

The Resolution according to the latest amendment

Ministerial Resolution No. (109) of 1989 on the Violations and Penalties of the Code of Conduct

The Minister of Interior,

Having perused 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

The Federal Law No. (12) of 1976 concerning Police and Security Forces, and the laws in amendment thereof; and

The Cabinet Resolution No. (3) of 1981 concerning the system of the Ministry of Interior,

Has decided the following:

Chapter I

Violations and Penalties

Article (1)

Whoever neglects to maintain his appearance or weapon shall incur a salary deduction of no more than seven (7) days or by ultimatum.

Article (2)

Whoever neglects the cleanliness of sleeping accommodations or workplace shall incur a salary deduction of no more than seven (7) days or by ultimatum.

Article (3)

(A) Unauthorized absence from work shall incur a salary deduction of no more than two (2) weeks or a simple suspension from work for the same period or receive a by ultimatum; the employee shall be deprived of the wage thereof for the period of his absence.

(B) Should recurrent absences incur, the employee shall receive a salary deduction of no less than one (1) week, and no more than one (1) month or imprisonment for no more than two (2) weeks and shall be deprived of the wage throughout the duration of his absence.

Article (4)

(A) Whoever temporarily leaves his workstation without permission shall incur a salary deduction of no more than one (1) week or by ultimatum.

(B) Should the nature of the work involve guarding, the employee shall incur a salary deduction of no more than one (1) month or imprisonment for the same duration or both.

#### Article (5)

Whoever exceeded the specified period of the authorized leave shall be punished by a salary deduction of no more than two (2) weeks or by simple suspension for the same period or by ultimatum and shall be deprived of the wage for the period of his absence.

#### Article (6)

Whoever absconds from the service shall be punished by imprisonment for no less than one (1) month and no more than three (3) months.

#### Article (7)

Whoever leaves his job duties to perform private work during official working hours shall be punished by a salary deduction of no more than one (1) month or by ultimatum.

#### Article (8)

(A) Whoever has been negligent in the performance of his duties shall be punished by a salary deduction of no more than two (2) weeks or by ultimatum.

(B) Any scholarship student who neglects or fails in his studies or experiences recurrent failures without a legitimate excuse shall be punished by a salary deduction of no more than one (1) month and shall be forced to refund all of the expenses and allowances disbursed to him for the duration of the study leave. The Minister may exempt him from all or some of these expenses if there are justifiable reasons.

(C) Without prejudice to the provisions of the aforementioned paragraph (B), the scholarship student who neglects or fails in his studies or repeats such failure without a legitimate excuse shall be demoted.

#### Article (9)

Whoever fails to respect his job duties shall be punished by a salary deduction of no more than one (1) month or by ultimatum

#### Article (10)

Whoever fails to provide the necessary assistance to those who need it within his functional duties shall be punished by a salary deduction of no more than two (2) weeks or by a simple suspension from work for a maximum period of one (1) week.

#### Article (11)

Whoever fails to cooperate with his colleagues in the performance of required duties of ensuring the progress of work and for the benefit of public service shall be punished by a salary deduction of no more than two (2) weeks.

#### Article (12)

Whoever sleeps while on duty shall be punished by a salary deduction of no more than two (2) weeks or by ultimatum.

Should the nature of the job involve guarding, the employee shall be punished by a salary deduction of no less than two (2) weeks and no more than one (1) month or by imprisonment for the same duration or both.

#### Article (13)

Whoever abuses his position for any reason, in a way that would impair public interest, shall be punished by a salary deduction of no more than one (1) month or by imprisonment for the same period.

#### Article (14)

Whoever abuses his position for personal benefit or the benefit of others shall be punished by a salary deduction of no more than two (2) months or by imprisonment for the same duration and by an ultimatum. In case of relapse, the employee shall be punished by imprisonment for a period ranging between two (2) weeks to two (2) months and may be expelled from service.

#### Article (15)

Whoever misuses or abuses or exceeds his authority shall be punished by a salary deduction of no more than two (2) months or by an ultimatum.

In case of the recurrence of such abuse, the employee shall be punished by imprisonment for no more than one (1) month along with a delay of the same duration in the period required for promotion.

#### Article (16)

Whoever gives any statement regarding his job functions or publishes or transfers any information to third parties without formal approval shall be punished by a salary deduction of no more than two (2) months or by imprisonment for the same period or by expulsion from service.

#### Article (17)

Whoever conceals information on any crime brought to his attention shall be punished by imprisonment for no more than three (3) months or by expulsion from the service or both.

#### Article (18)

Whoever falsely and intentionally accuses any of the Force's staff members knowing they were innocent shall be punished by a salary deduction of no more than one (1) month or by imprisonment or both.

#### Article (19)

A- Whoever joins an organization, association or union, without permission and with political or social objectives, shall be punished by a salary deduction of no more than two (2) months or by imprisonment for no more than one (1) month.

B- Should the goal of the organization, association or union referred to in paragraph (A) compromise the social, political or economic order of the State, the employee shall be punished by imprisonment for three (3) months with deprivation of rank and expulsion from the service.

#### Article (20)

(A) Whoever provides or gives false statements or information or holds back or refrains from making the statements that he is bound to, shall be punished by a salary deduction of no more than one (1) month.

(B) Should he unlawfully receive money in order to do the above, he shall be punished by a salary deduction of no more than two (2) months or by imprisonment for the same period or both; the amount he unlawfully received would be deducted from his salary.

#### Article (21)

Whoever violates or hesitates to carry out a lawful order, shall be punished by a salary deduction of no more than two (2) weeks or by simple suspension from work for the same period.

#### Article (22)

Whoever refuses to implement a lawful order issued to him or instigates non-compliance shall be punished by a salary deduction of no more than two (2) months or by imprisonment for no more than three (3) months or both.

#### Article (23)

This provision was added under Ministerial Decree No. (145) of 1997 A.D. -

(A) Whoever loses his weapon while on guard duty due to falling asleep or negligence shall be punished by imprisonment for a period between one (1) to three (3) months or by a salary deduction of no more than two (2) months or both and may be expelled from the service.

(B) Whoever loses his weapon because of negligence or failure to exercise caution shall be punished by a salary deduction of no less than two (2) weeks and no more than two (2) months.

(C) Whoever loses, due to negligence, a letter, a document or other papers ex officio in his possession, shall be punished by a salary deduction of no more than one (1) month or by imprisonment

for the same period; should the lost item be his job identification card, he shall incur an ultimatum or a salary deduction of no more than one (1) week.

(D) Whoever causes, due to recklessness or stupidity or imprudence, damage to or loss of all or some public funds or valuables estimated at no more than five thousand dirhams (AED 5,000), shall be punished by a salary deduction of no less than one (1) month or by simple suspension from work for no more than one (1) week or both.

(E) Should the negligence described in paragraph (D) cause damage to public funds and valuables that exceed five thousand dirhams (AED 5,000) in value, the offender shall be punished by a salary deduction of no more than two (2) months or by imprisonment for no more than one month or both.

(F) Under the sentence, the offender shall have to pay the actual value of the valuables or part thereof, depending on the degree of negligence.

(G) Whoever fails to pay the value of the damage adjudged shall be punished by imprisonment for one day per fifty dirhams (AED 50).

#### Article (24)

Whoever intentionally destroys the public funds belonging to the Force, whether an individual or public financial trust, shall be punished by imprisonment for a period ranging between one (1) week to a maximum of three (3) months, and shall be compelled to pay the actual value of the damaged funds.

#### Article (25)

(A) Whoever negligently allows a convict or felon or detainee to escape shall be punished by a salary deduction of no more than two (2) months or by imprisonment for no more than one (1) month or both.

(B) Whoever facilitates the escape of a convict or felon or detainee shall be punished by a salary deduction of no less than one (1) month and no more than two (2) months; and by imprisonment for a period ranging between one (1) to three (3) months, and by deprivation of rank and expulsion from the service.

#### Article (26)

(A) Whoever verbally or physically assaults any of the staff members shall be punished by a salary deduction of no more than one (1) month or by imprisonment for the same period.

(B) Should the victim have a rank of officer, the offender shall be punished by a salary deduction of no less than two (2) weeks and no more than two (2) months, or by imprisonment for the same duration and may be expelled from the service.

#### Article (27)

(A) Whoever behaves in a way that would undermine his reputation as a security officer or the reputation of the Force or compromise the job in accordance with the customary norms shall be punished by a salary deduction of no more than two (2) months or by imprisonment for the same period or both.

(B) Whoever is found guilty of inebriation or unlawful possession of alcohol shall be punished by a salary deduction of no more than two (2) months or by imprisonment for the same duration or both, with a final ultimatum, and in the case of recurrence, his services shall be terminated.

#### Article (28)

Whoever is guilty of an act that disrupts the general order and the military discipline that is not mentioned in any provision shall be punished by a salary deduction of no more than two (2) months or by imprisonment for the same period or both.

#### Article (29)

Whoever is convicted with a peremptory ruling for crime of theft, bribery, breach of trust or forgery shall be punished by deprivation of rank with expulsion from the service.

#### Article (30)

Whoever is convicted in a final ruling for one of the crimes that is considered detrimental to the State security, inside or outside the country, shall be punished by deprivation of rank with expulsion from the service.

#### Article (31)

Whoever is convicted with a peremptory ruling for a crime of rape or adultery; or incitement of debauchery and prostitution; or possession or use of drugs or drug trafficking; shall be punished by deprivation of rank with expulsion from the service.

#### Article (32)

Whoever violates the existing approved duties or instructions, other than those mentioned therein, shall be punished by a salary deduction of no more than one (1) month.

## Chapter II

### General Provisions:

#### Article (33)

(A) Officers in the rank of Major and below shall be tried by the general directors for all minor offenses, which shall be referred to the Undersecretary through the Department of Legal Affairs for approval.

(B) Non-commissioned officers and constables shall be tried by their direct supervising officer for all minor offenses, which shall be referred the Director General for approval.

(C) In all cases, the Director General of Administrative and Financial Affairs / Personal Affairs Department shall be notified of the irregularities, decisions and judgments issued for the payment of fines and clearance.

#### Article (34)

The detention penalty shall compel the convict to remain in custody within his own unit for the duration of the sentence; this shall not preclude the implementation of the functions entrusted to him.

#### Article (35)

(A) The penalty of imprisonment shall mean placing the convict in one of the prisons of the Police and Security Force.

(B) Whoever is sentenced to imprisonment for violating the rules of conduct shall receive half of his salary including allowances, except for the transport allowance and other special bonuses.

#### Article (36)

(A) The Disciplinary Board may recommend demotion and reducing placement of the convict on the seniority list or dismissing him from service, in case the sentence includes imprisonment for more than thirty (30) days.

(B) The convict's original rank may be restored after six (6) months at least, upon the recommendation of the direct supervisor.

#### Article (37)

(A) Any trial before the competent courts does not prevent the staff member to undergo trial under the provisions of these rules.

(B) A judgment of conviction shall be deemed as conclusive evidence proving that the convict had committed the charge brought against him.

#### Article (38)

Without prejudice to the provisions of Articles (13), (29) and (30) of the first chapter, whoever is subject to pre-emptive imprisonment by a competent court shall receive half of his basic salary with allowances except for the transport allowance and special bonuses. When the investigation is shelved and the

accused is acquitted by the court, he shall return to work, and shall be paid the previous amount deducted from his salary; however, upon conviction he will be deprived from the deducted amount.

Article (39)

The Undersecretary may issue a suspension from work upon the arrest or detention of one of the Force's staff members or when the latter is sentenced by a competent court. The same provisions stipulated in the preceding article regarding his salary and his return to work shall apply.

Article (40)

This provision was added under Ministerial Decree No. (145) of 1997 A.D.:

Whoever is imprisoned in the implementation of adjudication shall be suspended from work and deprived of the half of his salary for the duration of his incarceration.

Article (41)

The provisions of Regulation No. (11) of 1977 and the amending ministerial decisions thereof shall hereby be repealed.

Article (42)

This Resolution shall be effective as from the date of its issuance, served to whom it applies, and published in the Official Gazette.

**Major General / Minister of State for Internal Affairs**

**Hamouda bin Ali**

**Department of Legal Affairs**

**Date: 95 Shawwal 1409 A.H.,**

**Corresponding to: May 20 1989 A.D.**