bis 2)

The Agency may impose any of the following administrative sanctions:

1. Notice.
 2. Warning.
 3. Placing the entity under financial, administrative and technical supervision.
 4. Temporary suspension of activity.
 5. Cancellation or suspension of licence.
 6. Closure of the entity permanently or temporarily.
- Administrative sanctions may be grieved against before the Agency within sixty days from the date of notifying the grievant thereof. Failing to decide on the grievance within ninety days from the date of submittal thereof shall be considered as acceptance of the same.
 - The regulatory and executive regulations of this Law shall specify the procedures and rules of imposition of the above-mentioned administrative sanctions.

Article (2)

Any text or provision violating or contradicting the provisions of this Law shall be repealed.

Article (3)

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

Khalifa bin Zayed Al Nahyan
Ruler of Abu Dhabi

Issued by us in Abu Dhabi

On: 26 March 2020

Corresponding to: 02 Shaban 1441 Hijri

Law No. (11) of 2020

Concerning the Organisation of Grazing in 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. (13) of 2005 concerning the organisation of Grazing in the Emirate of Abu Dhabi and its amendments;
- Law No. (16) of 2005 concerning the reorganisation of the Environment Agency - Abu Dhabi and its amendments;
- Law No. (7) of 2019 concerning the establishment of Abu Dhabi Agriculture and Food Safety Authority;
- Law No. (30) of 2019 concerning the establishment of the Department of Municipalities and Transport;
- Federal Law No. (24) of 1999 concerning the protection and development of the environment and its amendments;
- Chairman of the Executive Council Resolution No. (73) of 2015 concerning the organisation of Ranches' Affairs; and
- Based on what was presented to and approved by the Executive Council, Issued the following Law:

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.

Concerned Entities	: The Department of Municipalities and Transport and Abu Dhabi Agriculture and Food Safety Authority.
Agency	: Environment Agency - Abu Dhabi.
Livestock	: The camels, sheep, cows, and any other types of animals determined by the Agency.
Grazing	: The feeding of Livestock on natural herbs and wild plants in Grazing Areas.
Grazing Areas	: The lands determined by the Agency in coordination with the Concerned Entities, containing natural herbs or plants with annual or multi-year vegetation, or forage shrubs and trees in which Grazing is permitted.
Grazing Season	: The period specified by the Agency in coordination with the Concerned Entities in which the Licence holders are allowed to carry out Grazing.
Licence	: The document issued by the Agency allowing Grazing thereby.
Grazing Ranches	: The area of land specified and leased by the Department of Municipalities and Transport for the purpose of keeping Livestock in Grazing Areas.
Critical Natural Habitats	: The ecosystem type with high biodiversity value, including habitats that are of great importance to first-class endangered species and / or endangered species and / or habitats that enhance the density of migratory species and / or species that congregate in large numbers globally, as well as highly endangered ecosystems and / or unique biological systems.

Article (2)

- Grazing shall be permitted after obtaining the Licence, in accordance with this Law and its executive regulations.
- The Licence shall not be assigned without obtaining the approval of the Agency.

Article (3)

- The Agency shall determine the Grazing Seasons based on evaluation studies of the state of vegetation cover, and any other criteria it deems necessary.
- The Agency shall determine the Grazing Areas according to the following:
 1. The Grazing Areas shall be outside the scope of (2) km from natural reserves.
 2. The Grazing Areas shall be outside the scope of Critical Natural Habitats and any other areas determined by the Agency.

Article (4)

- The following conditions shall be met by the Grazing Licence applicant:
 1. He shall be a UAE national and not be younger than twenty-one Gregorian years.
 2. He shall have a valid and approved certificate issued by the Concerned Entities stating his ownership of the Livestock.
 3. He shall have a certificate issued by the Concerned Entities stating that his Livestock is registered at the Animal Identification and Registration System of the Emirate.
 4. He shall have a Grazing Ranch Licence issued by the Concerned Entities.
- The Licence applicant may grieve against the rejection of his application before the Agency within (30) days from the date of his notification of the rejection according to the procedures specified in the Executive Regulation of this Law.
- The Grazing Licence shall be granted for a period of one renewable year and the Executive Regulation of this Law shall determine the documents, periods and procedures necessary for the submittal or renewal of the Licence application.
- The Executive Regulation of this Law shall determine the Grazing environmental requirements.
-

Article (5)

The following shall be forbidden:

1. Grazing without obtaining a Licence.

2. Grazing outside the Grazing Areas.
3. Using bicycles, cars, or any type of vehicles or machinery in the Grazing Areas for the purpose of entertainment.
4. Erecting a permanent or temporary building or any part thereof inside Grazing Areas.
5. Grazing outside the Grazing Seasons.
6. Placing fences, tools or waste in Grazing Areas.
7. Leaving Livestock Grazing unaccompanied.
8. Not preserving the general cleanliness of the Grazing Areas.
9. Not presenting the Grazing Licence and/or a copy thereof when requested by the Agency employees.

Article (6)

Whoever violates the provisions of Article (5) of this Law shall be penalised by imprisonment for a period not exceeding one month and a fine not exceeding one hundred thousand Dirhams, or by one of these penalties. In case of recidivism, the penalty shall be doubled.

Article (7)

The Chairman of the Judicial Department Abu Dhabi shall, in agreement with the Chairman of the Board of the Agency, determine the Agency's employees who shall have the capacity of judicial enforcement officers for the crimes falling within their jurisdiction. They shall have the right to inspect and supervise the commitment to the provisions of this Law, regulations, resolutions and circulars issued in implementation thereof.

Article (8)

- The Agency shall have the right to take any of the following administrative sanctions:
 1. Notice.
 2. Warning.
 3. Temporary suspension of the Licence.
 4. Cancellation of the Licence.
- The administrative penalty may be grieved against before the Agency within sixty days from the date of notifying the grievant of the administrative

penalty according to the procedures specified in the Executive Regulation of this Law.

Article (9)

The persons subject to the provisions of this Law shall adjust their situation according to the provisions thereof within a period not exceeding six months from the date of publication in the Official Gazette.

Article (10)

- The Agency's Chairman of the board shall, after the approval of the Executive Council, issue the executive regulations of this Law.
- The policies, regulations, resolutions and circulars in force shall remain in effect without contradicting the provisions of this Law.
- The Agency's Chairman of the Board shall issue the policies, resolutions and circulars necessary for the implementation of the provisions of this Law.

Article (11)

- Aforesaid Law No. (13) of 2005 shall be repealed.
- Any text or provision violating or contradicting the provisions of this Law shall be repealed.

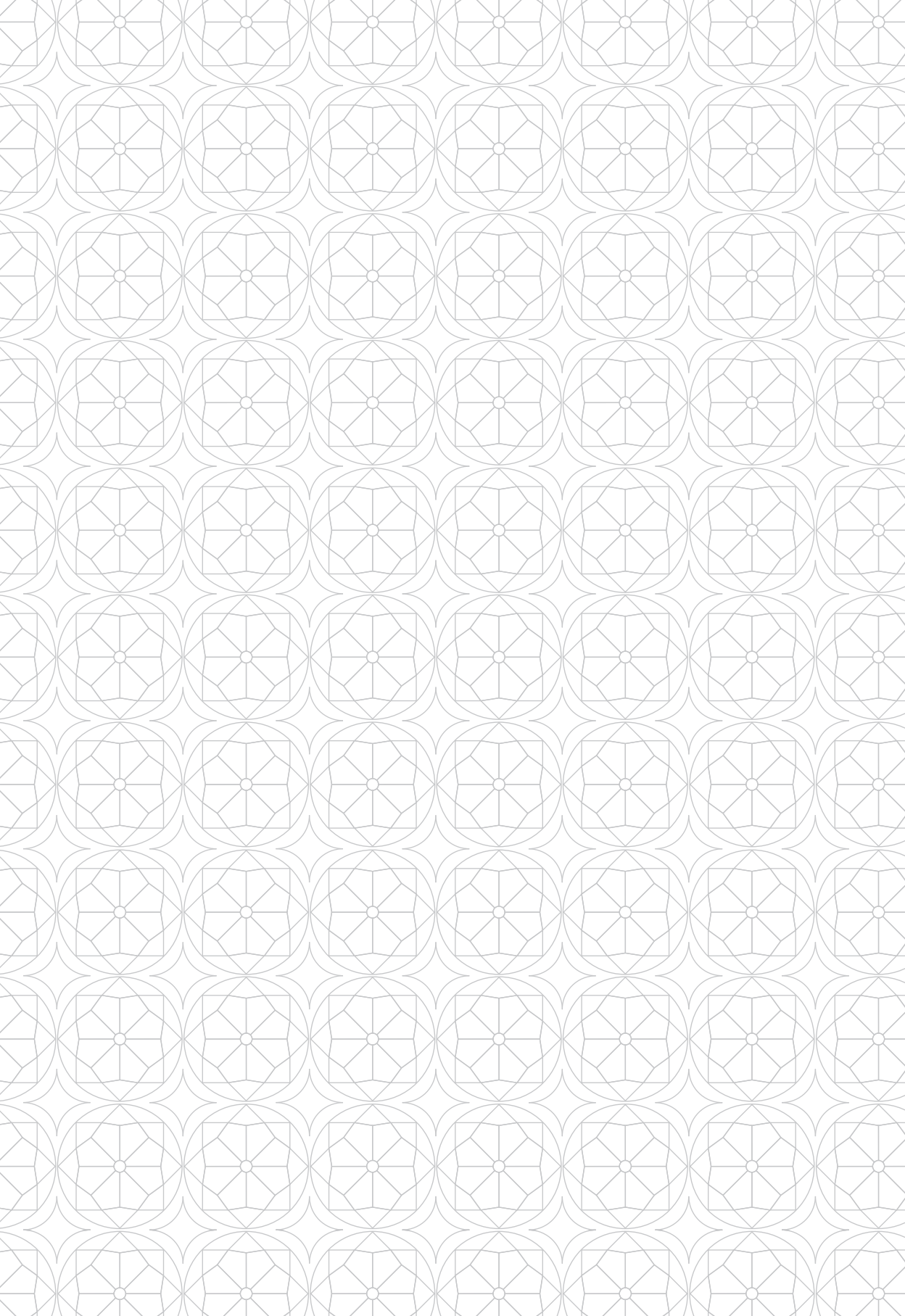
Article (12)

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

Khalifa bin Zayed Al Nahyan
Ruler of Abu Dhabi

Issued by us in Abu Dhabi
On: 26 March 2020
Corresponding to: 02 Shaban 1441 Hijri

Decrees



Amiri Decree No. (3) of 2020 Concerning Sending Two Judges to Retirement

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. (23) of 2006 concerning Judicial Department in the Emirate of Abu Dhabi and its amendments; and
- Based on the suggestion of the Judicial Council and as recommendation by the Chairman of the Judicial Department,

Issued the following Decree:

Article (1)

The following two judges shall be sent to retirement:

	Name	Grade
1	Abdul Rahman Ali Ghanem Al Ali	First
2	Ahmed Ibrahim Rahma Hussein Al Zaabi	Third

Article (2)

This Decree 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

On: 09 March 2020

Corresponding to: 14 Rajab 1441 Hijri

Amiri Decree No. (4) of 2020
Concerning the Appointment of the Chairman of Abu
Dhabi Accountability Authority

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. (14) of 2008 concerning Abu Dhabi Accountability Authority;
- Amiri Decree No. (3) of 2017 concerning the appointment of the Chairman of Abu Dhabi Accountability Authority; and
- Based on what was presented by the Crown Prince to the Executive Council and as approved by the Executive Council,

Issued the following Decree:

Article (1)

His Excellency Humaid Obaid Khalifa Obaid Abu Shabas shall be appointed as Chairman of Abu Dhabi Accountability Authority.

Article (2)

This Decree 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
On: 17 March 2020
Corresponding to: 22 Rajab 1441 Hijri

Crown Prince Chairman of the Executive Council Resolutions



Chairman of the Executive Council Resolution
No. (6) of 2020
Concerning the Appointment of the Director-General
of Abu Dhabi Investment Office

We, Mohamed bin Zayed Al Nahyan, Crown Prince, Chairman of the Executive Council,

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. (6) of 2016 concerning the Human Resources in the Emirate of Abu Dhabi, and its amendments;
- Law No. (7) of 2018 concerning the reorganisation of the Economic Development Department;
- Law No. (1) of 2019 concerning the establishment of Abu Dhabi Investment Office; and
- Based on what was presented to and approved by the Executive Council;

Issued the following Resolution:

Article (1)

His Excellency Dr. Tarek Abdel Kader bin Hindi shall be appointed as a Director-General of Abu Dhabi Investment Office.

Article (2)

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

Mohamed bin Zayed Al Nahyan
Crown Prince
Chairman of the Executive Council

Issued by us in Abu Dhabi
On: 17 March 2020
Corresponding to: 22 Rajab 1441 Hijri

Chairman of the Executive Council Resolution
No. (7) of 2020
Concerning the Regulation of the Affairs of Executive
Management Employees at Governmental Entities

We, Mohamed bin Zayed Al Nahyan, Crown Prince, Chairman of the Executive Council,

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. (6) of 2016 concerning the Human Resources in the Emirate of Abu Dhabi, and its amendments;
- Chairman of the Executive Council Resolution No. (76) of 2017 Concerning the Executive Management Employees at Governmental Entities;
- Chairman of the Executive Council Resolution No. (13) of 2019 Concerning the Executive Committee; and
- Based on what was presented to and approved by the Executive Council;

Issued the following Resolution:

Article (1)

The provisions of the Regulation of the Affairs of the Executive Management Employees at Governmental Entities enclosed to this Resolution shall enter into effect.

Article (2)

The Executive Committee may amend the provisions of the Regulation of the Affairs of the Executive Management Employees at Governmental Entities.

Article (3)

The delegation granted to the Executive Committee set forth in the said Chairman of the Executive Council Resolution No. (13) of 2019 concerning

Human Resources shall remain in force. the Executive Committee may delegate any of them to the chairmen of the Governmental entities.

Article (4)

The Executive Committee shall be mandated to decide upon all cases of termination of service of the executive management employees at Governmental entities in accordance with the legislations in force, with the exception of termination of service of executive management employees to achieve public interest.

Article (5)

Any text or provision violating or contradicting the provisions of this Resolution shall be repealed.

Article (6)

This Resolution shall come into force from the date of its issuance and it shall be published in the Official Gazette.

Mohamed bin Zayed Al Nahyan
Crown Prince
Chairman of the Executive Council

Issued by us in Abu Dhabi
On: 26 March 2020
Corresponding to: 02 Shaban 1441 Hijri

Regulation of the Affairs of the Executive Management Employees at Governmental Entities

Article (1) Definitions

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

State	· The United Arab Emirates.
Emirate	· The Emirate of Abu Dhabi.
Government	· The Government of Abu Dhabi.
Executive Council	· The Executive Council of the Emirate.
Authority	· The Human Resources Authority in the Emirate of Abu Dhabi.
Retirement Fund	· Abu Dhabi Retirement Pensions and Benefits Fund.
Law	· Law No. (6) of 2016 concerning the Human Resources in the Emirate of Abu Dhabi, and its amendments.
Governmental Entities	· The public departments, authorities and institutions, centres, funds and any other entity affiliated to the Government.
Executive Management	· The undersecretaries of Governmental Entities, Directors General, Executive Directors and persons of equivalent status, regardless of their appointment instrument.
Committee	· The Executive Management Affairs Committee.
National Service	· The service that shall be performed for the sake of the nation in accordance with the provisions of the applicable National Service Law.

Employment Contract	· The document regulating the employment relationship between the employee and the governmental entity, in accordance with the contract forms issued by the Authority.
Employee	· A person appointed by a resolution from the competent appointment authority to assume the functions of an executive management job stated in the Public Budget at a Governmental entity.
Military / Civil Retiree	· The person whose service has ended and has been granted a pension by virtue of the provisions of the relevant Laws.
Year	· The Gregorian year.
Month	· A time unit of thirty days.
Working Day	· The official working day determined by the executive resolutions of the Law.

Article (2)

Scope of Application

1. The provisions of this Regulation shall apply to all Executive Management employees, working at Governmental Entities in the Emirate.
2. Executive Management employees shall be subject to the provisions of the executive regulations of Law No. (6) of 2016 concerning Human Resources in the Emirate of Abu Dhabi in proportion to the nature of their jobs, where no special provision are stated in this Regulation.

Article (3)

Appointment

1. The candidate for appointment shall submit all documents and substantiating papers necessary to complete the appointment procedures, after having them certified and approved by the concerned entities. The governmental entity shall keep a copy of said documents and papers in the personal file of the candidate upon his appointment and shall maintain their confidentiality. The candidate shall be responsible for the validity

and integrity of the documents he submitted.

2. Upon his appointment, the candidate shall occupy the grade to which he is appointed.
3. The appointed employee shall be entitled to the gross salary, allowances, benefits and any other legally prescribed rights.

Article (4)

General Conditions of Appointment

In order to be appointed in any of the Executive Management jobs, the candidate shall:

1. Be a citizen of the State.
2. Be of good conduct.
3. Hold a national service card if the job candidate is bound to have it.
4. Not have been sentenced to an imprisonment for a felony or misdemeanor involving moral turpitude or dishonesty, unless he has been rehabilitated according to the legislations in force. This shall be proven by presenting a criminal record certificate issued by the competent entities. The competent authority may exempt the employee from this condition, if necessary.
5. Not have been dismissed from service by a final disciplinary resolution or judgment, unless at least two years have passed since its issuance. This period may be reduced to one year or he may be exempt from this condition if the competent appointment authority finds out a justification for the same.
6. Prove he is healthily fit for the job.
7. Have the necessary qualification for appointment to the job.
8. The candidate shall meet the requirements and conditions for occupying the job.
9. The candidate's work experience shall not be less than thirteen years.

Article (5)

Appointment Procedures

- The procedures of appointment to one of the vacant Executive Management positions in the Governmental Entity shall be conducted in accordance with:

1. The suggestion of the Chairman of the Governmental Entity.
 2. The study and recommendation of the Committee.
- The resolution to appoint the candidate shall be issued by the Chairman of the Executive Council or the Executive Council, as the case may be, and this resolution shall determine the job title and the grade that the employee will occupy.
 - The Executive Council shall determine the gross salary prescribed for the employee in accordance with the legislations in force.
 - It is not permissible to join work prior to the issuance of the appointment resolution, and the joining procedures shall be as follows:
 1. An employment contract shall be concluded with the employee before joining work at the Governmental Entity and after the issuance of his appointment resolution, and shall be signed by both the Chairman of the Governmental Entity and the appointed employee.
 2. The Governmental Entity shall use the forms of employment contracts approved by the Authority, and it shall not make any amendment to them without the approval of the Authority.
 3. The employee shall, before undertaking his work duties, review the rules of corporate behaviour for the Governmental Entity employees and sign a copy thereof.

Article (6)

Appointment of a Military or Civil Retiree

The military and civil retiree may be appointed in Executive Management positions, in accordance with the rules issued in this regard and the executive regulations of Law No. (6) of 2016 concerning Human Resources in the Emirate of Abu Dhabi.

Article (7)

Subscription to the Retirement Scheme

The Governmental Entity shall register the employee in the retirement scheme, and pay the contributions prescribed for the same in accordance with the legislations in force in the Emirate.

Article (8)

Rules for determining the grade, Gross Salary and Basic Salary

1. The employee shall be appointed to a sub-grade according to the assessment of the job for which he is nominated for in accordance with the job assessment methodology approved by the Authority.
2. The employee shall be entitled to the gross salary equivalent to the grade he occupies commensurate with his experience and qualifications.
3. The promoted employee within the Governmental Entity shall be granted the basic salary for the sub-grade he is nominated for or his previous basic salary, whichever is higher.
4. The employee nominated for appointment may be granted a financial increase on his basic salary in any of the following cases:
 - a. If the candidate's years of practical experience exceed the minimum requirements for the position, he may be granted an increase of (2%) of the basic salary of his sub-grade for each additional year of experience with a maximum increase of (20%).
 - b. If the candidate's last gross salary is higher than the gross salary of the job for which he is nominated by more than (20%), he shall be granted an increase equal to (5%) of his previous gross salary.

Article (9)

Promotions

The employee shall be promoted according to the following conditions:

1. Career Promotion:

The promotion to an Executive Management job shall be by a resolution from the Chairman of the Executive Council or the Executive Council, as the case may be, and this resolution shall determine the job title and the grade that the employee will occupy, according to the following conditions:

- a. The promotion candidate shall have the minimum qualifications and practical experience and fulfil the job requirements according to the approved job description card.

- b. The employee shall have spent at least one year in the current grade.
- c. The necessary financial allocation for promotion shall be available.
- d. Obtaining the necessary approvals from the concerned entities before issuance of the promotion decision.
- e. Availability of a vacant position.
- f. The performance assessment rate shall not be less than (very good) for the last two performance reports submitted for him.

2. Financial Promotion:

Based on the suggestion of the Chairman of the Governmental Entity and the Authority's recommendation, the Executive Council may financially promote the employee, according to the following conditions:

- a. If has spent two years in the current grade.
- b. He shall have been obtained a performance assessment rate of no less than (very good) for the last two performance reports submitted for him.
- c. The financial promotion shall be calculated at a rate of (10%) of the salary, and the Executive Council may exceed the percentage prescribed for the promotion.
- d. It shall be granted again after two years, provided that the above conditions are met.

Article (10)

Date of Entry into Effect of the Job Promotion

The promoted employee shall be granted all the financial allocations specified for the grade to which he was promoted as of the date of the promotion resolution.

Article (11)

Transfer

- 1. The employee's transfer within the same Governmental Entity or another local or federal governmental entity shall be by a resolution of the Chairman of the Executive Council.

2. The transferred employee shall be entitled to his salary and all benefits from the entity he is transferred to, as of the date of commencement of his work. From this date, the payment of his salary and all benefits from the entity from which he was transferred shall cease, and that date shall be considered as the date of transfer.
3. The transfer of the employee shall be carried out without prejudice to his acquired rights, and his basic salary and gross salary in the position to which he is transferred shall not be less than what he was receiving in the position from which he was transferred, unless the transfer was at his request.
4. The employee's service shall be considered continuous upon his transfer, and the employment contract shall be considered continuous with respect to the period of his service and his entitlements, as if it had been concluded initially between the employee and the entity he is transferred to, as the name of the latter shall automatically replace the name of the entity from which he was transferred in the contract.

Article (12)

Delegation

1. The employee may be delegated to carry out the duties of another vacant job or because the occupant thereof is absent, provided that the grade to which he is delegated is equivalent to the delegated employee's grade or one level higher. The delegation may be in addition to his original job.
2. The employee's delegation within the Governmental Entity or another Governmental Entity shall be by a resolution of the Chairman of the Executive Council.
3. The delegation shall be temporary for a period not exceeding one year, which may be extended for another year only. The delegation may be ended at any time before the expiry of its term.
4. The employee may not be delegated to carry out the duties of more than one job, in addition to his original job.
5. The original employment entity shall bear the gross salary of the delegated employee if the delegation is taking place between two Governmental

Entities, and it shall continue to pay contributions to the retirement fund in accordance with the legislations in force in this regard.

6. If the delegation is taking place between two Governmental Entities, the Governmental Entity to which the employee is delegated shall bear the delegation allowance.

Article (13)

Secondment

1. The employee may be seconded, by a resolution issued by the Executive Council, to federal and local governmental entities; private and public legal persons in the State; and to Arab, foreign, international and regional governments, bodies and organisations.
2. The entity to which the employee is seconded shall bear the gross salary and allowances of the seconded employee, including the cost of his retirement contributions, which his original employment entity shall continue to pay to the retirement fund. He shall be granted his leaves and other entitlements from the seconded to entity from the date of commencement of the secondment until the date of its end.
3. The secondment shall be for one renewable year.

Article (14)

Leaves

1. Periodic (annual) leave.
2. Sick leave.
3. Occupational injury leave.
4. Study leave.
5. Sabbatical leave.
6. Maternity leave.
7. Paternity leave.
8. Bereavement leave.
9. Iddat leave.
10. Hajj leave.

11. Escort leave.
12. Unpaid leave.

Article (15)

1. The approval grant a periodical (annual) leave, sick leave, sabbatical leave, hajj leave, escort leave and unpaid leave shall be issued by the Chairman of the Governmental Entity.
2. The employee shall be annually entitled to a periodic (annual) leave with a gross salary of thirty working days per year.
3. The employee's service period shall be considered continuous while using any of the prescribed and approved leaves. The leave period shall be calculated within the period of his service.
4. The employee shall not stop his work except within the limits of the leaves granted to him, and he shall get back to his work after expiry of his leave, otherwise he shall be considered suspended from his job and the provisions related thereto shall apply in this regard.
5. An employee who is absent from work shall not be entitled to any of the types of leave stipulated in this Regulation for the period of his absence.

Article (16)

Job Violations and Penalties

1. Every employee who violates the duties stipulated in the Law or the relevant legislations, or deviate from the job duties for which he is employed, or does not abide by the rules and ethics of work and professional conduct, shall be subject to disciplinary punishment in accordance with the provisions of this Regulation and the relevant rules without prejudice to civil or penal liability when necessary.
2. The employee shall be referred to investigation and discipline by a resolution of the Executive Council.
3. No penalty may be imposed on the employee unless after conducting a written investigation with him and giving him the opportunity to be heard in away states his defence. The resolution issued on the imposition of the penalty shall be reasoned.

4. The employee shall not be exempt from disciplinary penalty, unless he proves that his commission of the violation related to the job was in implementation of a written order issued by his Line Manager despite his written notice of the violation, and in this event, the responsibility shall be borne by the issuer of the order.
5. The Governmental Entity shall inform the competent criminal entities if it is found that what the employee has committed involves a criminal offense.

Article (17)

1. The following shall be taken in consideration upon imposing disciplinary penalties:
 - a. Nature of work of the employee and his duties and responsibilities.
 - b. The impact of the violating employee's behaviour on the work or other employees of the Governmental Entity.
 - c. The circumstances in which the violating behaviour occurred.
 - d. The frequency of the employee's repetition of violations of all types.
2. All information and data contained in the investigations, whether on the behaviour or the performance of the employee, shall be confidential and may be accessed only by the concerned employee and the entities concerned with administrative and criminal investigations.

Article (18)

Penalties that may be Imposed on the Employee

The Executive Council shall have the authority to impose the following disciplinary penalties on the employee:

1. Warning.
2. Written notice.
3. Deduction from the salary for a period not exceeding fifteen days at once and not exceeding sixty days during one year.
4. Deprivation of annual bonus.
5. Suspension of work without gross salary, except for the accommodation

allowance for a period not exceeding one month.

6. Suspension of work without gross salary, except for the accommodation allowance for a period not less than a month and not exceeding three months.
7. Termination of service, with the preservation of the right to obtain retirement pension or bonus.

Article (19)

Investigating the Violations

1. The Governmental Entity shall ascertain the facts, actions or complaints received by it against the employee that may constitute or result in a job violation, and require the imposition of one of the disciplinary penalties, and submit its recommendations to the Executive Council.
2. The Executive Council may delegate the investigation of the violation attributed to the employee, provided that the grade of the person authorised to conduct investigation is not lower than the employee's grade.

Article (20)

Procedures of Investigating the Violations

1. The person authorised to interrogate the violating employee may set a date to review the violation attributed to him and notify the employee in writing, provided that the following is taken into account:
 - a. Handing over the notification to the employee in person, at his workplace, by e-mail or by registered mail to his last known address.
 - b. Notification shall be made at least three working days before the date set for the investigation.
 - c. In the event where the employee refuses to receive the notification or does not attend, he will be notified again of the same procedure and a date will be fixed for him to attend, provided that the notification of the appointment is made at least one day before the date set for the session.
 - d. If the employee does not attend after the second notification, the investigation may be conducted in his absence.

e. The investigation may be conducted to hear and take statements during the period of leave granted to the employee, as the employee can be called from his leave - when necessary - to conduct or complete the investigation process.

2. Commencing the Investigation Procedures:

a. The person authorised to investigate shall make a complete summary of the content of the violation under investigation, after studying and examining it, and setting the earliest date for the investigation.

b. The investigation shall be in writing and in a confidential manner, and all statements shall be recorded in the investigation minutes.

c. The investigation shall handle the discovered violations even if they were not included in the notification.

d. The violator shall be confronted with what is attributed to him in an accurate manner without confusion, ambiguity, or general description. If he acknowledges what is attributed to him, the person authorised to investigate shall prove that and question him in detail.

e. If the violator denies what is attributed to him, the person authorised to investigate shall confront him with evidence, and verify his defence, evidence and witnesses for his denial.

f. The employee who is referred for investigation shall have the right to review all investigation papers and submit documents that support his defence.

g. The person authorised to investigate shall conduct an inspection of the location of the incident and confirm all that he identifies with precision in the minutes or a separate minute if necessary.

h. The person authorised to investigate may move to any other entity if the investigation requires the same to review the papers or ask any person whose presence was not possible due to illness or the like.

i. Hearing Witnesses:

The person authorised to investigate may, sua sponte or at the request of those who are being investigated, hear witnesses, and everyone who is called to testify from among the employees may do so. If he abstains

from attending or fails to attend without an excuse that is acceptable to the investigating officer, that behaviour shall be considered a disciplinary violation.

The relationship of the witness with the employee to which the violation is attributed shall be proved.

When the witness refrains from signing, this shall be proven in the minutes along with the reason thereof.

Should be impossible to hear the testimony of a witness, the person authorised to investigate may request a memorandum of his information on the facts that are the subject of the investigation. The memorandum shall be included after annotating it by reviewing and attaching and confirming its content in the investigation minutes.

- j. The person authorised to investigate may confront the witnesses with each other or with the employee to whom the violation is attributed, and this is proven in a note to be documented in the minutes, provided that each note is signed. In the event where the records and papers are examined, this shall be recorded in the minutes with a complete summary. It is also possible to include those papers or records or any papers that the investigation requires reservation thereon.
- k. If the person authorised to investigate becomes aware of a suspicion of forgery in a piece of paper, records, or files that he viewed, he shall retain it until the investigation is disposed of.
- l. Upon completion of the investigation, an investigation memorandum shall be prepared and shall include the following:
 - A complete statement of the subject-matter of the violation, and the discussion included in the investigation of the facts, evidence and relevant laws, with an indication of the validity of each incident and the extent of its attribution to an employee.
 - The opinion expressed by the person authorised to investigate in terms of determining responsibility and recommending or imposing an appropriate penalty - as the case may be - or closing the case.
- m. The Executive Council may return the papers to complete the

investigation, and the person authorised to investigate shall implement this as soon as possible and return the presentation with a new memorandum in which he proves what he deems appropriate in light of the completion of the investigation.

- n. The Governmental Entity shall, within (5) working days, notify the concerned employee of the penalties decided to be imposed thereon.

Article (21)

Suspension of Work

1. Suspension of Work in favour of the Investigation:
 - a. The Executive Council may issue a resolution to suspend the employee from work as a precaution for the interest of the investigation for a period not exceeding one month. Such period may be extended for another period if necessary.
 - b. Provisional suspension of the employee from work pending investigation shall not result in any prejudice to his gross salary.
2. Suspension of Work as a Result of Pre-trial Detention or Serving a Freedom-Restricting Sentence:
 - a. If a resolution is issued by the competent entities to detain the employee before the trial, he shall be suspended from work throughout the detention period, without prejudice to his gross salary.
 - b. Every employee serving a freedom restricting sentence in implementation of a civil or criminal court ruling in a felony or misdemeanour not involving moral turpitude or dishonesty, shall be suspended from work by force of law, and deprived of his gross salary throughout the period of his imprisonment. It is not permissible to consider promoting him or granting him any bonuses or increases during this period and this period shall not be included in his service period.
 - c. After completion of the freedom restricting sentence and release of the employee, he shall commence his work within a maximum period of five working days, otherwise he shall be deemed to have been suspended from work. In such event, the provisions relating to suspension of work shall apply.

- d. If the Governmental Entity deems, after studying the reasons for the judgment issued against the condemned employee, and the circumstances of the incident state that the perpetrator who committed it is subject to disciplinary violation calling for disciplinary penalty, it may be recommended to refer him to investigation to determine his disciplinary responsibility.
3. The period of suspension from work as a disciplinary penalty shall not be included in the employee's service period.

Article (22)

Financial Violations

In the event where the Governmental Entity discovers any incidents that constitute a financial violation, it shall:

1. Recommend the investigation of the financial violations committed by its employees, in accordance with the provisions of this Regulation.
2. Inform Abu Dhabi Accountability Authority immediately upon discovering the violation that constitutes a financial violation.

Article (23)

Extinguishment of Disciplinary Penalties

1. The disciplinary penalties imposed on the employee shall become extinguished and be considered as void ab initio upon lapse of the following periods:
 - a. Three months in case of warning.
 - b. Six months in case of written notice.
 - c. Nine months in case of deduction from the salary.
 - d. One year in case of deprivation of annual bonus.
 - e. One year and six months in case of suspension from work.
2. The Executive Council may, without the need to request the same from the employee, order the extinguishment of the disciplinary penalty if the performance reports submitted for the employee within the periods prescribed for such extinguishment are rated with the highest grade

(excellent), provided that such removal is for one-time throughout the employee's service at the Governmental Entity.

3. The extinguishment shall result in considering the penalty as void ab initio with respect to the employee's future career, and this shall not affect the rights and compensation entailed as a result thereof.

Article (24)

Termination of Service

1. The relationship between the employee and the Governmental Entity shall be considered an organisational relationship that ends upon achievement or availability of certain reasons, and the termination of service shall be either mandatory due to the employee's lack of suitability for the public office by an explicit resolution of the authority concerned with appointment, or with the employee's choice and consent.
2. An employee's service may not be terminated except in accordance with the reasons stated in the Law and after verification, scrutiny, and taking all the stipulated measures and observing compliance with the terms of the employment contract and the provisions of the relevant legislations in force.

Article (25)

Cases of Termination of Service

Cases of termination of an employee's service shall be as follows:

1. Reaching the retirement age according to the Law of Civil Retirement Pensions and Benefits in force in the Emirate.
2. Total disability or medical unfitness for service according to a report issued by the competent Medical Committee.
3. Resignation.
4. By a resolution of the Executive Council, whenever the public interest requires the same.
5. Based on the employment contract conditions.
6. By a resolution of the Executive Council, whenever it is decided to

dismiss the employee who obtained two consecutive reports with the lowest assessment rate.

7. Forfeiture of the State nationality or withdrawal thereof, from the date of issuance of the decree prescribed for the same.
8. Final sentence to a freedom restricting penalty in a felony or misdemeanour involving moral turpitude or dishonesty. The dismissal may be permissive for the Executive Director if the sentence was with the stay of execution of the penalty.
9. Dismissal from Office by Disciplinary Resolution or Dismissal by Court Ruling.
10. Death.

Chairman of the Executive Council Resolution
No. (8) of 2020

Concerning the Reformation of the Board of Trustees
of Khalifa University for Science and Technology

We, Mohamed bin Zayed Al Nahyan, Crown Prince, Chairman of the Executive Council,

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. (5) of 2017 concerning the establishment of Khalifa University for Science and Technology;
- Chairman of the Executive Council Resolution No. (25) of 2017 concerning the formation of the Board of trustees of Khalifa university for Science and Technology; and
- Based on what was presented to and approved by the Executive Council;

Issued the following Resolution:

Article (1)

The Board of Trustees of Khalifa university for Science and Technology shall be reformed under the chairmanship of HH Sheikh Hamed bin Zayed Al Nahyan and the membership of each of their Excellencies:

1. Eng. Hussain Ibrahim Al Hammadi, Vice-Chairman.
2. Chairman of the Department of Government Support.
3. Chief Executive Officer of Abu Dhabi National Oil Company (ADNOC).
4. Chairman of the Board of Directors of Abu Dhabi Health Services Co. – SEHA.
5. Chief Executive Officer of the Emirates Telecommunication Group Company – Etisalat.
6. Chief Executive Officer of Edge Holding Company.
7. Vice-CEO of Mubadala Group and Chief Executive Officer of the Corporate Affairs and Human Resources.
8. Director-General of UAE Space Agency.

9. Jeff Simmons
10. Dr. Steven Walker
11. Professor Sir John O'Reilly

Article (2)

The term of the Board's membership shall be three renewable years.

Article (3)

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

Mohamed bin Zayed Al Nahyan
Crown Prince
Chairman of the Executive Council

Issued by us in Abu Dhabi
On: 26 March 2020
Corresponding to: 02 Shaban 1441 Hijri

Chairman of the Executive Council Resolution
No. (9) of 2020
Concerning the Reformation of the Board of Directors
of Dar Zayed For Family Care

We, Mohamed bin Zayed Al Nahyan, Crown Prince, Chairman of the Executive Council,

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. (8) of 2014 concerning Dar Zayed For Family Care;
- Chairman of the Executive Council Resolution No. (108) of 2015 concerning the formation of the Board of Directors of Dar Zayed For Family Care; and
- Based on what was presented to and approved by the Executive Council;

Issued the following Resolution:

Article (1)

The Board of Directors of Dar Zayed For Family Care shall be reformed under the chairmanship of H.E. Mubarak Saeed Al Shamsi and the membership of each of the following Excellencies:

1. Dr. Fahad Matar Salem bin Musaed Al Neyadi.
2. Representative of the Department of Health.
3. Representative of Abu Dhabi Police General Head Quarters.
4. Representative of the General Headquarters of the Armed Forces.
5. Representative of the Ministry of Education.

Article (2)

The term of the Board's membership shall be three renewable years.

Article (3)

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

Mohamed bin Zayed Al Nahyan
Crown Prince
Chairman of the Executive Council

Issued by us in Abu Dhabi
On: 26 March 2020
Corresponding to: 02 Shaban 1441 Hijri

Chairman of the Executive Council Resolution
No. (10) of 2020
Concerning the Appointment of the Undersecretary of
the Department of Community Development

We, Mohamed bin Zayed Al Nahyan, Crown Prince, Chairman of the Executive Council,

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. (6) of 2016 concerning the Human Resources in the Emirate of Abu Dhabi, and its amendments;
- Law No. (12) of 2018 concerning the establishment of the Department of Community Development; and
- Based on what was presented to and approved by the Executive Council;

Issued the following Resolution:

Article (1)

H.E. Hamad Ali Mohammed Al Dhaheri shall be appointed as the Undersecretary of the Department of Community Development.

Article (2)

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

Mohamed bin Zayed Al Nahyan
Crown Prince
Chairman of the Executive Council

Issued by us in Abu Dhabi
On: 26 March 2020
Corresponding to: 02 Shaban 1441 Hijri

Chairman of the Executive Council Resolution
No. (11) of 2020
Concerning the Appointment of the Director-General
of Abu Dhabi Housing Authority

We, Mohamed bin Zayed Al Nahyan, Crown Prince, Chairman of the Executive Council,

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. (4) of 2012 concerning the establishment of Abu Dhabi Housing Authority;
- Law No. (6) of 2016 concerning the Human Resources in the Emirate of Abu Dhabi and its amendments; and
- Based on what was presented to and approved by the Executive Council;

Issued the following Resolution:

Article (1)

H.E. Basheer Khalfan Salem Al Muhairbi shall be appointed as Director-General of Abu Dhabi Housing Authority.

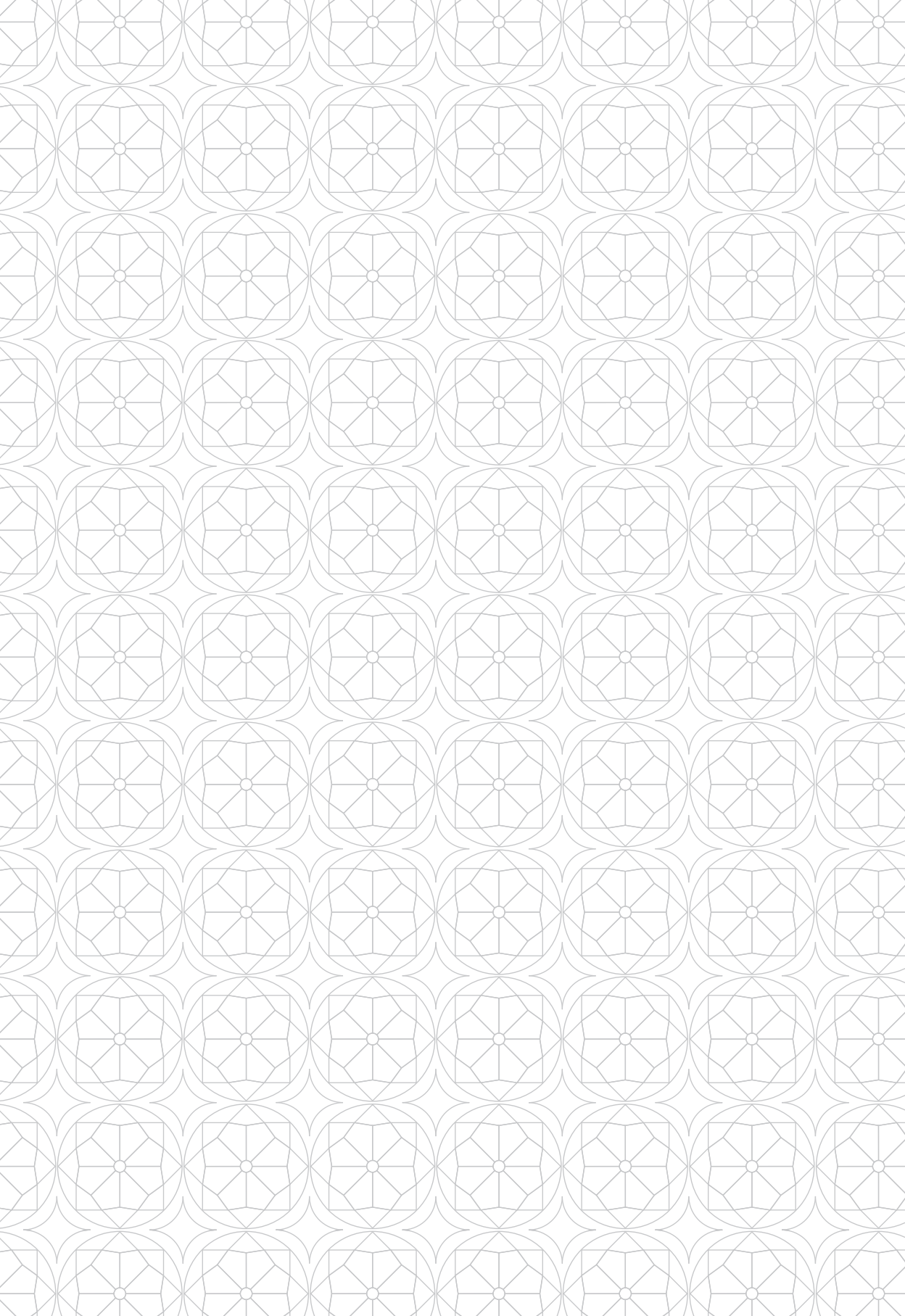
Article (2)

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

Mohamed bin Zayed Al Nahyan
Crown Prince
Chairman of the Executive Council

Issued by us in Abu Dhabi
On: 26 March 2020
Corresponding to: 02 Shaban 1441 Hijri

Executive Council Resolutions



Executive Council Resolution No. (34) of 2020
Concerning
The Reformation of the Board of Directors of Al Ain
Farms for Livestock Production

Pursuant to Law No. (5) of 1996 concerning Al Ain Farms for Livestock Production and its amendments, and according to Article No. (4) thereof stipulating the appointment of the Board of Directors by an Executive Council Resolution;

The Executive Council has decided the following:

The Board of Directors of Al Ain Farms for Livestock Production shall be reformed under the chairmanship of H.E. Mohammed Saif Ghanim Al Suwaidi and the membership of each of the following ladies and gentlemen:

1. Adel Abdullah Al Hosani.
2. Fatima Ateeq Al Mazrouei.
3. Rashid Mohammed Al-Kaabi.
4. Khalil Fadel Al-Mansouri.
5. Mubarak Matar Al Humairi.
6. Ahmed Mohammed Mejren Al Murar.

The term of the membership of the Board of Directors shall be five renewable years.

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

Dr. Mohammed Rashid Al Hamli
Secretary-General

Issuance Date: 05 March 2020
Corresponding to: 10 Rajab 1441 Hijri

Executive Council Resolution No. (55) of 2020
Concerning
The Appointment of the Chairman of the Board of
Directors of Khalifa Fund for Enterprises Development

Having reviewed the Chairman of the Executive Council Resolution no. (5) of 2019 concerning the reformation of the Board of Directors of Khalifa Fund for Enterprises Development;

The Executive Council has decided the following:

H.E. Mohammed Ali Mohammed Al-Shorafa Al-Hammadi shall be appointed as Chairman of the Board of Directors of Khalifa Fund for Enterprises Development instead of H.E. Hussain Jasim Al Nowais.

Dr. Mohammed Rashid Al Hamli
Secretary-General

Issuance Date: 17 March 2020
Corresponding to: 22 Rajab 1441 Hijri

Executive Council Resolution No. (61) of 2020
Concerning
The Replacement of a Member of the Board of
Trustees of Sorbonne University Abu Dhabi

Pursuant to the Chairman of the Executive Council Resolution No. (56) of 2018 concerning the formation of the Board of Trustees of Paris Sorbonne University Abu Dhabi;

The Executive Council has decided the following:

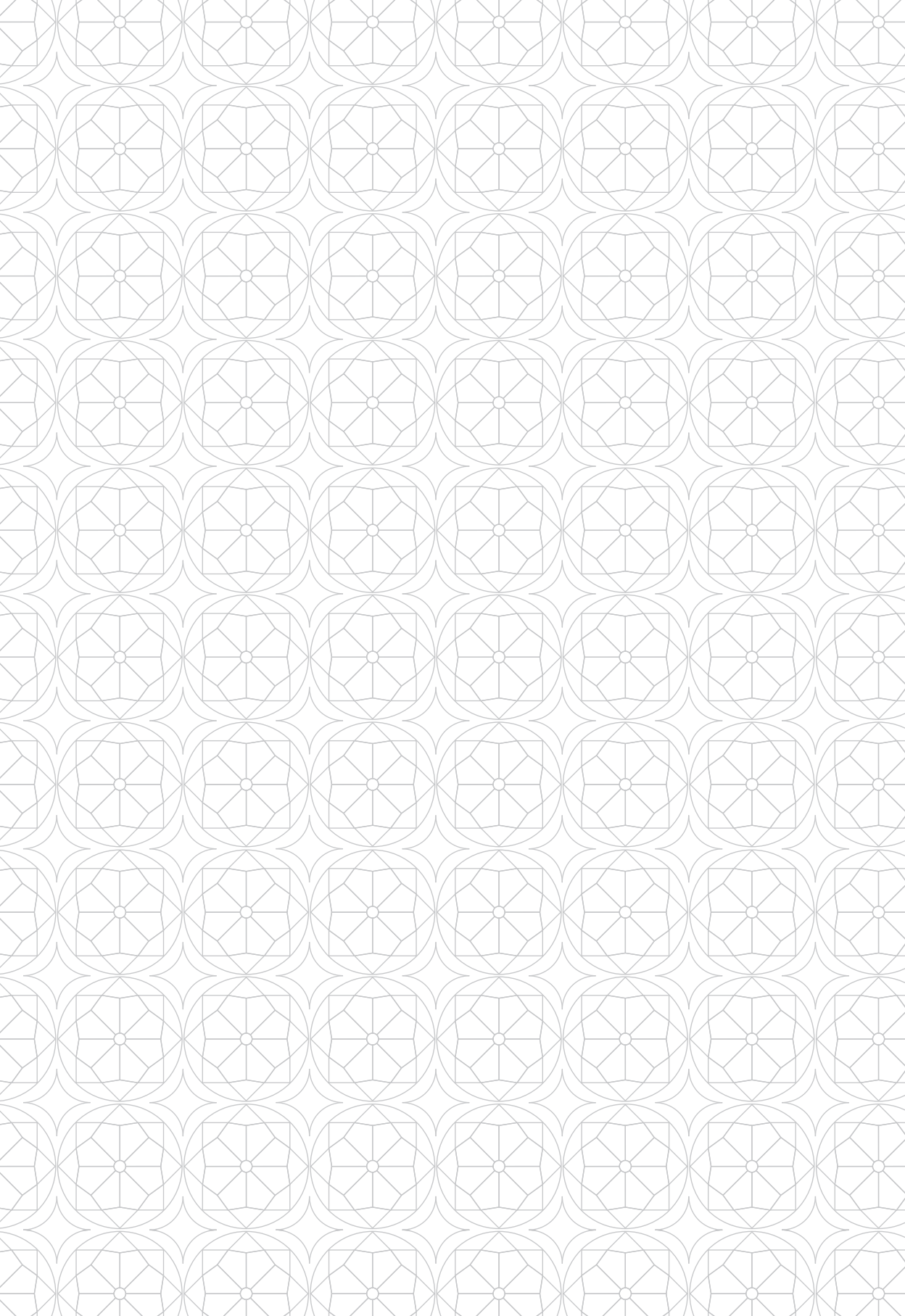
H.E. Salama Ajlan Al Amimi shall replace H.E. Saif Saeed Ghobash in the membership of the Board of Trustees of Sorbonne University Abu Dhabi.

Dr. Mohammed Rashid Al Hamli
Secretary-General

Issuance Date: 30 March 2020
Corresponding to: 06 Shaban 1441 Hijri



Circulars



Circular No. (2) of 2020 Concerning the Formation of the Government Service Improvement and Development Team

To all governmental entities and Companies in the Emirate of Abu Dhabi

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

We are pleased to greet you and express our sincere gratitude for your continuous cooperation to realise the public interest.

With reference to Circular No. (9) of 2016 concerning the Formation of the Service Improvement and Development Team at the Governmental Entities; and in order to achieve the objectives of the strategic vision of the Government of Abu Dhabi; and in order to upgrade the level of government performance in the Emirate; and based on the approval of the Executive Committee, you are kindly required to adhere to the following:

- Forming a work team to improve and develop services at your entity while determining two coordinators to communicate with the Department of Government Support, in accordance with the attached controls and conditions, provided that quarterly reports on the progress of work are submitted by the Department of Government Support to Abu Dhabi Executive Office.
- Working to simplify and facilitate procedures and reduce the time spent for the completion of government services and study the challenges shared with the entities and the strategic partners.
- Following up on government services reports issued by Abu Dhabi Executive Office, laying down the necessary improvement plans and following up on their implementation.
- Following up on building the capabilities of customer service employees, and setting development and improvement plans based on said capabilities.
- Taking measures to ensure that the percentage of complaints received in relation to procedures or decisions issued by governmental entities is reduced.
- Achieving the digital transformation of the services that may be digitally transformable and activating them in digital channels by (100%).

- Connecting and activating all digital services to the Unified Platform (TAMM) of Abu Dhabi government.
- Working to define the initiatives for the procedures that are expected to be improved and which contribute to reducing costs and raising and improving collection efficiencies in line with government service pricing standards.

We value your efforts and thank you for your cooperation
For your necessary action
May Allah guide you

Dr. Mohammed Rashid Al Hamli
Secretary-General

For inquiries, please contact the Department of Government Support via Telephone number 02-6997770 or by e-mail at: CX@DGS.GOV.AE

First – Forming a Work Team for the Development of Government Services:

A work team shall be formed under the chairmanship of the Director-General of the entity or the like, with the membership of the following units' representatives as a minimum:

- Customer service
- Human resources
- Strategy
- Financial affairs
- Legal Affairs
- Information Systems
- Communication and Information Office
- Support Services

Functions of the Work Team

- Acting as the central point of contact to improve and develop services and following up on the requests of Abu Dhabi Executive Office.
- Working according to a methodology that supports and benefits from innovation and creative ideas by the government and private sectors to improve customer experience and rationalise expenditures.
- Following up on government service performance indicators.
- Following up on the implementation of the guidelines issued by Abu Dhabi Executive Office, updating the relevant self-assessment tools, and periodically submitting proposals to improve performance.
- Developing media plans to raise awareness and provide the required information to customers, and consolidating them in all available channels.
- Ensuring that the classifications of complaints in the Customer Relationship Management platform of the government of Abu Dhabi are updated and approved.
- Studying the challenges related to the most frequent complaints and addressing the root causes of the major repeated complaints according

to the 80/20 rule, provided that quarterly reports on the progress of work are submitted by the Department of Government Support to Abu Dhabi Executive Office on the prescribed forms.

Second - Conditions for Choosing a Coordinator:

The coordinator shall be chosen according to the following conditions:

- To be a national of the United Arab Emirates.
- To have the ability to positively influence others and the ability to communicate effectively and work within work teams.
- To have the ability to influence decision-making, and to lead and create change.
- To be highly dynamic and able to present innovative ideas.
- To fulfil self-preparation and institutional empowerment to obtain the necessary detailed information about any aspect of the governmental entity's outstanding performance.
- To show sincerity in work and be keen to accomplish all work duties.
- To enjoy project management and evaluation skills.
- To be familiar with the continuous improvement strategy and best practices.
- To be familiar with performance improvement initiatives, projects and programmes.
- To be familiar with the services and tasks of the (governmental entity) in their entirety, including operations, procedures, and other actions.
- To be familiar with the digital transformation of services.
- To ensure carrying out follow-up after the various feedback reports.

Circular No. (3) of 2020 Concerning the Implementation of the Local Content Program

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

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

We are pleased to greet you and express our sincere gratitude for your continuous cooperation to realise the public interest.

Based on our continuous keenness to encourage the local private sector and establishments registered in the Emirate of Abu Dhabi to engage in the development of the economy of the Emirate, in order to increase the rate of local content in government procurements and based on the approval of the Executive Committee, we kindly urge you to commit to the implementation of the local content program on all your procurements as per the attached.

We value your efforts and thank you for your cooperation

For your necessary action

May Allah guide you

Dr. Mohammed Rashid Al Hamli

Secretary-General

Circular No. (4) of 2020 Concerning Abu Dhabi Emirate Single Use Plastic Policy

To all governmental entities in the Emirate of Abu Dhabi

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

We are pleased to greet you and express our sincere gratitude for your continuous cooperation to realise the public interest.

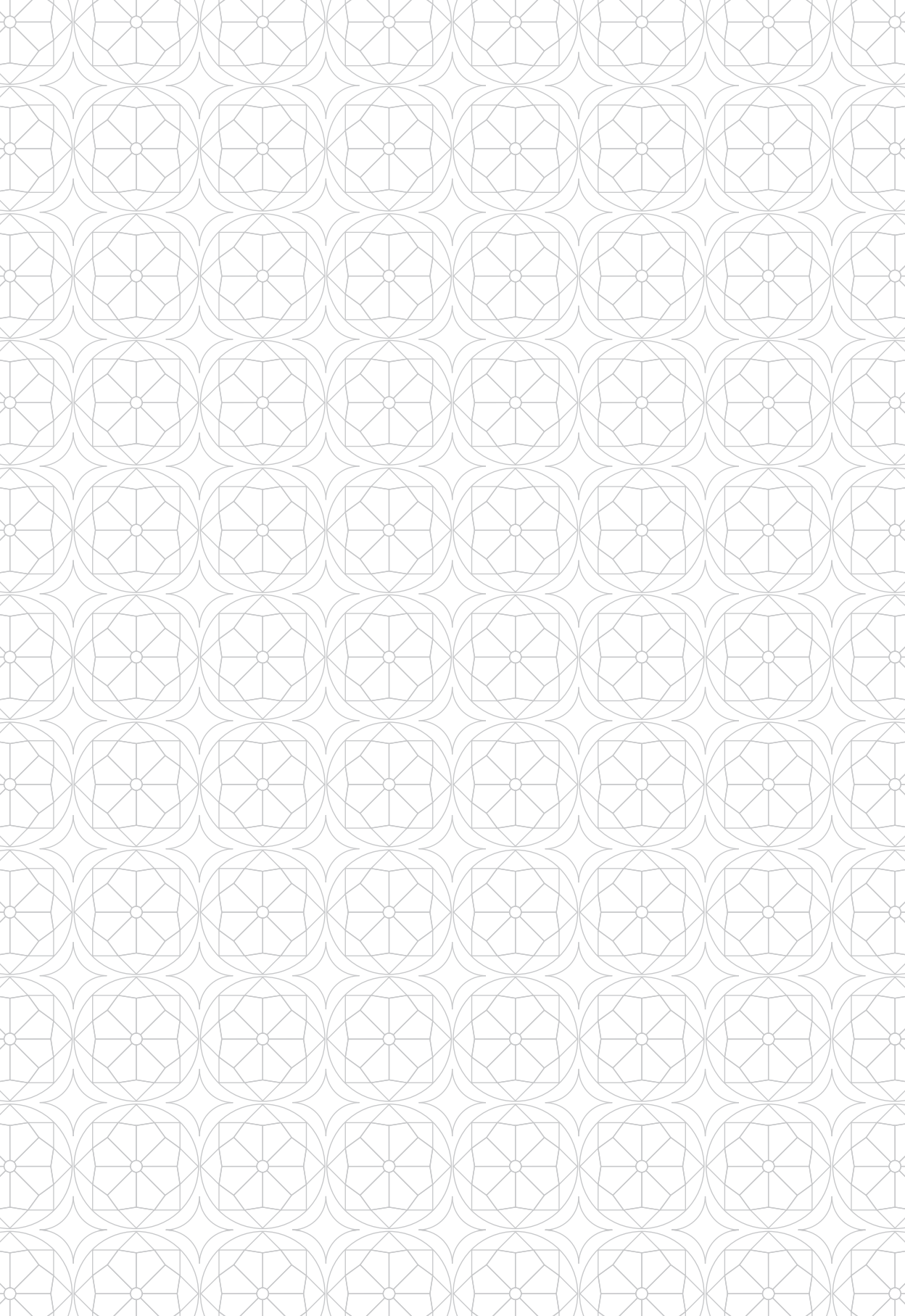
With the aim of promoting environmental protection in the Emirate of Abu Dhabi; and in order to ensure the consumption of plastic materials in a safe and sustainable manner; and based on the approval of the Executive Committee, we urge you to work according to the attached Abu Dhabi Emirate Single Use Plastic Policy.

We value your efforts and thank you for your cooperation

For your necessary action

May Allah guide you

Dr. Mohammed Rashid Al Hamli
Secretary-General



United Arab Emirates
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