



United Arab Emirates
The Federal Authority for Government Human Resources

This translation of the text of Federal Law by Decree No. 11 of 2008 on human resources in the federal government for the purpose of identifying articles of the law and have no legal authority and the Arabic text in the case of disagreement.

Cabinet Resolution # (23) for the Year 2012,

Endorsing Salary Scales in Federal Government

The Cabinet,

Having reviewed the Constitution;

- Federal Law No. (1) for the year 1972 regarding the jurisdictions of ministries and powers of ministers and amending laws thereof;
- Federal Law by Decree No. (11) for 2008 Regarding Federal Government Human Resources and Amendments thereof;
- Federal Decree No (69) for 1999, Raising Salaries and Bonuses for Members of the Diplomatic and Consular Corps; and
- Based on Approval of the Cabinet,

Decides as follows:

Article 1

The salary scales attached herein, inclusive of bonuses and allowances for Federal Government jobs, as amended pursuant to the Grant of His Highness the President of UAE, are approved.

Article 2

The following Resolutions shall be repealed:

1. Cabinet Resolution No (16) for 1976, concerning Housing Allowance for National employees, as amended.
2. Cabinet Resolution No (20) for 1976, concerning Transportation Allowance.
3. Cabinet Resolution No (497/277) for 1988 concerning Furniture Allowance for the Chairman of Federal Supreme Court.
4. Cabinet Resolution No (15) for 2000 granting a Technical Allowance for National Doctors and medical technicians in the Ministry of Health.
5. Cabinet Resolution No (50/16) for 2002 granting Nature-of-Work Allowance, School Administration Allowance and Guidance Allowance for National educational staffs in Ministry of Education.
6. Resolution of the Ministerial Serviced Council No (121/8) for 2006 endorsing the grant of a Nature-of-Work Allowance for Nationals working at handicapped

rehabilitation centres in the Ministry of Social Affairs, and conditions set forth in Cabinet Resolution No (50/16) for 2002.

Article 3

Current rules and resolutions not contradicting the provisions of this Resolution shall remain effective, as well as resolutions organizing allocation of housing to employees, until the issue of replacing resolutions

Article 4

The UAE Attorney General and Chairman of Federal Supreme Court shall be granted the increase of 70% determined by virtue of the above Cabinet Resolution No (9) for 2008, and Cabinet Resolution No (35) for 2009, respectively for the previous period, as of the date upon which the resolution organizing the increase percentage was issued, until this Resolution comes into force.

Article 5

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

Article 5

Notwithstanding the provisions of the above Article (4), this Resolution shall come into force as of 01.01.2012, and shall be published in the official gazette.

Mohammed Bin Rashid Al Maktoum
Prime Minister

Issued by Us in Abu Dhabi

on: 28 Rajab, 1432 Hijri

Corresponding to: 18 July, 2012

Table No 1: Salaries of National employees in federal ministries and authorities subject to HR Law in the Federal Government:

Job Grade	Basic Salary	Housing Allowance		Cost of living	Social Allow.	Children Allow.*	Transport Allow.*	Special Allow.*	Furniture Allow.	Tel. Allow.*	Hospitality Allow.	Annual Allow.* * AED	Monthly Salary – Single	Monthly Salary – Married
Senior Level Jobs														
U/secretary	53,125	10,000		500	500	-	5,000	53,125	3,000	5,000	1,000	500	131,250	131,250
Asst. U/ Secretary	42,500	10,000		500	500	-	5,000	42,500	3,000	3,000	-	400	107,000	107,000
Special (A)	34,000	5,000		500	500	-	13,900	-	1,500	-	-	300	55,400	55,400
Special (B)	25,500	5,000		500	500	-	10,425	-	1,000	-	-	300	42,925	42,925
Grade 1	17,300	1,500	2,000	500	700	-	6,655	-	-	-	-	250	26,655	27,155
Grade 2	15,940	1,500	2,000	500	700	-	6,180	-	-	-	-	250	24,820	25,320
Middle Level Jobs														
Grade 3	13,050	1,500	2,000	500	800	-	4,970	-	-	-	-	200	20,820	21,320
Grade 4	11,180	1,500	2,000	500	800	-	4,315	-	-	-	-	200	18,295	18,795
Grade 5	9,310	1,500	2,000	500	800	-	3,560	-	-	-	-	200	15,670	16,170
Grade 6	7,440	1,500	2,000	500	800	-	2,905	-	-	-	-	200	13,145	13,645
Executive Jobs														
Grade 7	5,950	1,500	2,000	500	1,000	-	2,880	-	-	-	-	125	11,830	12,330
Grade 8	4,845	1,500	2,000	500	1,000	-	2,380	-	-	-	-	125	10,225	10,725
Grade 9	3,870	1,500	2,000	500	1,000	-	1,945	-	-	-	-	125	8,815	9,315
Grade 10	3,060	1,224	1,836	500	1,000	-	1,580	-	-	-	-	125	7,364	7,976
Grade 11	2,925	1,190	1,785	500	1,000	-	1,540	-	-	-	-	70	7,205	7,800
Grade 12	2,890	1,156	1,734	500	1,000	-	1,505	-	-	-	-	70	7,051	7,629
Grade 13	2,295	818	1,377	459	1,000	-	1,235	-	-	-	-	70	5,907	6,366
Grade 14	2,000	800	1,200	400	1,000	-	1,100	-	-	-	-	70	5,300	5,700

* Transportation Allowance including the Grant of His Highness the President from Special Grade (A) and below

* Children Allowance is AED 600 for each child, without limit pursuant to Cabinet Resolution No 12/341 for 2006

* Special Allowance granted to Undersecretary and Assistant Undersecretary (Grant of His Highness the President)

* An employee is eligible to Annual Allowance one year after appointment as per the Performance Management System adopted by the Federal Government

* Telephone Allowance is granted on the basis of job titles specified in Resolution of Ministerial Services Council, No 93/7 for 200

Table No 2: Salaries of non-National employees in federal ministries and authorities subject to Federal Government Human Resource Law

Job Grades	Basic Salary		Housing Allowance		Cost of Living Allow.	Transport. Allow. *	Complimentary Allowance	Annual Allow. * AED	Monthly Salary – Single	Monthly Salary – Married
	Starting Range	Ending Range	Single 40%	Married 60%						
Senior Level Jobs										
Grade 1	7474	8050	1500	2000	500	3220	5235	120	17930	18430
Grade 2	6900	7475	1500	2000	500	3015	4830	120	16745	17275
Middle Level Jobs										
Grade 3	5650	6900	1500	2000	500	2380	3955	115	13985	14485
Grade 4	4850	5650	1500	2000	500	2100	3395	115	12345	12845
Grade 5	4025	4850	1500	2000	500	1710	2820	100	10555	11055
Grade 6	3225	4025	1290	1935	500	1430	2260	100	8705	9350
Executive Jobs										
Grade 7	2600	3225	1040	1560	500	1370	1820	80	7330	7850
Grade 8	2100	2600	840	1260	420	1145	1470	80	5975	6395
Grade 9	1675	2100	670	1005	335	955	1175	60	4810	5145
Grade 10	1325	1675	530	795	265	800	930	60	3850	4115
Supporting Jobs										
Grade 11	1325	1495	530	795	265	800	930	40	3850	4115
Grade 12	1150	1325	460	690	230	720	805	40	3365	3595
Grade 13	1000	1150	400	600	200	650	700	40	2950	3150
Grade 14	875	1000	350	525	200	595	615	40	2635	2810

* Transportation allowance includes the Grant of His Highness the President

*An employee is eligible to Annual Allowance one year after appointment as per the Performance Management System adopted by the Federal Government

Table No 3: Salaries, Bonuses and Allowance of National Educational Staffs in Ministry of Education

Types of Job	Job Grade	Job Title	Basic Salary	Housing Allowance		Cost of Living Allow.	Social Allow.	Children Allow.	Added Transport Allow.*	Nature-of Work Allow.**	Annual Allow. * AED	Monthly Salary – Single	Monthly Salary – Married
				Single 40%	Married 60%								
First: Teaching Staff Category	Grade 1	Education Expert - Subjects + Education Counselor - Subject or Level + Subject Teacher	17,300	1,500	2,000	500	700		6,655	5,000	250	31,655	32,155
	Grade 2		15,940	1,500	2,000	500	700		6,180	4,200	250	29,020	29,520
	Grade 3		13,050	1,500	2,000	500	800		4,970	3,200	200	24,020	24,520
	Grade 4		11,180	1,500	2,000	500	800		4,315	2,600	200	20,895	21,395
Second: School Admin. Category	Grade 1	School Admin. Expert + School Admin. Counselor + Headmaster + Assist. Headmaster	17,300	1,500	2,000	500	700		6,655	4,000	250	30,655	31,155
	Grade 2		15,940	1,500	2,000	500	700		6,180	3,200	250	28,020	28,520
	Grade 3		13,050	1,500	2,000	500	800		4,970	2,600	200	23,420	23,920
	Grade 4		11,180	1,500	2,000	500	800		4,315	2,200	200	20,495	20,995

(Cont.) Table No 3: Salaries, Bonuses and Allowances of National Educational Staffs in Ministry of Education

Types of Job	Job Grade	Job Title	Basic Salary	Housing Allowance		Cost of Living Allow.	Social Allow.	Children Allow.	Added Transport Allow.*	Nature-of Work Allow.**	Annual Allow. * AED	Monthly Salary – Single	Monthly Salary – Married
Third: Educational Activities Category	Grade 1	Education Expert - Activities + Activity Counselor + Activity Teacher	17,300	1,500	2,000	500	700		6,655	4,000	250	30,655	31,155
	Grade 2		15,940	1,500	2,000	500	700		6,180	3,200	250	28,020	28,520
	Grade 3		13,050	1,500	2,000	500	800		4,970	2,600	200	23,420	23,920
	Grade 4		11,180	1,500	2,000	500	800		4,315	2,200	200	20,495	20,995
Fourth: Educational Development Category	Grade 1	Expert (Senior Counselor – Educational Development Expert)-Specialist (Senior Counselor) – Librarian – Psychologist - Sociologist	17,300	1,500	2,000	500	700		6,655	4,000	250	30,655	31,155
	Grade 2		15,940	1,500	2,000	500	700		6,180	3,200	250	28,020	28,520
	Grade 3		13,050	1,500	2,000	500	800		4,970	2,600	200	23,420	23,920
	Grade 4		11,180	1,500	2,000	500	800		4,315	2,200	200	20,495	20,995

*Educational, Technical and Administrative staffs (below university level) receiving a basic salary of AED 8075 and more are entitled to a nature-of work allowance at AED 2000

*National educational personnel working at handicapped rehabilitation centres in the Ministry of Social Affairs, are entitled to nature-of work allowance on the same conditions set forth for their counterparts in the Ministry of Education

* Nature-of work allowance is paid to Nationals members of educational staffs on a 12 month basis, and shall be discontinued during study leaves and patient accompanying leave of any kind

*National headmasters are entitled to AED 2000 as monthly school administration allowance plus the prescribed nature-of work allowance

* Children Allowance is AED 600 for each child, without limit pursuant to Cabinet Resolution No 12/341 for 2006

*National Senior Counselors AED 2000 as monthly counseling allowance plus the prescribed nature-of work allowance

*The General Pay Schedule for non-Nationals shall apply to non-National educational staffs as per mechanisms and conditions laid down by the Ministry of Education

* An employee is eligible to Annual Allowance one year after appointment as per the Performance Management System adopted by the Federal Government

*Transportation allowance includes the Grant of His Highness the President

Table No 4: Salaries, Bonuses and Allowances of medical doctors, veterinarians, pharmacists and medical technicians (Nationals):

Types of Job	Job Grade	Job Title	Basic Salary	Housing Allowance		Cost of Living Allow.	Social Allow.	Children Allow.	Annual Allow. * AED	Technical Allow.	Transport Allow	Monthly Salary – Single	Monthly Salary – Married
				Single 40%	Marri. 60%								
First: Medical Doctors	Grade 1	Consultant (A)	17300	1500	2000	500	700		250	24000	12900	56900	57400
	Grade 1	Consultant (B)	17300	1500	2000	500	700		250	22000	6655	48655	49155
	Grade 2	Consultant (A)	15940	1500	2000	500	700		250	12000	6180	36820	37320
	Grade 3	Consultant (B)	13050	1500	2000	500	800		200	8000	4970	38820	29320
	Grade 4	Practitioner	11180	1500	2000	500	800		200	5600	4315	23895	24395
	Grade 4	Junior Doctor	11180	1500	2000	500	800		200	4000	4315	22295	22795
Second: Medical Technicians with Higher Qualifications	Grade 2	Consultant (A)	15940	1500	2000	500	700		250	7000	6180	31820	32320
	Grade 2	Consultant (B)	15940	1500	2000	500	700		250	6000	6180	30820	31320
	Grade 3	Consultant (A)	13050	1500	2000	500	800		200	5000	4970	25820	26320
	Grade 3	Consultant (B)	13050	1500	2000	500	800		200	4000	4970	24820	25320
	Grade 4	Practitioner	11180	1500	2000	500	800		200	3600	4315	21895	22395
Third: Medical Technicians without Higher Qualifications	Grade 2	Head of Nursing	15940	1500	2000	500	700		250	7000	6180	31820	32320
	Grade 4	Dep. Head of Nursing	11180	1500	2000	500	800		200	6000	4315	24295	24795
	Grade 5	Asst. Head of Nursing	9310	1500	2000	500	800		200	4800	3650	20470	20970
	Grade 6	Tech. Senior Officer	7440	1500	2000	500	800		200	2200	2905	15345	15845
	Grade 7	Technical Officer	5950	1500	2000	500	1000		125	2000	2880	13830	14330
	Grade 8	Qualified Technician	4845	1500	2000	500	1000		125	1800	2380	12025	12525
	Grade 9	Asst. Technician (A)	3870	1500	2000	500	1000		125	1600	1945	10415	10915
	Grade 10	Asst. Technician (B, C)	3060	1224	1836	500	1000		125	1200	1580	8564	9176
Grade 12	Nursing Attendant	2890	1156	1734	500	1000		70	400	1505	7451	8029	

*This table does not apply to forensic medicine employees in Ministry of Justice appointed as per Cabinet Resolution No (9), for 2009

* Children Allowance is AED 600 for each child, without limit pursuant to Cabinet Resolution No 12/341 for 2006

* An employee is eligible to Annual Allowance one year after appointment as per the Performance Management System adopted by the Federal Government

Table No 5: Salaries, Bonuses and Allowances of medical doctors, veterinarians, pharmacists and medical technicians (non-Nationals):

Types of Job	Job Grade	Job Title	Basic Salary		Housing Allowance		Cost of Living Allow.	Complimentary Allow.	Technical Allow.	Transport Allow.	Annual Allow. AED	Monthly Salary-Single	Monthly Salary-Married
			Starting	Ending	Single 40%	Married 60%							
First: Medical Doctors	Grade 1	Consultant (A)	7474	8050	1500	2000	500	5235	24000	12900	120	51610	52110
	Grade 1	Consultant (B)	7474	8050	1500	2000	500	5235	22000	6655	120	43365	43865
	Grade 2	Consultant (A)	6900	7475	1500	2000	500	4830	12000	3015	120	28745	29245
	Grade 3	Consultant (B)	5650	6900	1500	2000	500	3955	8000	2380	115	21985	22485
	Grade 4	Practitioner	4850	5650	1500	2000	500	3395	5600	2100	115	17945	18445
	Grade 4	Junior Doctor	4850	5650	1500	2000	500	3395	4000	2100	115	16345	16845
Second: Medical Technicians with Higher Qualifications	Grade 2	Consultant (A)	6900	7475	1500	2000	500	4830	7000	3015	120	23745	24245
	Grade 2	Consultant (B)	6900	7475	1500	2000	500	4830	6000	3015	120	22745	23245
	Grade 3	Consultant (A)	5650	6900	1500	2000	500	3955	5000	2380	115	18985	19485
	Grade 3	Consultant (B)	5650	6900	1500	2000	500	3955	4000	2380	115	17985	18485
	Grade 4	Practitioner	4850	5650	1500	2000	500	3395	3600	2100	115	15945	16445
Third: Medical Technicians without Higher Qualifications	Grade 2	Head of Nursing	6900	7475	1500	2000	500	4830	7000	3015	120	23745	24245
	Grade 4	Dep. Head of Nursing	4850	5650	1500	2000	500	3395	6000	2100	115	18345	18845
	Grade 5	Asst. Head of Nursing	4025	4850	1500	2000	500	2820	4800	1710	100	15355	15855
	Grade 6	Tech. Senior Officer	3225	4025	1290	1935	500	2260	2200	1430	100	10905	11550
	Grade 7	Technical Officer	2600	3225	1040	1560	500	1820	2000	1370	80	9330	9850
	Grade 8	Qualified Technician	2100	2600	840	1260	420	1470	1800	1145	80	7775	8195
	Grade 9	Asst. Technician (A)	1675	2100	670	1005	335	1175	1600	955	60	6410	6745
	Grade 10	Asst. Technician (B, C)	1325	1675	530	795	265	930	1200	800	60	5050	5315
Grade 12	Nursing Attendant	1150	1325	460	690	230	805	400	720	40	3765	3995	

*This table does not apply to forensic medicine employees in Ministry of Justice appointed as per Cabinet Resolution No (9), for 2009

* An employee is eligible to Annual Allowance one year after appointment as per the Performance Management System adopted by the Federal Government

Salaries, Bonuses and Allowances of Forensic Medicine staff in Ministry of Medicine

Grade	Basic Salary in AED	Technical Allowance	Nature-of-Work Allowance	Private Practice Allowance	Annual Allowance
Forensic Doctor- Senior Consultant	25000	15000	60% of basic salary	100% of basic salary	300
Forensic Doctor- Consultant	20000	13000	60% of basic salary	100% of basic salary	300
Forensic Doctor- Senior Specialist	16500	11000	60% of basic salary	100% of basic salary	300
Forensic Doctor- Specialist	14500	9000	60% of basic salary	100% of basic salary	300
Forensic Doctor- Practitioner	12500	7500	60% of basic salary	100% of basic salary	300

This translation of the text of Federal Law by Decree No. 11 of 2008 on human resources in the federal government for the purpose of identifying articles of the law and has no legal authority and the Arabic text in the case of disagreement.

Table No 6: Salaries, bonuses and allowances of Diplomatic and Consular Corps

Job/Diplomatic Grade	Basic Salary	Special Allowance
	Per Month	
Ambassador	31675 – Fixed salary	54000
Minister Plenipotentiary of the First Degree	26565 – Fixed salary	9300
Minister Plenipotentiary	22585 – Fixed salary	7905
Consultant	17275 - 22375	6050
First Secretary	15940 - 22315	5580
Second Secretary	14615 - 19400	5115
Third Secretary	13025 - 17800	4560
Attaché'	11160 - 15940	3910

Member of Diplomatic and Consular Corps are granted prescribed salaries, bonuses and allowances pursuant to Resolution issued by the Cabinet

Table No 7: Salaries, bonuses and allowances of Judicial Authority (Nationals)

Band	Job Titles	Basic Salary		Housing Allowance		Cost of Living Allow..	Social Allow.	Transp ort Allow.	Nature of Work Allow.	Furniture Allow.	Hospitality Allow.	Tel. Allow.	Annual Allow.	Child Allow.	Special Allow.
		Min.	Max.	Marr.	Single										
-	Chairman of Federal Supreme Court	53125		10000	500	500	5000	-	300	1000	5000	500	-	53125	
	U/S – Ministry of Justice														
	Attorney General														
1	Federal Supreme Court Judges	39000	45000	5000	5000	500	500	5000				500	-	52000	
	Director of Judicial Inspection Dept.														
	Heads of Appeal Courts														
	Senior Attorney														
	Asst. U/S for Fatwa, Legislation & State Affairs														
2	Appeal Courts Judges	35000	38000	3500	2000	500	700	1000	5000			500		35000	
	Heads of Courts of First Instance														
	Attorney Generals														
	Heads of Fatwa, Legislation & State Affairs Departs.														

(Cont.) Table No 7: Salaries, bonuses and allowances of Judicial Authority (Nationals)

Band	Job Titles	Basic Salary		Housing Allowance		Cost of Living Allow..	Social Allow.	Transp ort Allow.	Nature of Work Allow.	Furniture Allow.	Hospitality Allow.	Tel. Allow.	Annual Allow.	Child Allow.	Special Allow.
		Min.	Max.	Marr.	Single										
3	Public Prosecution Heads	26000	28000	3500	2000	500	700	1000	5000				400	-	26000
	Head Sections of Fatwa, Legislation & State Affairs.														
	Consultants of Fatwa, Legislation & State Affairs.														
	Courts of First Instance Judges														
4	Senior Public Prosecutors	24000	26000	3500	2000	500	800	1000	50000	-	-	-	400	-	24000
	Assist. Consultants of Fatwa, Legislation & State Affairs.														
5	Senior Public Prosecutors/Senior Attorneys of State Affairs/Researchers at Fatwa, Legislation	21000	24000	3500	2000	500	800	1000	5000	-	-	-	300	-	21000
6	Attorneys of State Affairs	17000	21000	3500	2000	500	800	1000	5000	-	-	-	300	-	17000

Except for Chairman of Federal Supreme Court, Attorney General and Undersecretary of Ministry of Justice, all senior members of Judicial Authority in courts, public prosecution and Fatwa, legislation and State Affairs, are entitled to a Status Allowance of AED 1500 per month

Table No 8: Salaries, bonuses and allowances of Judicial Authority (non-Nationals)

Band	Basic Salary	Housing Allowance	Transport Allowance	Cost of Living	Electricity	Nature-of Work	Special Allowance
1	17250	2000	600	500	400	5000	17250
2	14950	2000	600	500	400	5000	14950
3	12650	2000	600	500	400	5000	12650
4	10350	2000	400	500	300	5000	10350
5	8050	2000	400	500	300	5000	8050
6	6900	2000	400	500	300	5000	6900

Senior members of Judicial Authority in courts, public prosecution and Fatwa, legislation and State Affairs, are entitled to a Status Allowance of AED 1500 per month