

The Department of Legal Affairs

Federal Law No (12) of 1977

On the Police and Security Force

We, Zayed bin Sultan Al Nahyan - President of the United Arab Emirates,

Having perused the interim Constitution and the Federal Law No. (1) Of 1972 concerning the capacities of ministries and the authorities vested in ministers and the laws in amendment thereof; and

Acting upon the proposal made by the Minister of Interior, the approval of the Cabinet and the the Federal National Council and the ratification of the Federal Supreme Council,

Have issued the following Law:

Chapter I: General Provisions

Article (1)

The provisions of the law herein shall apply solely to employees of the Police and Security forces. The provisions of the federal civil service laws shall apply to the civilian employees working at the Police.

Article (2)

According to the latest amendment under Law No. (6) of 1989

The following terms and phrases shall have the meanings as indicated beside each of them, unless the context requires otherwise:

Ministry: Ministry of Interior.

Minister: Minister of Interior or Minister of State for Interior Affairs.

Undersecretary of the Ministry: Undersecretary of the Ministry of Interior.

Force: Police and Security Force.

Force members: officers, non-commissioned officers, constables and guards.

Officer: Any member of the uniformed service who holds the rank of Lieutenant at least.

Student: A student, who is accepted at one of the Police colleges, institutes, academies, universities or Higher Colleges of Technology; and obtains a two-year diploma to be appointed later on as an officer.

Non-commissioned Officer: Anyone who is lower in rank than an officer and is above the rank of constable.

Constable: Anyone who is lower in rank than a non-commissioned officer.

Guard: Anyone entrusted with the task of keeping watch, having the right to bear arms and use them according to the provisions of this law, without having a regular rank.

Medical Committee: The Committee provided for under the instructions of the Ministry of Health.

Article (3)

(a) The Police and Security Force is a regular civilian uniformed service entrusted with the authorities stipulated in this Law and is affiliated with the Ministry of Interior.

(b) The Police and Security Force have a special uniform decided by the Minister, along with the Police officers' rank insignia and type of their military training.

Article (4)

The Force is comprised of:

- a) Military (officers, non-commissioned officers, and constables)
- b) Employees and civilian personnel
- c) Guards

- d) Employees assigned by the Minister to work at a specific authority based on the nature of its work – being affiliated with the Police and Security Force.

Article (5)

According to the latest amendment under Law No. (6) of 1989

The Police and Security Force shall follow this rank structure:

(a) Officers:

Lt. General.

Major General.

Brigadier.

Colonel.

Lieutenant Colonel.

Major.

Captain.

First Lieutenant.

Lieutenant.

Student.

(b) Non-commissioned officers:

First Warrant Officer.

Warrant Officer.

First Sergeant.

Sergeant.

Corporal.

First Policeman.

(c) Constables:

Policeman.

Police Newcomer.

Hired Policeman

Article (6)

The Force shall be responsible for:

- a) Protecting the UAE's internal (Homeland) security.
- b) Combating crimes and actions that may affect the UAE's interests and security; preventing their occurrence; arresting perpetrators and collecting evidence that lead to their arrest, and carrying out investigations in accordance with the law.
- c) Implementing laws and regulations and all procedures and instructions under its authority.

Article (7)

According to the latest amendment under Law No. (6) of 1989

Judicial officers in their jurisdictions are Police officers and non-commissioned officers. By virtue of a decision issued by the Minister of Justice, and in agreement with the Minister of Interior, members of the Force who are not mentioned in the previous paragraph of this article may be assigned the rank of judicial officers based on the crimes that occur in their jurisdictions and are related to their job duties.

Article (8)

The Police Force's members are entitled to use force if necessary whenever the need arises in order to carry out the duties entrusted to them.

Article (9)

The Police and Security Force members are entitled to bear the weapons assigned to them for the performance of their duties, and shall only use them in the following cases:

- a) In cases of legitimate self-defense of the members or others or in their defense of life, honor or money.
- b) In the event a person who has an issued arrest warrant against him resists arrest or attempts to escape.
- c) In the event a person resists arrest or attempts to escape when the Force members have authority to make the arrest.
- d) In the disbandment of gatherings that are unlawful and held with the purpose to commit a crime or undermine security or public order and do not comply with orders to disperse when requested, provided that the order to open fire is issued by an authorized entity.

Notwithstanding all of the above, the use of weapons must be justifiable and commensurate with the imminent threat, and would be the only way to avoid and prevent a confirmed threat and in order to incapacitate the suspect held at gunpoint, to prevent him from committing assault or resisting arrest. A warning shot must be fired whenever possible, in order to scare or warn the person. The Police officer shall then discharge his weapon in order to incapacitate the suspect; he shall not shoot to kill unless the risk was high and could lead to death or severe injuries and if the concern is justifiable.

Article (10)

According to the latest amendment under Law No. (6) of 1989

Training institutes and schools shall be established for and by the Police, upon a decision by the Minister who determines the conditions of enrollment, the programs and qualifications they offer.

Article (11)

a) The Minister shall compensate the Police Force employees for any damage they might incur while performing their duties without negligence on their part.

b) The Minister shall form a committee to evaluate the compensation referred to in the previous paragraph.

Article (12)

a) The UAE shall pay the salaries and expenses of the Force's members and provide them with clothing allowances, transport allowances, equipment, weapons, and medical care. It may also provide them with food and lodging in Police facilities and stations if necessary.

b) The categories that may benefit from the provisions stated in this Article herein shall be determined according to the decisions issued by the Minister in this regard.

Article (13)

Repealed under Law No. (6) of 1989

Article (14)

Enrolment in the Police Force is done by appointment, according to the conditions stated in the Law herein.

Article (15)

According to the latest amendment under Law No. (6) of 1989

Subject to the provisions of Chapter VI of this Law, the Police Force member is considered always on duty and shall be available at any time or any place.

Rest days and public holidays shall be regulated in accordance with the work requirements on a rotational basis for all staff based on a system determined by the direct heads of the Police Force members.

Chapter II: Recruitment

Section One: Officers

Article (16)

Officers are appointed in the Police Force upon a decision from the Minister, except those holding the rank of Lieutenant Colonel or higher, who are appointed by a federal decree.

Article (17)

The rank is one of the officers' rights that they shall not lose unless they lose their nationality, or if a decision was taken to deprive them of this right in accordance to the provisions of the Law herein.

Article (18)

According to the latest amendment under Law No. (6) of 1989

Whoever is appointed as an officer must:

- a) Be a UAE National
- b) Be at least 18 years old
- c) Pass the scheduled medical examination
- d) Have a high school diploma or its equivalent; excluded are those that have a technical specialty, whose services are required by the Force; any exception thereof shall be promulgated by a decision from the Minister.
- e) Be of good behavior.
- f) Never have been convicted of a crime or felony involving a violation of public trust or dishonesty unless he has been legally exonerated.

- g) Be a graduate of one of the Police colleges and higher institutes approved by the Minister, with the exception of those that have a certificate from one of the recognized universities or higher institutes.
- h) Be at least one hundred and sixty (160) centimeters tall.

With the exception to the requirements as stipulated in items (g) and (h) wherein, concerning certificates and height, any students who enrolled before the force of this Law to study in one of the Police's colleges and institutes.

Article (19)

According to the latest amendment under Law No. (6) of 1989

- a) A private is appointed in the rank of Lieutenant with Basic Pay if he is a graduate of one of the Police colleges or institutes approved by the Minister, after completing a program of which consists of two (2) years at least.
- b) Should the officer already be a member of the Police Force before enrolling in the Police colleges or institutes, the period of study shall be considered as equivalent to actual service in the rank.

Article (20)

According to the latest amendment under Law No. (6) of 1989

- a) The Minister is entitled to appoint a certified university graduate and in the rank of Lieutenant, who may be promoted to the rank of First Lieutenant after one (1) year from the date of appointment.
- b) The Minister is entitled to appoint students with higher education accreditations as officers up to the rank of Major in accordance with the conditions to be determined by virtue of a decision from the Minister.

Article (21)

Foreigners may be appointed as officers in the Force as technicians or experts under the terms and conditions specified by the Minister.

Article (22)

According to the latest amendment under Law No. 6 of 1989

Upon graduation, an officer is appointed in the Force and will have an Active Duty Service Obligation (ADSO) of no less than five (5) years. He may not leave the service during these five years, except in cases provided for under this Law. During the first year after his appointment, the officer shall serve a probationary period; his services may be terminated during this period should he be proved as unfit for the service.

Article (23)

The seniority of officers is determined by ministerial orders or decrees issued for their appointment or promotion to these ranks.

Article (24)

According to the latest amendment under Law No. (6) of 1989

a) The Minister may reinstate an officer to the service in the rank he deems appropriate, provided that the rank is not higher than the previous one; exception shall be made in the case of an officer who had been convicted of a crime or felony involving a violation of public trust or dishonesty, provided that he was legally exonerated.

b) Officers who are returned to service must pass the scheduled medical examination.

c) The subsequent duration of service of the reinstated officer is considered complementary to his previous period of his service.

Article (25)

According to the latest amendment under Law No. (6) of 1989

Officers shall recite the following oath before the Minister or his deputy before assuming their duties:

“I swear by God Almighty that I will be faithful to the United Arab Emirates and its president, that I will respect its Constitution and its laws, that I will discharge my duties faithfully and loyally, that I will dedicate all of my time to my work and to be obedient to the orders issued to me by my superiors in order to carry out my duties entrusted to me under the Police and Security Law or any other law in force or any legitimate regulations, and that I will always obey any order issued to me from my higher commander even if it means sacrificing my own life.”

The minutes of the oath shall be kept in a special register.

Section Two: Non- Commissioned Officers and Constables:

Article (26)

According to the latest amendment under Law No. (6) of 1989

Non- commissioned Officers and Constables are appointed by a decision from the Minister or anyone he authorizes in this jurisdiction.

Article (27)

According to the latest amendment under Law No. (6) of 1989

Whoever is appointed as a Non- commissioned Officer or constable must:

- a) Be a UAE National
- b) Be at least 18 years old
- c) Pass the scheduled medical examination
- d) Be of good behavior.
- e) Not have been convicted of a crime or felony involving a violation of public trust or dishonesty unless he has been legally exonerated.
- f) Be at least one hundred and fifty-five (155) centimeters tall.

The rules set forth in Article (24) of this Law shall apply to those who are reinstated including non-commissioned officers and constables.

Article (28)

According to the latest amendment under Law No. 6 of 1989

Without prejudice to the provisions stipulated in Article (29) of this law, the non-commissioned officer and constable shall be on Active Service Duty for five (5) years as from the date of appointment, automatically renewed for similar periods unless the Minister or his representative deem otherwise.

Article (29)

a) The non-commissioned officer and constable shall abide by the Force's regulations as of the issuance of his appointment, and shall be tenured after passing a scheduled training course that the Minister decides and stipulates rules and duration.

b) The Minister is entitled to exclude the non-commissioned officer or constable from the scheduled training course should they have received prior training.

Article (30)

The non-commissioned officer and constable who is appointed for the first time is granted Basic Pay based on of the assigned rank.

Article (31)

- a) The seniority of a non-commissioned officer who is appointed for the first time in the Force is determined according to his results in the course.
- b) The seniority of a non-commissioned officer, who has had previous training and is appointed for the first time, shall be counted as of the date of his appointment.

Article (32)

The Minister may appoint a non-citizen as a non-commissioned officer or constable in the Force should the services require, under the terms and conditions determined by the Minister.

Article (33)

According to the latest amendment under Law No. (6) of 1989

- a) The Minister or his representative shall appoint the necessary guards for the Force.
- b) The Minister shall issue a list of conditions that govern the guards' service and special circumstances.
- c) Without prejudice to the provisions issued by the regulations referred to in the aforementioned paragraph, wherein the same rights and duties that apply to the Force's members shall apply to the guards.

Article (34)

Before assuming their duties, the non-commissioned officers and constables shall recite the oath provided for in Article (25) of the Law herein before their superiors.

Chapter III: Promotions

Section One: General Provisions pertaining to Promotions:

Article (35)

Promotion shall be based on available vacancies in the annual budget of the Force.

Article (36)

The promoted Force members are entitled to the Basic Pay according to the rank of which they are assigned as of the date specified by the promotion decision.

Article (37)

According to the latest amendment under Law No. (6) of 1989

Candidacy for promotion shall be based on a list prepared by a special committee formed by the Minister for this purpose. The Executive Regulation shall determine the conditions for the formation of this committee and its other terms of reference.

Article (38)

According to the latest amendment under Law No. (6) of 1989

- a) By virtue of a decision by the Minister, the period specified for a promotion may be reduced to its appointed minimum, in exceptional cases within the State.
- b) Notwithstanding the provisions related to promotion set forth in the Law herein, in accordance with the Minister's decision and after consulting the Committee referred to in Article (37) of this Law, the officer or non-commissioned officer or constable may be promoted to the rank determined by the Minister to reward him for his excellent performance and services that deserve recognition; provided that it is not higher than the rank of Major if the promoted was an officer and not higher than Lieutenant if he was a non-commissioned officer or Policeman.

Article (39)

Promotion shall be implemented in accordance with the following rules:

- a) Expiry of the promotion eligibility period
- b) Efficiency
- c) Seniority

Article (40)

Efficiency is evaluated in accordance with the following:

- a) Annual confidential reports.
- b) Successful scheduled examinations.
- c) Good conduct during the service.

Article (41)

Subject to the provisions of Articles (51) and (52), the officer or non-commissioned officer shall not be promoted should he receive a poor mark in the annual review. He may not be promoted if he was suspended from work or referred to the disciplinary hearing. Should he be declared innocent from all the charges brought against him; his seniority shall be counted as of the date of the scheduled promotion when promoted, had he not been suspended from work or referred to the disciplinary hearing.

Section Two: Promotion of Officers

Article (42)

According to the latest amendment under Law No. (6) of 1989

- a) Officers shall be promoted to the immediate higher rank and by the means used in their appointment, according to the provisions set forth in Article (16) of the Law herein.
- b) Officers promoted from one rank to another up to the rank of Major are required to pass training courses.
- c) Technical officers and specialists may be excluded from the courses referred to in clause (b) of this article.

Article (43)

According to the latest amendment under Law No. 6 of 1989

Officers shall be promoted from one rank to another after serving the following minimum durations at their present rank:

- (a) From Student to Lieutenant: following the completion of the study period.
- (b) From Lieutenant to First Lieutenant: three (3) years

- (c) From First Lieutenant to Captain: three (3) years
- (d) From Captain to Major: four (4) years
- (e) From Major to Lieutenant Colonel: five (5) years
- (f) From Lieutenant Colonel to Colonel: five (5) years
- (g) From Colonel to Brigadier: five (5) years
- (h) From Brigadier to Major General: Unspecified
- (i) From Major General to Lt. General: Unspecified

Article (44)

Notwithstanding the provisions on promotion set forth in the Law herein; and in accordance with the Minister's decision, an officer whose rank is lower than Captain may be promoted to the immediate higher rank should have acquired a university degree or higher education certificate.

Section Three: Promotion of Non-commissioned Officers and Constables

Article (45)

According to the latest amendment under Law No. (6) of 1989

Subject to the provisions of Articles (37), (39), and (40) of this law, the promotion of non-commissioned officers and constables shall be made in accordance with the Minister's decision or his delegate, and based on the nomination of their direct supervisors.

Article (46)

According to the latest amendment under Law No. 6 of 1989

Subject to the provisions of articles (47), (49) of this law, officers shall be promoted from one rank to another after serving the following minimum durations in their present rank:

- (a) From Policeman to First Policeman: three (3) years.
- (b) From First Policeman to Corporal: three (3) years.
- (c) From Corporal to Sergeant: three (3) years.
- (d) From Sergeant to First Sergeant: three (3) years.
- (e) From First Sergeant to Warrant Officer: three (3) years.
- (f) From Warrant Officer to First Warrant Officer: two (2) years.
- (g) From First Warrant Officer to Lieutenant: four (4) years.

Article (47)

According to the latest amendment under Law No. (6) of 1989

- a) A non-commissioned officer or constable shall not be promoted from one rank to another unless he successfully passes the scheduled course
- b) The duration and programs of the course referred to in the previous paragraph wherein shall be determined in accordance with the decision of the Minister or his deputy.

Article (48)

According to the latest amendment under Law No. (6) of 1989

- a) If the non-commissioned officer or constable acquires a high school diploma or mid-school certificate or their equivalent, he may be enrolled in the promotion course to a higher rank or ranks, according to a set of rules set forth by a decision from the Minister, provided that they are not higher than the determined ranks for non-commissioned officers; without taking into account the minimum duration for promotion.

b)) If the non- commissioned officer or constable acquires a university degree or higher education certificate, the Minister shall decide to promote him to the appropriate rank, be it the rank of officer; after consulting with the Committee referred to in Article (37) of the Law herein.

Article (49)

According to the latest amendment under Law No. (6) of 1989

a) First Warrant Officers who do not hold a Middle School Certificate shall not be promoted to the rank of Lieutenant unless they successfully pass a special training course.

b) First Warrant Officers holding a Middle School Certificate or who obtain it during their service may enroll in the special training course, regardless of the period they spent in the service.

c) The duration of the special training course, as well as the conditions of selection and the number of selected members shall be determined by a decision from the Minister.

Article (50)

a) The seniority of the non- commissioned officer joining the Force shall be counted according to the date of his promotion to his rank.

b) If more than one non-commissioned officer had equal seniority due for promotion, the non-commissioned officer with longer service shall have seniority over the other.

c) The seniority of a constable in the rank to which he is promoted shall be considered according to his result in the promotion eligibility course.

Chapter IV: Annual Confidential Reports and Bonuses

Article (51)

According to the latest amendment under Law No. (6) of 1989

a) Within the month of January each year, a confidential report shall be submitted according to each determined non-commissioned officer and officer up to the rank of Major.

b) The marks (grades) of the annual report shall be as follows:

(Excellent - very good - good - satisfactory – poor)

Article (52)

According to the latest amendment under Law No.(6) of 1989

a) Subject to the provisions of Article (41), each officer or non-commissioned officer whose mark on the annual confidential report is ‘poor’, for two (2) consecutive years shall be assigned to work under the supervision of another commander. His attention shall be drawn to his weaknesses in a letter that contains sufficient guidance to help him improve his status.

b) If such a report recurs for a third time, the officer’s situation shall be referred to the Minister or his delegate.

Article (53)

The Police Force member shall be given a periodic increment one (1) year after his appointment date or the date of the previous periodic increment.

The Force member’s increment shall not exceed the bottom of the pay scale for the rank; the promotion bonus shall not change the periodic increment date. Should both dates coincide, they shall be given together. Periodic increments shall be given following a decision from the Minister.

Article (54)

The Minister may grant the Force member one exceptional increment of the same level as his periodic increment in percent of the basic pay for the rank, provided that he receives an 'Excellent' mark on the past year's annual report. The Force member shall not be granted more than one exceptional increment every two (2) years.

Chapter V: Transfers, Secondment, and Scholarships

Article (55)

A Police Force member shall not be transferred from one job to another or from one place to another without the approval of the Minister.

Article (56)

Following a decision from the Cabinet and upon a proposal from the Minister, one or more Force members shall be seconded to Arab, foreign or international governments and bodies. Secondment to the local authorities shall be by virtue of the Minister's decision.

Article (57)

- a) The salary to be granted to the seconded Force member shall be determined in the decision to second in addition to the party that will pay the salary and any other necessary conditions.
- b) The duration of the secondment period shall be considered as actual service, whereas the Force member shall enjoy all of his rights set forth in the Law herein and any other applicable laws or regulations.

Article (58)

According to the latest amendment under Law No. (6) of 1989

The Minister may dispatch national Force members on scholarship. The provision of clause (b) of Article (57) of the Law herein shall apply to the duration of the scholarship.

Chapter VI: Leaves

Article (59)

The established leaves for the Police Force's members are as follows:

- a) Annual leave
- b) Sick leave
- c) Emergency leave
- d) Study leave

Article (60)

According to the latest amendment under Law No. (6) of 1989

- a) The Police Force member is entitled to an annual leave for the following periods:

1. Sixty (60) days for officers.
2. Forty-five (45) days for non-commissioned officers and constables
3. Thirty-six (36) days for guards

The salary of the accrued annual leave shall be paid when it is taken.

b) The annual leave shall not be approved unless a written request is submitted by the Force member. Prior permission and approval is needed from the Minister or his representative for officers and from the Undersecretary of the Ministry or his authorized representative for those with lower ranks.

c) Employees are eligible for annual leave as from the date of their appointment in the Force, and shall not be authorized until after they have completed ten (10) months in the service.

Article (61)

According to the latest amendment under Law No. (6) of 1989

a) The Minister or his authorized representative may need to recall the Force member from his annual leave when the exigencies of public service so require.

b) The Force member shall be entitled to resume his annual leave when the reasons for being recalled subside.

Article (62)

According to the latest amendment under Law No. (6) of 1989

a) If the Minister or his representative choose not to approve an annual leave application or to reduce the number of days which might otherwise be allowed for considerations of the public interest, the employee shall be entitled to be monetarily compensated for his annual leave, which amounts to a one-day salary of the official work days per leave day, to be calculated on the basis of the salary at the date of payment of the unused annual leave days.

b) The Force member shall retain the unused annual leave days that he did not receive monetary compensation for a period of three (3) years.

c) In addition to the accrued annual leave under the provisions of this Law, the Police Force's member may use the accumulated leaves from previous years of his service for no more than one (1) month and once per year, provided that his job conditions allow.

d) Upon termination of service for any reason whatsoever, the Force member shall receive a cash allowance calculated on the basis of his salary for unused annual leaves, unless the reason for terminating his service was a conviction for the following crimes: (crimes that undermine the internal or external security of the State; bribery; embezzlement of state funds; desertion for more than ninety (90) days).

Article (63)

a) Any Force member is entitled to a one-year full pay sick leave and one-year half pay by reason of illness or injury.

b) The sick leave may be extended for a third year with half pay by a decision from the Minister, if the medical committee judged that the illness may be cured.

c) If the injury is sustained or the sickness is contracted due to the service, the Force member shall be entitled to all of the sick leave periods set forth in the previous two paragraphs with full pay.

Article (64)

Sick leaves shall not affect the accrued annual leaves in accordance with the provisions of the Law herein.

Article (65)

The sick leave shall be taken for a period not to exceed fifteen (15) days upon a decision by a government doctor. Should it exceed that period, it shall be subject to a decision by the Medical Committee. The Force member would have to report his illness in the first three (3) days.

Article (66)

a) If a Force member contracted a disease while away on an official mission outside the country or if he was officially absent, he is entitled to a sick leave based on a medical report from a certified doctor approved by the competent authorities in the host country. He must also send a letter to the Minister as soon as possible and submit the medical reports certified by the country's Consulate in that country, if any.

b) The medical reports set forth in the aforementioned paragraph shall be certified by the Ministry of Health.

Article (67)

According to the latest amendment under Law No. (6) of 1989

The Force member who has direct contact with the patient with a contagious disease shall be given a special leave for a period to be determined by the competent medical authority should it be decided that it prevents him from working. This period shall not be considered part of his annual leave and he shall receive full pay, including bonuses and allowances.

Article (68)

a) The service of Force members shall not be terminated due to health conditions unless they have exhausted all their sick and annual leave days by virtue of the Law herein.

b) Nothing in the preceding paragraph shall prevent the termination of service earlier if the Force member agreed in writing.

Article (69)

According to the latest amendment under Law No. (6) of 1989

The emergency leave shall be availed in cases of sudden or emergency situations and may be granted to a Force member for periods up to a maximum of fifteen (15) days in a year if he has exhausted all of the remaining days of his annual leave.

Article (70)

According to the latest amendment under Law No. (6) of 1989

- a) A Force member is entitled to a thirty (30) day paid leave to perform Hajj rituals for one time throughout the duration of his service. Such leave shall not be deducted from his annual leave.
- b) A female Force member is eligible for a fully-paid maternity leave for a period of forty-five (45) days; such leave shall not be deducted from her annual leave.
- c) A Muslim female Force member shall be granted a full-pay special leave upon her husband's death, for the legal period stipulated by the Islamic law; such a leave shall not be deducted from her annual leave.
- d) A Police Force member may be granted a full-pay special leave for a maximum of two (2) months if he is required to accompany his wife or one of his children or parents or one of his relatives for treatment outside the country. This period may be extended for another two (2) months should circumstances require such. However, if the period exceeds four (4) months and may need to be extended longer, the leave shall be granted without pay.
- e) The Minister or his authorized representative shall grant Force member a full-pay special leave for a maximum of thirty-five (35) days in order to take the exam at the university and for a maximum of fifteen (15) days to take the high-school exam; such leaves shall not be deducted from his annual leaves. In all cases, the Force member shall submit the appropriate supporting documents and official certificates after taking the exam.
- g) The Minister or his authorized representative shall grant a Force member a special leave for a period not exceeding fifteen (15) days upon graduation.

Article (71)

A study leave shall be granted to the Police Force members according to the federal civil service laws. The authorities of the Civil Service Council shall be vested in the Minister under the provisions of the law regarding school holidays.

Article (72)

A Police Force member shall not be absent from work except during the holidays stipulated under the Law herein, and after prior approval.

Article (73)

a) If a Force member is absent from work for no justifiable reason or fails to return to work immediately after the approved vacation period, he shall be deprived of his salary during his absence.

b) The service of a Force member is terminated if he has been absent from work for more than thirty (30) consecutive days without permission; he shall be reported as an absconder and when arrested, he shall be tried before a Disciplinary Board as stipulated in Article (82) of this law.

Chapter VII: Duties and Discipline

Article (74)

Each Force member shall observe and apply the provisions of this Law, and shall do the following:

a) Perform the task assigned to him accurately and honestly and to dedicate the official working hours to perform his job requirements. He may be required to work outside normal working hours should circumstances warrant it.

b) Cooperate with his colleagues in the performance of duties needed to ensure work progress and implement the public service

- c) Carry out the orders issued to him accurately and honestly. Each commander shall bear the responsibility of his orders and shall be responsible to ensure the proper work flow within his jurisdiction.
- d) Maintain the dignity of the job in accordance with the common customs and behave in a way that shows such respect.

Article (75)

The Police Force members with lower ranks shall obey those whom are higher ranked. If the ranks were equal, the youngest of their rank shall obey the elders in rank.

Article (76)

The Police Force members are prohibited from political activities or joining any association or union or other thereof, whether it had a social, political, or sports objective or otherwise thereof.

Excluded from this decision are the bodies affiliated with the Police Force. The Minister may grant any Force member his approval to join a union or association should he believe that joining does not interfere with the duties of the Force member.

Article (77)

- a) The Police Force members shall be responsible for the funds that are in their custody or possession.
- b) The provisions of the aforementioned paragraph do not include responsibility for anything that may be damaged despite proper use or absence of negligence on the part of the Force member who had the item in his custody or possession.

Article (78)

The Police Force member is prohibited from the following:

- a) Provide information or clarification on confidential matters or issues that are meant to remain confidential by nature or under special instructions. This commitment shall remain in force even after the end of the Force member's service.
- b) Make any announcement or statement about his work duties via newspapers or other publishing means, unless prior approval from the competent commander has been received.
- c) Mediate for someone or accept mediation in any matter related to his job or mediate for someone else in that matter.

Article (79)

Any Police Force member who violates the obligations stipulated in the Law herein or the decisions issued by the Minister or the competent commanders shall incur a disciplinary punishment, by filing a civil or criminal lawsuit against him if necessary.

Article (80)

According to the latest amendment under Law No. (6) of 1989

The following disciplinary sanctions may be imposed on the Police Force members:

- a) Warning notice
- b) Salary deduction for a maximum of two (2) months, provided that no more than a quarter of the Force members pay shall be deducted per month.
- c) Simple detention for a period not exceeding fifteen (15) days.
- d) Transfer
- e) Delay of seniority
- f) Demotion and determining seniority in the lower rank.
- g) Imprisonment for a period not exceeding three (3) months.
- h) Expulsion from the service.
- i) Deprivation of the rank and expulsion.

Article (81)

According to the latest amendment under Law No. (6) of 1989

Directors who are determined by a decision from the Minister shall issue and sign a written warning and a salary deduction exceeding a maximum of one (1) month against an offending Force member, in addition to a detention for a maximum of fifteen (15) days or imprisonment for a maximum of ten (10) days, after hearing the statement of the offender and investigating their defense.

The Minister is entitled to approve the penalties referred to in the previous paragraph and has the authority to cancel the decision issued by the Director or amending the penalty either to severe or mild penalty, within fifteen (15) days from receiving notification of the decision. If the Minister decides to cancel the decision, he shall refer the offender to the Disciplinary Board. It is prohibited to approve harsher penalties than those stated in the first paragraph, unless a decision from the Disciplinary Board is issued.

Article (82)

According to the latest amendment under Law No. (6) of 1989

Disciplinary Boards formed by a decision from the Minister or his representative shall undertake the disciplinary hearing of the Force members.

Article (83)

According to the latest amendment under Law No. (6) of 1989

The decision to refer an offending Force member to a disciplinary hearing shall be issued by a decision from the Minister or his representative, including a statement of the charges brought against the Force member. The latter shall be informed of this decision and the date of the determined session of his trial. He shall be informed at least fifteen (15) days prior to the trial.

Article (84)

The Police Force member who is referred to the Disciplinary Board shall review the investigations that were conducted and all documents related thereto and may take a copy. He may request that the annual reports proving his competence or any other documents are added to the disciplinary case file and may attend the court hearings and submit his defense verbally or in writing or appoint a defense lawyer or one of his colleagues of the same rank to defend him, whereas the Disciplinary Board always has the right to request the offender in person.

Article (85)

According to the latest amendment under Law No. (6) of 1989

The decision of the Disciplinary Board shall include the reasons it has built its case on, and shall not be considered final unless approval from the Minister or his representative is obtained. The Force member may appeal the decision of the Disciplinary Board before the Minister within ten (10) days from the date of receiving notification of the decision.

Article (86)

According to the latest amendment under Law No. (6) of 1989

The Minister or his authorized representative may suspend the Force member from work on suspicion for the purpose of the investigation. After that, the Force member's salary shall be suspended with half pay as of the date of his suspension. If he is proven innocent or investigations are suspended or if he was punished by warning, he shall be paid the remainder of his salary. For punishment that includes other than warning, the Minister or his representative or the Disciplinary Board shall decide whether to grant the Force member half pay of the suspended salary, or deprive him of it or to pay it all or part of it.

Article (87)

A Force member who is imprisoned as a precautionary measure or in implementation of a sentence, shall be suspended from work and receive half pay for the duration of his imprisonment. After being released, the Minister shall decide what to do with the remaining half of the salary.

Chapter VIII: End of Service

Article (88)

According to the latest amendment under Law No. (6) of 1989

The service of a Force member shall be terminated for one of the following reasons:

- a) Death or permanent absence deemed as missing.
- b) Deprivation or withdrawal of the UAE nationality.
- c) Upon attaining the age of retirement, i.e., the age of sixty (60) years. The Minister shall issue a decision to extend the service for eight (8) additional years should the public interest require.
- d) Expiry of the contract with the contractor or of the duration of secondment.
- e) Resignation
- f) Evidence of their inability to perform the assigned tasks for health reasons, according to a decision by the competent medical committee
- g) Inefficiency, as stipulated in this Law.
- h) Expulsion from the service based on the decision of the Disciplinary Board or if he has been convicted of a crime or felony involving a violation of public trust or dishonesty

i) Retirement before reaching the age of retirement stated in paragraph (c) of this Article.

The decision to end the Force member's service shall be issued by the competent authority responsible for his appointment in accordance with the provisions of the Law herein.

Article (89)

According to the latest amendment under Law No. (6) of 1989

- a) Notwithstanding the provisions of articles (16), (68), and (88), the decision to terminate the service of a Force member shall be taken upon a decision by the Minister.
- b) If the service is terminated before the legal duration for reasons that the Force member is not responsible of, he shall be eligible to receive the total salaries that he would have earned if he remained in the service until the due date of termination, or a three (3) month salary and other compensations.

Article (90)

According to the latest amendment under Law No. (6) of 1989

A Force member may resign from the service by virtue of an unconditional written notification. He shall submit his resignation no later than three (3) months before the expiration of his term of service if he had an officer rank, and no less than one (1) month if he had a lower rank. In all cases, the Minister may accept a lesser period. The decision to accept the resignation shall be issued by the Minister or his representative during the periods referred to in the aforementioned paragraph, otherwise the resignation would be accepted by force of law. Resignation from the Force shall not occur in cases of war or declaration of Martial Law or emergency situations.

Article (91)

A Force member shall not resign during investigation or trial until the decision is issued.

Chapter IX: Financial Dues

Article (92)

According to the latest amendment under Law No. (6) of 1989

The salaries and allowances of Police Force members shall be determined by a decree in accordance with the decision issued for the Armed Forces and presented to the Cabinet.

Article (93)

According to the latest amendment under Law No. (6) of 1989

Retirement pensions and benefits for the Force members shall be counted in accordance with the provisions of the Federal Law No. (8) of 1984 and its amendments thereof.

Chapter X: General and Transitional Provisions

Article (94)

Each Force member working at the Police Force shall keep his current rank when this Law becomes effective. The duration of his previous service shall be deemed consistent with this law and its provisions.

Article (95)

The service of the non-citizens working at the Police Force shall continue when this Law becomes effective. The conditions specified in their appointment order shall be applied and continuity of employment shall not be deemed to have been broken with the implementation of this law.

Article (96)

Until the issuance of orders and regulations stipulated in the law, all laws and regulations currently in force shall be applied.

Article (97)

The terms and provisions of the federal civil service laws shall apply to all matters that were not covered by the Law herein, provided that they are not inconsistent with its provisions.

Article (98)

The Minister of Interior shall implement this Law and shall issue the necessary regulations to do so. All ministers –each within their own jurisdiction- shall implement the provisions of this law.

Article (99)

This Law shall be published in the Official Gazette, effective within one (1) month from the date of publication.

HH Sheikh Zayed bin Sultan Al Nahyan
President of the United Arab Emirates

Issued by us at the Presidential Palace in Abu Dhabi,

On: 7 Dhu Al-Hijjah 1396 A.H.,

Corresponding to: 30 November 1976 A.D.

Law No. (12) of 1976 published in the Official Gazette - Issue No. 43

Law No. (6) of 1989 published in the Official Gazette - Issue No. 206