

Federal Decree No. (40) of 2008
Concerning the Salaries, Bonuses and Allowances of Police and Security Force Staff Members at
the Ministry of Interior

We, Khalifa bin Zayed Al Nahyan, President of the United Arab Emirates;

Having perused the 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

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

Federal Decree No. (43) of 1985 concerning the salaries of certain employee categories at the Armed Forces and Police and decrees in amendment thereof, and;

Federal Decree No. (14) of 1995 concerning the salaries, bonuses and allowances of the Police and Security Force Staff Members at the Ministry of Interior and the decrees in amendment thereof, and;

Acting upon the proposal made by the Minister of Interior and the approval of the Cabinet;

Have issued the following Law:

Definitions

Article (1)

The following words and phrases shall bear the meanings assigned to them as stated below wherever they occur in this Order unless the context otherwise denotes:

State: United Arab Emirates

Minister: the Minister of Interior

Force: the Police and Security Forces

Force Members: Officers, Cadet Students, Non-commissioned officers, constables, recruits, and guards.

Student: the Force Members studying abroad or locally on scholarships

Medical Committee: the medical committee that is established by virtue of a resolution by the Minister

Family: the husband, wife/s, and children

Accommodation or Residence: the residence allocated to the Force Members by the Ministry

Competency Report: the report prepared to evaluate a Force Member's work, competency, and behavior.

All Expenses Paid: Covering meals, Accommodation, and Transport.

Legal Affairs Department

Article (2)

Monthly Salaries, Bonuses and Allowances of National Force Members at the Ministry are pursuant to the provisions of this Decree, and the decisions issued in implementation thereof.

Salaries and Bonuses Article (3)

1. In addition to the Salaries, Bonuses and Allowances provided for in this Decree, the salaries of National Force Members shall be as follows:

A. Officers and Cadets

Rank	Basic Salary in Dirhams (AED)	Complementary Bonuses in Dirhams (AED)
General	73,000	106,000
Lieutenant General	62,000	95,000
Major General	45,000	81,000
Brigadier	35,000	71,000
Colonel	25,000	59,000
Lieutenant Colonel	20,000	51,000
Major	16,000	33,000
Captain	14,000	25,000
First Lieutenant	11,000	18,000
Lieutenant	9,000	15,000
Cadet	6,500	8,000

B. Non-commissioned Officers, Constables, Recruits and Guards

Rank	Basic Salary in Dirhams (AED)	Complementary Bonuses in Dirhams (AED)
First Warrant Officer	8,500	15,000
Warrant Officer	7,000	14,000
Fist Sergeant	6,500	13,500
Sergeant	6,000	12,500
First Corporal	5,500	11,500
Corporal	5,000	11,000
First Policeman	4,750	10,500
Policeman	4,500	9,500
Recruit	3,500	6,500
Guard	4,000	8,000

- Twenty percent (20%) of the Complementary Bonus shall be deducted monthly from the provisions in Paragraph (1) of this Article, in case lodging is allocated to the Force Members. A similar percentage is deducted from Force Members' complementary allowance, if lodging was allocated to them before this Decree became effective. The Minister may exempt the Force Member at his own discretion.
- The Minister shall issue a Lodging Allocation List for Force Members and rent Allowances on the basis of rank.

- The Minister shall issue a list concerning telephone allowances and telephone use by the Force Members.

Periodic Bonuses

Article (4)

- Force Members in the rank of Brigadier and above are entitled to an annual periodic Bonus equal to six percent (6%) of their Base Salary as of January 1st of each year.
- Force Members in the rank of Colonel and below are entitled to an annual Periodic Bonus on January 1st, of each year, based on the outcomes of the previous year's Competency Report, according to the percentages listed hereunder:

Assessment Grade	Annual Bonus percentage of Base Salary
Excellent	8%
Very Good	6%
Good	4%

- Force Members are not entitled to an annual Bonus if they receive a mark lower than (Good) on their Competency Report for that year.
- Upon promotion, the Force Member shall be granted the base salary of the new rank or his previous salary, whichever is higher, as of the date of his promotion.
- The Minister shall issue the rules and prerequisites of the bonus entitlement.

Special Bonuses

Article (5)

- Special Bonuses shall be disbursed monthly to the Force Members of twenty thousand Dirhams (20,000 AED) maximum, and five hundred Dirhams (500 AED) minimum.
- The Minister shall define the ranks entitled to this bonus, its amount, and the disbursal regulations and provisions.

Position-related Bonus for Officers

Article (6)

First: Position-related Bonuses shall be granted to officers on a monthly basis as follows:

1	Undersecretary	4,000 AED
2	Assistant Undersecretary of the Ministry / Commander-in-Chief/ Deputy Commander-in-Chief	3,600 AED
3	Director General	3,000 AED
4	Deputy Director General	2,600 AED
5	Head of Department	2,200 AED
6	Deputy Head of Department	1,800 AED
7	Chief of Section	1,600 AED
8	Branch Manager	1,400 AED

Second: The following rules and regulations shall be taken into account:

- An officer shall receive an amount equal to fifty percent (50%) of his position-related bonus in the following cases:

- A. If the officer's position is cancelled, or if he is dispensed from his position or transferred until he is assigned in another position included in the Bonus scheme.
 - B. If the officer has completed his mission or returned from abroad or completed the course until he is assigned in another position included in the Bonus scheme
2. Payment of the Position-related Bonus or the fifty percent (50%), whichever is due at the time, shall cease in the following cases:
 - A. If the officer is absent from work for any reason for more than forty-four (44) consecutive days over the agreed period;
 - B. If the officer is sent on an official mission abroad, as of the forty-five (45) days after his absence;
 - C. If the officer is assigned to fill the position of liaison officer or assistant liaison officer.
 3. Any officer who is mandated or outsourced by any authority other than the Force shall receive the Position-related Bonus that he was receiving prior to being mandated or outsourced. This provision is to be applied retroactively, and shall include all previous and current mandates or outsourcing.
 4. Any officer transferred or commissioned to work as a trainer at a training college, institution, school, or center shall continue to receive the Position-related Bonus that he was receiving at the time of his transfer or commissioning; or he shall receive the Bonus related to his new position with the authority he is transferred to or commissioned to serve at, whichever is greater. He shall maintain the right to combine the Position-related Bonus and the Special Bonus / trainer-related jobs.
 5. The Position-related Bonus received by the officer who was mandated or outsourced to work with an entity other than the Ministry, or the officer who was transferred or assigned to work as a trainer at a training college, institute, school, or center, shall be amended before the provisions of this Decree become effective; each officer shall receive a Position-related Bonus according to the provisions set forth in this Article.

Social Bonus Article (7)

1. Male Force Members shall receive a Social Bonus of six hundred Dirhams (600 AED) monthly per eligible National child, with no limit to the number of children, as of birth.
2. Female Force Members shall receive the Social Bonus set forth in the paragraph herein per eligible National child, unless the Bonus was already granted to the father or included in his retirement pension by any Governmental, Federal or local authority.
3. A proof of affiliation shall be presented via a birth certificate and family book.
4. Force Members shall no longer be entitled to a Social Bonus in the following cases:
 - A. When children reach the age of twenty-four (24) years, unless they are proven to be unable to sustain themselves by the Medical Committee.
 - B. When the sons and daughters are able to sustain themselves; payment of the Bonus shall resume if the means of support is lost.
 - C. When the daughter marries, as of the date of their marriage; payment of the Bonus shall resume if ever they get divorced or widowed, even after the age of twenty-four (24) years, unless the widow is receiving her deceased husband's pension benefits.
 - D. Upon death of one of the sons or daughters, effective as of the date of death.

Official Mission Allowance Article (8)

Legal Affairs Department

1. Force Members of the following categories shall receive an Official Mission Allowance for each full day or part day they serve inside or outside the State in order to carry out the duty entrusted to them:

Rank	Allowance per Mission in the UAE (AED)	Allowance per Mission outside the UAE (AED)
Undersecretary	(6,000 AED) Six thousand Dirhams	(10,000 AED) Ten thousand Dirhams
Assistant Undersecretary at the Ministry / Commander-in-Chief/ Deputy Commander-in-Chief	(5,000 AED) Five thousand Dirhams	(8,000 AED) Eight thousand Dirhams
Director General	(4,000 AED) Four thousand Dirhams	(6,000 AED) Six thousand Dirhams
Brigadier and above	(3,000 AED) Three thousand Dirhams	(5,000 AED) Five thousand Dirhams
Colonel/ Lieutenant Colonel	(2,500 AED) Two thousand five hundred Dirhams	(4,000 AED) Four thousand Dirhams
Major/ Captain	(2,000 AED) Two thousand Dirhams	(3,000 AED) Three thousand Dirhams
First Lieutenant/ Lieutenant	(1,500 AED) One thousand five hundred Dirhams	(2,500 AED) Two thousand five hundred Dirhams
Other Ranks	(1,000 AED) One thousand Dirhams	(1,500 AED) One thousand five hundred Dirhams

2. Official Mission Allowance for Officers assigned for missions abroad shall be allocated for the duration of the official mission only and shall be calculated as of the start day of the mission, or the date of departure to the host State, up to the actual end of mission date, or return date according to circumstances.
3. The Minister or his authorized representative shall issue the Official Mission decision.
4. The delegated Officers in the rank of Colonel and above are entitled to a First Class ticket; delegated Officers in the rank of Captain up to Lieutenant Colonel are entitled to a Business Class ticket; delegated Officers in the rank First Lieutenant and below are entitled to an Economy Class ticket. If the Ministry is to provide transportation for delegated Officers on official mission outside the State; they are not entitled to airline tickets.
5. Subject to the provisions of Paragraph (4) of this Article, each delegation member is entitled to a First Class ticket if the head of the delegation holds a rank of Colonel and above; a Business Class ticket if the head of the delegation holds the rank of Captain up to Lieutenant Colonel; and an Economy Class ticket if the head of the delegation holds the rank of First Lieutenant, or Lieutenant. If the head of the delegation is a non-Force Member, the Force Member delegates are entitled to the ticket class allocated to the head of delegation. Excluded from this rule are the cadets, non-commissioned officers, and constables, who are entitled to Economy Class tickets, regardless of the rank of the head of delegation.
6. The delegated officers are entitled to leave the State no more than three (3) days prior to the mission's start date, and return to the State no more than three (3) days after the mission's end date.
7. With the exception of the Undersecretary, Assistant Undersecretary, Commander-in-Chief, and Deputy Commander-in-Chief, Force Members are entitled to twenty-five percent (25%) of their Official Mission Allowance amount if they are hosted on the basis of All Expenses Paid by any entity; they will be entitled to fifty percent (50%) of the Official Mission Allowance amount if they are provided with lodging only.

Legal Affairs Department

8. The Ministry shall pay all subscription fees for conferences, seminars, and courses in the State and abroad.
9. The Ministry shall cover the necessary medical care and medication expenses, in accordance with the systems applicable in the host State.
10. Should the Force Member delegated on an Official Mission be retroactively promoted during the official mission or prior to his return, he shall be granted the Official Mission Allowance and airline tickets allocated to the rank he held at the time of his assignment.
11. Should the Official Mission time exceed thirty (30) days, payment of the Official Mission Allowance shall be halted; the provisions of Article (9) of this Decree shall apply.
12. Force Members are entitled to an internal Official Mission Allowance if he is assigned with a mission of more than one calendar day, 100 km away from his Residence or work location, in case he was not provided with an All Expenses Paid package.

Long Official Mission Allowance

Article (9)

1. If the original estimated duration of the Official Mission abroad exceeds thirty (30) calendar days, the delegated officer shall receive the following for the duration of the Official Mission period:
 - A. He shall be entitled to a monthly Long Official Mission Allowance equal to his Base Salary.
 - B. He shall be provided with furnished lodging at the Ministry's expense, or shall receive a cash lodging Allowance in accordance with the grant allocation for delegates assigned to courses abroad.
 - C. The delegated Officers in the rank of Colonel and above are entitled to a First Class ticket; the delegated Officers in the rank of Captain up to Lieutenant Colonel are entitled to a Business Class ticket; the delegated Officers in the rank First Lieutenant and below are entitled to an Economy Class ticket. If the Ministry is to provide transportation for delegated Officers; they are not entitled to airline tickets.
2. If the original duration of the Official Mission exceeds nine (9) months, the delegate and his family shall receive the following, upon receiving travel authorization for dependents:
 - A. He shall be provided with furnished lodging at the Ministry's expense, or shall receive a cash lodging Allowance, in accordance with the grant allocation for delegates assigned to courses abroad. The delegate's family shall receive a roundtrip ticket in the same booking class as the delegated Force Member. If the Official Mission duration exceeds one (1) year, the delegate and his family are entitled to additional tickets for every year, provided that the remaining time until the end of the Official Mission is no less than three (3) months.
 - B. The Ministry shall cover educational fees and expenses for the delegates' children on Long Official Mission, starting from kindergarten until high school or its equivalents.
3. The Ministry shall cover the necessary medical care and medication expenses and insurance, for the delegate and his family, in accordance with the systems applicable in the host State.

Expatriation Allowance

Article (10)

1. Force Members assigned to security missions abroad are entitled to a monthly Expatriation Allowance; which shall start at the Mission's start date or date of departure from the State, and end on the Mission's end date, or return depending on the circumstances, as follows:

Mission	Allowance Value
Joint training mission	Basic Salary
Operations/ Rescue/ peacekeeping	Basic Salary + lump sum defined by the Minister

2. The Minister may grant no more than ten thousand Dirhams (10,000 AED) to each delegate on operation, rescue or peacekeeping missions.

Legal Affairs Department

Study Abroad Course or Scholarship Bonus
Article (11)

1. A delegate sent abroad on a scholarship or to attend a course is entitled to a daily cash allowance as follows:

Sr.	Rank	Asia, Africa	Europe, Americas	Australia, Japan, South Korea, Singapore
A	Lieutenant Colonel and above	(600 AED) Six hundred Dirhams	(700 AED) Seven hundred Dirhams	(800 AED) Eight hundred Dirhams
B	Major- Lieutenant	(500 AED) Five hundred Dirhams	(600 AED) Six hundred Dirhams	(700 AED) Seven hundred Dirhams
C	Other ranks	(400 AED) Four hundred Dirhams	(500 AED) Five hundred Dirhams	(600 AED) Six hundred Dirhams

2. The delegates are entitled to leave the State no more than three (3) days prior to the course or scholarship start date, and return to the State no more than five (5) days after the end date.
3. Delegates sent to attend a course abroad or on scholarship are entitled to a monthly Lodging Allowance, in accordance with the terms of (Appendix A) attached hereto.
4. If the host country provides the Force Member with lodging, he shall be entitled to half the Allowance prescribed in (Appendix A) attached hereto.
5. The Ministry may issue travel authorization for dependents of the Force Member delegated to attend a course or on scholarship, if the course or scholarship duration exceeds nine (9) months; in such cases, the delegate shall receive the following:
 - A. He shall be provided with furnished lodging at the Ministry's expense, including water and electricity bills, or he shall receive a cash lodging Allowance according to (Appendix A) attached hereto, unless the host country is providing lodging.
 - B. Upon issuing travel authorization for dependents, the Ministry shall provide airline tickets to the delegate and his family annually; it shall also pay educational fees and expenses for the delegate's children, starting from kindergarten until high school or its equivalent.
 - C. The Ministry shall provide the necessary medical care and medication expenses and insurance for the delegate and his family, in accordance with the systems applicable in the host State.
 - D. If the course period exceeds one (1) year, the delegate and his family are entitled to additional airline tickets for every year, provided that the remaining time until the end of the course is no less than three (3) months.
6. The delegated officer in the rank of Colonel and above is entitled to a First Class ticket; the delegated officer in the rank of Captain up to Lieutenant Colonel is entitled to a Business Class ticket; the delegated officer in the rank of First Lieutenant and lower is entitled to an Economy Class ticket
7. The Ministry shall pay visa issuance fees required for the delegates attending courses abroad and their families.
8. The Ministry shall cover the expenses of Sustenance, Lodging and Transportation for all internal and external tours and visits made by the delegate for the duration of the course, if the host country or entity is not covering these fees, which are included in the course or scholarship agenda.
9. Delegates travelling without their families are entitled to an additional personal airline ticket every six (6) months.
10. Force Members assigned to attend courses abroad or on scholarship are entitled to a Clothing Allowance of three thousand Dirhams (3,000 AED) for officers and one thousand five hundred Dirhams (1,500 AED) for other ranks once a year.
11. Officers in the rank of Brigadier and above assigned to attend the Senior Leadership courses at any of the sisterly or friendly countries are entitled to an Allowance of eighty thousand Dirhams (80,000

AED), granted once for the duration of the course; the Minister shall define the provisions and regulations for granting this Allowance and the approved courses.

12. Delegates assigned to courses of thirty (30) days and less are excluded from the provisions of this Article; they shall receive an Official Mission Allowance in accordance with the provisions of Article (8) herein.
13. Force Members assigned to attend a training course of more than one (1) day within the State – 100 km or more away from his place of Residence or work place- is entitled to five hundred Dirhams (500 AED) for officers and three hundred Dirhams (300 AED) for other ranks for each day, in the event no Lodging has been provided to him.

Specialization Bonuses for Doctors, Medical Technicians, and Allied Health Professions **Article (12)**

1. Doctors, Medical Technicians, and Assistant Professions are entitled to Specialization Bonuses as prescribed in (Appendix B) attached hereto.
2. Bonuses Regulations:
 - A. Specialization Bonuses are prescribed based on the educational qualification and the technical assessment of medical professions.
 - B. The technical assessment of medical professions is conducted by specialized health authorities in the State.
 - C. The technical assessment of medical professions is adopted by the Medical Services Director.
 - D. Bonuses are granted upon completion of six (6) months practice of the profession on the basis of which the Force Member was assessed by the competent medical authority.
 - E. Force Members are entitled to the next stage value for every two (2) years of experience, by virtue of a five percent (5%) increase on the previous bonus. If the Force Member's job title is amended via promotion to a higher rank, he shall be entitled to the bonus prescribed for that rank, provided that it is equal or higher (whichever is closer) to the previous bonus.
 - F. Force Members are entitled to receive the next stage value of allowance if he acquires additional academic qualifications.
 - G. On-field doctors are granted the allowance prescribed for the next higher grades
 - H. If the experience of the doctor or medical technician, after obtaining a PhD, fellowship degree or its equivalent, in less than the minimum required time, he shall be entitled to the Specialization Bonus prescribed for the immediate lower grade.
 - I. It is prohibited to combine this Bonus or the Special Bonus with the "Investigation" Bonus; in such case, the allowance with the higher value shall be granted.

Private Car **Article (13)**

1. For purposes of ownership, provision, or awarding private cars to individuals holding specific positions at the Ministry, a (civilian car) is provided every four (4) years to officers in the following positions:
 - A. Undersecretary
 - B. Assistant Undersecretary/ Commander-in-Chief/ Deputy Commander-in-Chief
 - C. Director General
2. The Minister shall determine the type of car to be provided to each officer.
3. The provided cars shall remain the property of the Ministry; ownership shall be transferred to the officer four (4) years after it was assigned to him, or after it was placed in service at the Ministry, whichever is closer.

4. Ownership of the provided car may be transferred before expiry of the prescribed period, based on the total price of the car divided by forty-eight (48) months, minus the number of months already paid; and after paying the remaining amount. When the total price of the car for the remaining period is paid, a new vehicle may be assigned to the officer depending on his position.
5. The assigned car is awarded as a gift to the officer upon retirement.

Liaison Officers and their Assistants
Article (14)

Liaison Officers and their assistants mandated by the Ministry to assume a post at other Federal ministries or Governmental departments and dispatched to work at the State's Embassies overseas are entitled to the same financial allocations prescribed for diplomatic and consular corps at the Ministry of Foreign Affairs in terms of Foreign Service Allowance, as follows:

Rank	Financial Allocation
Major General	Equal to Ambassador
Brigadier	Equal to Minister Plenipotentiary First Class
Colonel	Equal to Minister Plenipotentiary or General Consul
Lieutenant Colonel	Equal to Consultant
Major	Equal to First Secretary or Consul
Captain	Equal to Second Secretary or Deputy Consul
First Lieutenant	Equal to Third Secretary
Lieutenant	Equal to Attaché

Subject to the following:

1. When the Assistant and the Liaison Officer have equal ranks, the Assistant is granted the Foreign Service Allowance prescribed to the immediate lower rank.
2. Non-commissioned officers and personnel are entitled to eighty percent (80%) of the allocations prescribed for a Lieutenant.
3. Payment of the Foreign Service Allowance set forth in this Article may continue for a maximum period of no more than forty-four (44) days after the Mission's end date. The Minister or his authorized representative may extend this period as the public interest requires.

Hardship Allowance
Article (15)

Force Members, Liaison Officers and their Assistants working in 'harsher' living conditions' as according to the classification of the Ministry of Foreign Affairs, are entitled to a Hardship Allowance equal to twenty-five percent (25%) of the value of the Foreign Service Allowance prescribed in Article (14).

Clothing Allowance
Article (16)

Force Members, Liaison Officers and their Assistants authorized to work abroad shall be granted Clothing Allowance upon their appointment, as follows:

Fifteen thousand Dirhams (15,000 AED)	Liaison Officers
Twelve thousand Dirhams	Assistant Liaison Officers

(15,000 AED)	
Eight thousand Dirhams (8,000 AED)	Worker Officers
Six thousand Dirhams (6,000 AED)	Employees in other ranks

One year after appointment, fifty percent (50%) of the above stated amounts shall be paid, and so on, at the end of every subsequent year.

Sustenance Article (17)

The Ministry shall pay a Sustenance allowance for:

1. Sick Force Members bedridden at the Ministry's hospitals.
2. Force Members working on Guard and Patrol shifts; the Minister or his authorized representative shall determine the provisions and regulations for beneficiary categories.
3. Force Members working in high readiness situations.
4. Force Members who are assigned to participate in drills, for the duration of the drill.
5. Any other situations determined by virtue of a decision by the Minister.

Concluding Provisions Article (18)

Non-National Force Members are entitled to receive the Salaries and Bonuses as set forth in Table (C) herein. Other Allowances and Privileges shall be defined via employment contracts signed with the Non-National Force Members, set forth by virtue of the Minister's resolution.

Article (19)

1. Those subjected to the provisions of Federal Law No. (43) of 1985 mentioned above are dealt with as non-citizen civil employees at the Ministry.
2. Without prejudice to their Salaries, the employees mentioned in the previous Paragraph shall be transferred and lodged in accordance with the appropriate ranks related to their job titles.
3. As many positions as required may be created within the Ministry's budget to execute the provisions of this Article.
4. Federal Law No. (43) of 1985 set forth herein concerning employees at the Ministry shall be repealed.

Article (20)

The provisions of Articles (18) and (19) of this Decree shall become effective as of 01/05/2008.

Article (21)

The Minister shall issue the necessary resolutions to implement the provisions of this Decree.

Statute of limitation Article (22)

A Force Member is not entitled to claim any due Bonus or Allowance five (5) years after its due date. This provision does not apply in compelling circumstances, which prevent the complainant from claiming his right, and is taken into account by the Minister or his authorized representative. Any overdue

allowances that haven't been claimed in accordance with the provisions of this Article shall be sent to the treasury.

Article (23)

The aforementioned Federal Decree No. (14) of 1995 is hereby repealed; any provision contrary to or inconsistent with the provisions of this Decree shall also be repealed.

Article (24)

The Decree shall be published in the Official Gazette and shall take effect as of 01/01/2008.

**HH Sheikh Khalifa bin Zayed Al Nahyan,
President of the United Arab Emirates;
Issued by us in Abu Dhabi
On: 1 Jumada al-Ula, 1429 A.H.,
Corresponding to: 6 May, 2008 A.D.**

Official Gazette - Issue No. 480

**Appendix (A) to the Federal Decree No. (40) of 2008
Concerning the Lodging Allowances of delegates on short courses or scholarships**

Table (A)

Rank	European Countries, USA, Canada, South America	
	Single	Married
Lieutenant Colonel and above	(18,000 AED) Eighteen Thousand Dirhams	(22,000 AED) Twenty-Two Thousand Dirhams
Major up to Lieutenant	(15,000 AED) Fifteen Thousand Dirhams	(18,000 AED) Eighteen Thousand Dirhams
Other Ranks	(12,000 AED) Twelve Thousand Dirhams	(16,000 AED) Sixteen Thousand Dirhams

Table (B)

Rank	Asia, Africa, and Australia	
	Single	Married
Lieutenant Colonel and above	(15,000 AED) Fifteen Thousand Dirhams	(20,000 AED) Twenty Thousand Dirhams
Major up to Lieutenant	(14,000 AED) Fourteen Thousand Dirhams	(17,000 AED) Seventeen Thousand Dirhams
Other Ranks	(12,000 AED) Twelve Thousand Dirhams	(15,000 AED) Fifteen Thousand Dirhams

Table (C)

Rank	Japan, and South Korea	
	Single	Married
Lieutenant Colonel and above	(30,000 AED) Thirty Thousand Dirhams	(36,000 AED) Thirty-six Thousand Dirhams
Major up to Lieutenant	(28,000 AED) Twenty-eight Thousand Dirhams	(32,000 AED) Thirty-two Thousand Dirhams

Other Ranks	(24,000 AED) Twenty-four Thousand Dirhams	(30,000 AED) Thirty Thousand Dirhams
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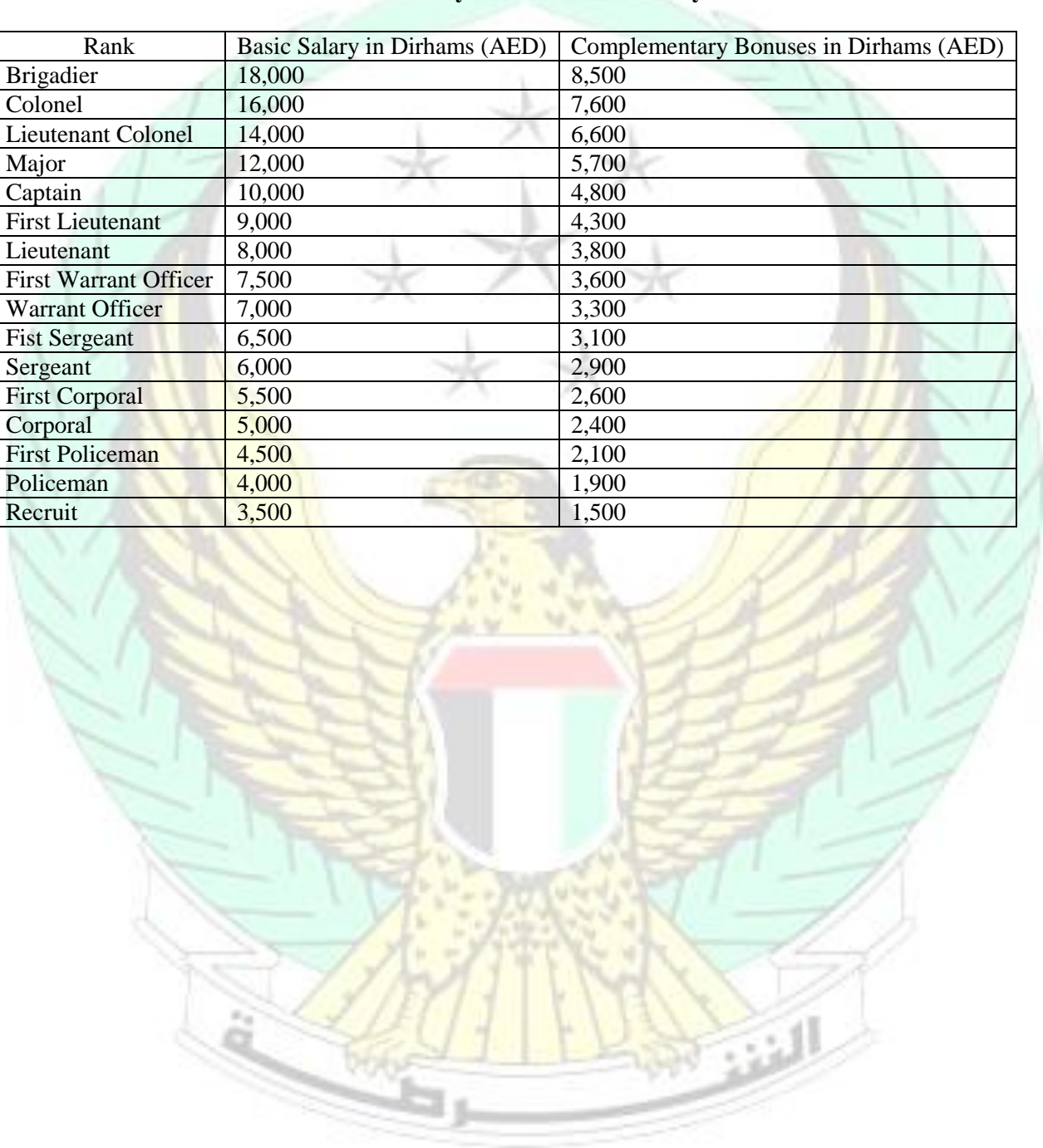
**Appendix (B) to the Federal Decree No. (40) of 2008
Concerning the professional Specialization Bonus for Doctors, Medical Technicians, and Allied
Health Professions**

Grade/ Job Title	Base	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	Ending
(Special) Consultant Rare Specialization	40,000	42,000	44,000	46,000	48,000	50,000	52,000	54,000	56,000	58,000	60,000	62,000	64,000
(Grade 1) Consultant Dr. (A)	25,000	26,250	27,500	28,750	30,000	31,250	32,500	33,750	35,000	36,250	37,500	38,750	40,000
(Grade 2) Consultant Dr. (B)	20,000	21,000	22,000	23,000	24,000	25,000	26,000	27,000	28,000	29,000	30,000	31,000	32,000
(Grade 3) Specialist (A) Head of Nursing Staff	16,000	16,800	17,600	18,400	19,200	20,000	20,800	21,600	22,400	23,200	24,000	24,800	25,000
(Grade 4) Technician Consultant Pharmaceutical Consultant Deputy Head of Nursing Staff Specialist (B)	12,800	13,440	14,080	14,720	15,360	16,000	16,640	17,280	17,920	18,560	19,200	19,840	20,480
(Grade 5) Technician Specialist Pharmaceutical Specialist General Practitioner Practitioner Dentist Concession	10,240	10,750	11,260	11,770	12,280	12,790	13,300	13,810	14,320	14,830	15,340	15,850	16,385
(Grade 6) Senior Technician In Charge Practitioner Pharmacist Technician Practitioner Junior Medical Technician	9,470	10,180	10,890	11,600	12,310	13,020	13,730	14,440	15,150	15,860	16,570	17,280	17,995
(Grade 7) Technician In Charge	8,050	8,654	9,258	9,862	10,466	11,070	11,674	12,278	12,882	13,486	14,090	14,694	15,295
(Grade 8) Qualified Technician	7,445	8,003	8,561	9,119	9,677	10,235	10,793	11,351	11,909	12,467	13,025	13,583	14,145
(Grade 9) Assistant Technician (A)	5,955	6,401	6,847	7,293	7,739	8,185	8,631	9,077	9,523	9,969	10,415	10,861	11,315
(Grade 10) Assistant Technician (B)	4,765	5,122	5,479	5,836	6,193	6,550	6,907	7,264	7,621	7,978	8,335	8,692	9,055
(Grade 11) Assistant Technician (C)	4,050	4,350	4,650	4,950	5,250	5,550	5,850	6,150	6,450	6,750	7,050	7,350	7,675

(Grade 12) Assistant	3,440	3,698	3,956	4,214	4,472	4,730	4,988	5,246	5,504	5,762	6,020	6,278	6,535
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**Appendix (C) to Federal Decree No. (40) Of 2008
Concerning Salaries, Bonuses, and Allowances of Non-National Military Staff Members Working at
the Police and Security Forces at the Ministry of Interior**

Rank	Basic Salary in Dirhams (AED)	Complementary Bonuses in Dirhams (AED)
Brigadier	18,000	8,500
Colonel	16,000	7,600
Lieutenant Colonel	14,000	6,600
Major	12,000	5,700
Captain	10,000	4,800
First Lieutenant	9,000	4,300
Lieutenant	8,000	3,800
First Warrant Officer	7,500	3,600
Warrant Officer	7,000	3,300
Fist Sergeant	6,500	3,100
Sergeant	6,000	2,900
First Corporal	5,500	2,600
Corporal	5,000	2,400
First Policeman	4,500	2,100
Policeman	4,000	1,900
Recruit	3,500	1,500



Legal Affairs Department