

Circular No (18) for 2020

Increasing percentage of gradual return to workplaces & organizing government work in the Federal Government

To: All Federal Entities

The Federal Authority for Government Human Resources (FAHR) would like to send you kind regards, wishing you all the success in your endeavors.

Based on Government's directives, and further to Circular No (17) for 2020 issued by the Authority on May 27, 2020; the Federal Authority for Government Human Resources kindly requests all ministries and entities to observe the following:

First: The percentage of working from workplaces has been increased to 50% as of Sunday, June 07, 2020, while exemption of exceptional cases shown in item (**Second**) from returning to office work remains, with reviewing raising the percentage weekly.

Second: Exemption of the following exceptional cases from returning to office work must continue as remote workers (provided their jobs do not require physical presence at the workplace):

- 1) Pregnant women
- 2) People of determination
- 3) Those with chronic diseases, respiratory problems and weak immune system
- 4) Those aged 60 and above
- 5) Mothers of children in G-9 and below with duties that do not necessitate physical presence at workplace (until completing the school year)
- 6) Those who have children enrolled in nurseries or attending to people needing permanent care at home under exceptional situations (upon presentation of medical report from an authorized facility in UAE)
- 7) Employees who live with people more vulnerable to health risks e.g, elderly aged 60 and above, people of determination, those with chronic diseases, respiratory problems and weak immune system

Third: All federal entities shall continue taking precautionary health measures after implementing the increased percentage of returning to office work, including employee social distancing, office arrangement to suit accommodation of employees, customers and suppliers. The following must be taken into consideration to ensure smooth return to office work:

Thank you for your cooperation

Dr. Abdurahman Al Awar,

Issued on: June 03, 2020

Director General,

Federal Authority for Government Human Resources

This translation of the Federal Law by Decree No. 11 of 2008 on Human Resources in the Federal Government only aims at identifying and clarifying the Articles of the Law and relevant policies (and procedures) .In case of any conflict between the Arabic and English versions, the Arabic version shall prevail and overcome.