



الأمانة العامة للمجلس التنفيذي
GENERAL SECRETARIAT OF THE
EXECUTIVE COUNCIL

The Official Gazette

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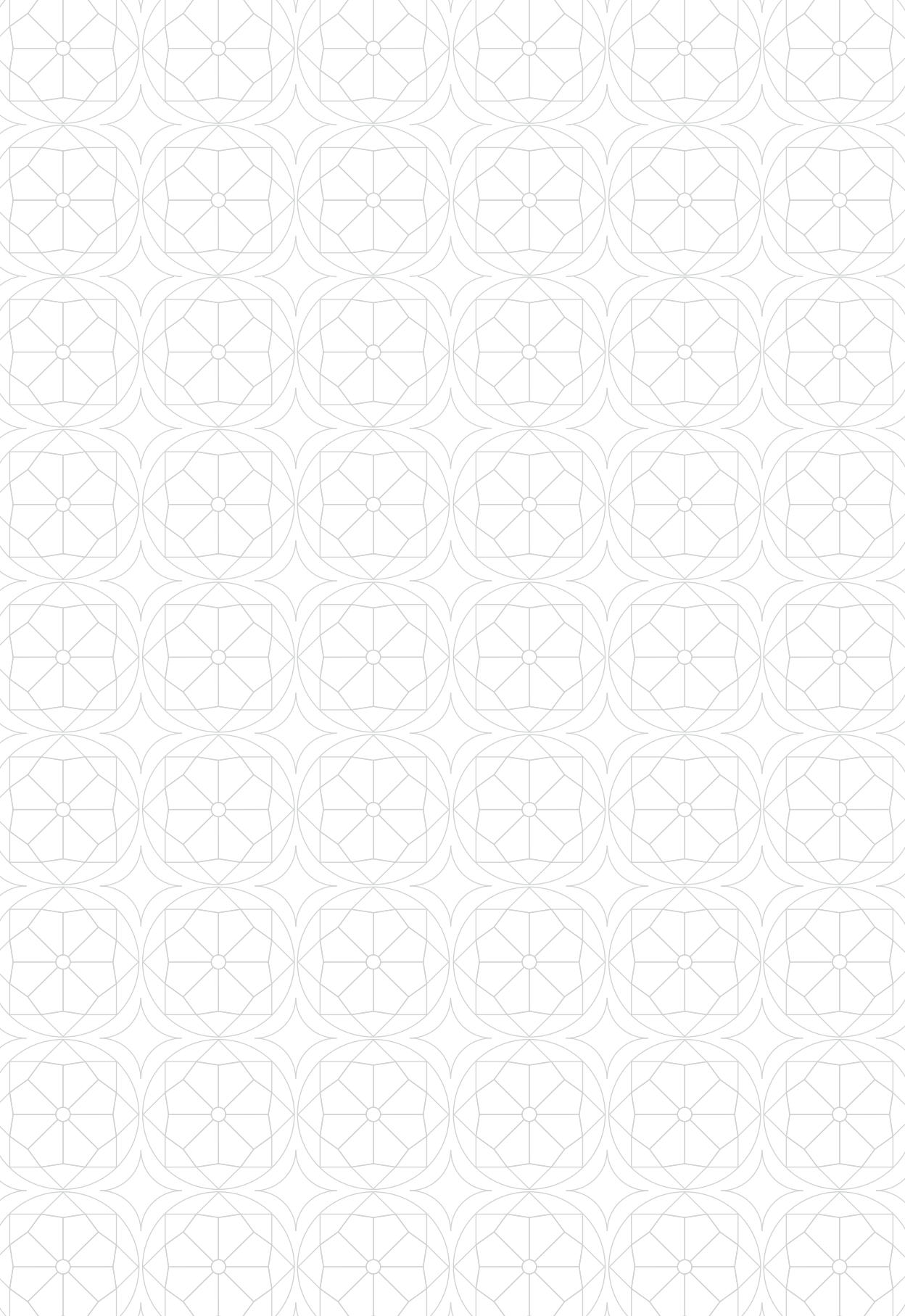
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Laws



Law No. (7) of 2015 Concerning the Establishment of the Human Resources Authority of the Emirate of Abu Dhabi

We, Khalifa Bin Zayed Al Nahyan, Ruler of Abu Dhabi,

Having reviewed:

- Law No. (1) of 1974 concerning the reorganisation of the Governmental Body in the Emirate of Abu Dhabi and its amendments;
- Law No. (2) of 1971 concerning the National Advisory Council and its amendments;
- Law No. (2) of 2000 concerning the Civil Retirement Pensions and Benefits in the Emirate of Abu Dhabi and its amendments;
- Law No. (30) of 2005 concerning the establishment of Abu Dhabi Tawteen Council (ADTC);
- Law No. (1) of 2006 concerning the Civil Service in the Emirate of Abu Dhabi as amended by Law No. (1) of 2008;
- Law No. (2) of 2006 concerning the General Secretariat of the Executive Council;
- Law No. (14) of 2009 concerning the abolition of the Department of Civil Service, and
- Based on what was presented to and approved by the Executive Council,

Issued the following Law:

Article (1)

In the implementation of the provisions of this law, the following words and phrases shall have the meanings corresponding thereto unless the context requires otherwise:

Emirate	:	The Emirate of Abu Dhabi.
Government	:	The government of Abu Dhabi.
Executive Council	:	The Executive Council of the Emirate.
Authority	:	The Human Resources Authority of the Emirate of Abu Dhabi.
Chairman	:	The Chairman of the Authority.
Director-General	:	The Director-General of the Authority.
Governmental Entities	:	The public departments, authorities and institutions, the agencies, centres, councils and funds as well as any other entity affiliated to the Government.
Governmental Companies	:	The companies fully-owned by the Government or in which the Government contributes by 51% or more of the capital.

Article (2)

Under the provisions of this Law, an Authority called “The Human Resources Authority of the Emirate of Abu Dhabi” shall be established and shall have a legal personality, enjoy full legal capacity to act, and report to the Executive Council.

Article (3)

The Authority's headquarters shall be located in the Emirate of Abu Dhabi. The Authority may establish branches or offices within the Emirate by a decision of the Chairman, after obtaining the approval of the Executive Council.

Article (4)

The Authority shall assume the following powers and competencies:

1. Drawing up and developing the human resources general policy in the Emirate and submitting it to the Executive Council for approval.
2. Suggesting the legislations and regulations of human resources affairs and submitting them to the Executive Council.
3. Laying down, developing and supporting the strategies, plans, policies and programs of Emiratisation at the governmental entities and companies in the Emirate, submitting them to the Executive Council for approval, and supervising their implementation.
4. Supervising the implementation of the human resources policies and plans and conducting the studies required thereon in coordination with the governmental entities in the Emirate.
5. Conducting and supporting the researches and specialised studies for the development of human resources and governmental management.
6. Coordinating with the governmental entities to develop the human resources policies and enabling them to build their institutional capacities in order to achieve excellence therein.

7. Reviewing the pay rolls, increments, and various allowances that are granted to the employees at all the governmental entities, conducting studies thereon, and submitting its recommendations to the Executive Council for approval.
8. Laying down and approving the strategies and rules of career development and training and qualification of government leaders and employees, which serve the strategic orientations of the Government.
9. Coordinating with the governmental entities regarding the preparation and implementation of the training and career development programs to guarantee the coherence of the governmental efforts in this field.
10. Laying down and developing the career development policies and plans for the governmental entities as well as the rules of supervision of performance and follow-up in order to make sure that such entities are properly carrying out their functions so as to guarantee the achievement of their goals related to human resources affairs.
11. Suggesting the controls, standards, and policies related to the appointment, promotion and transfer of employees as well as to the monitoring and evaluation of their performance, in line with the legislations in force, and submitting them to the Executive Council for approval.
12. Coordinating with Abu Dhabi Education Council to specify the fields of studies to be attended by the employees of the governmental entities.
13. Reviewing the draft budgets of the governmental entities regarding human resources.

14. Organising and saving the basic information of the employees and everything related to employment matters using modern technologies.
15. Issuing the recommendations aiming at guiding the educational and training programs in the academic, professional and technical fields so that they comply with the needs of the labour market in the Emirate and to serve the Emiratisation objectives.
16. Adopting and supporting the succession plans and following up its implementation in line with the approved Emiratisation plans.
17. Establishing and developing comprehensive systems of information related to the employment opportunities available for Nationals at governmental entities and companies and the private sector and coordinating with the competent entities.
18. Any other competencies or tasks assigned thereto by the Executive Council.

Article (5)

The Authority shall follow up the institutional performance of the governmental entities, measure their performance with regards to human resources and Emiratisation to make sure that they are carrying out their functions properly and verify the extent of their compliance with the human resources legislations, detect the violations in this regard at the governmental entities, and submit the same to the Executive Council enclosed with its recommendations.

Article (6)

In order to assume its competencies, the Authority may:

- Request any information or data from the governmental entities.
- Assign whomever it deems appropriate to conduct the studies, researches, or work required in relation to human resources at the governmental entities after notifying the chairman of the concerned governmental entity. The assigned person may view the documents and records and request the data he deems necessary for review.

Article (7)

The Authority shall submit to the Executive Council a periodic report, at least every three months, concerning its accomplishments and the stages of progress achieved in the implementation of the tasks entrusted thereto, as well as any proposals related to the development of the human resources in general.

Article (8)

- The Authority shall be managed by a Chairman whose appointment and remuneration shall be determined by a resolution issued by the Chairman of the Executive Council.
- The Chairman shall have the competence to lay down the strategy and the general policy of the Authority and follow up their implementation in order to achieve its objectives. He may assume all the competencies required for this purpose and shall in particular assume the following:
 1. Approving the plans and priorities of the work required for the achievement of the Authority's objectives.
 2. Approving the annual plan as well as the long-term plans and programs required for the purpose of achieving the objectives of the Authority.

3. Approving the organisational structure of the Authority and submitting it to the Executive Council for approval.
4. Issuing the financial and administrative regulations governing the work progress at the Authority after the approval of the Executive Council and in accordance with the rules and regulations applicable in the Emirate.
5. Approving the annual draft budget and final accounts of the Authority and submitting the same to the Executive Council for approval.
6. Reviewing the periodic financial reports related to the work of the Authority and submitting it to the Executive Council.
7. Approving the training programs required for the provision of sufficient numbers of qualified personnel.

Article (9)

- The Authority shall have a Director-General whose appointment and remunerations shall be determined by a resolution of the Chairman of the Executive Council. He shall be in charge of conducting the daily business of the Authority and particularly assume the following:
 1. Proposing the plans and priorities of the work that should be completed as well as the projects and programs required for the implementation thereof and present them to the Chairman.
 2. Supervising the implementation of the plans, programs, projects, and activities that are supervised, managed, or executed by the Authority according to the provisions of this Law and the regulations issued by the Chairman.

3. Laying down the plans and programs of training and qualification of specialised national personnel to implement the tasks and responsibilities of the Authority and presenting them to the Chairman for approval.
 4. Preparing the annual draft budget and final accounts of the Authority and presenting them to the Chairman.
 5. Proposing the organisational structure of the Authority.
 6. Representing the Authority before the courts and others.
 7. Preparing the financial and administrative regulations governing the work progress at the Authority in accordance with the rules and regulations applicable in the Emirate and submitting the same to the Chairman.
 8. Appointing the employees of the Authority and terminating their service in accordance with the applicable legislations.
 9. Disbursing from the approved budget according to the financial and administrative regulations.
 10. Any other competencies or tasks assigned thereto by the Chairman.
- The Director-General may delegate some of his competencies to any of the senior employees of the Authority, provided that such assignment is made in writing.

Article (10)

The financial resources of the Authority shall consist of the following:

1. The annual appropriations allocated thereto from the Government.
2. The grants and donations accepted by the Chairman after obtaining the approval of the Executive Council.

Article (11)

The fiscal year of the Authority shall commence from the first of January and end on December 31st of each year, except for the first fiscal year which shall commence from the effective date of this Law and end on the last day of December of the following year.

Article (12)

The Authority shall have one accredited external auditor or more, to verify its accounts and financial statements. Their appointment and remuneration shall be determined by a resolution of the Chairman and according to the legislations and regulations applicable in the Emirate.

Article (13)

- The employees of the Authority shall be subject to the human resources law and regulations applicable in the Emirate.
- The Nationals among them shall be subject to the law of retirement pensions and benefits applicable in the Emirate.

Article (14)

The employees of Abu Dhabi Tawteen Council, the Civil Service Sector and Abu Dhabi Centre for Governmental Leaderships at the General Secretariat of the Executive Council shall be transferred to the Authority. All the assets, rights and obligations shall also be transferred to the Authority.

Article (15)

- The aforesaid Law No. (30) of 2005 and Law No. (14) of 2009 shall be repealed.
- Any text or provision contrary to the provisions of this Law shall be repealed.

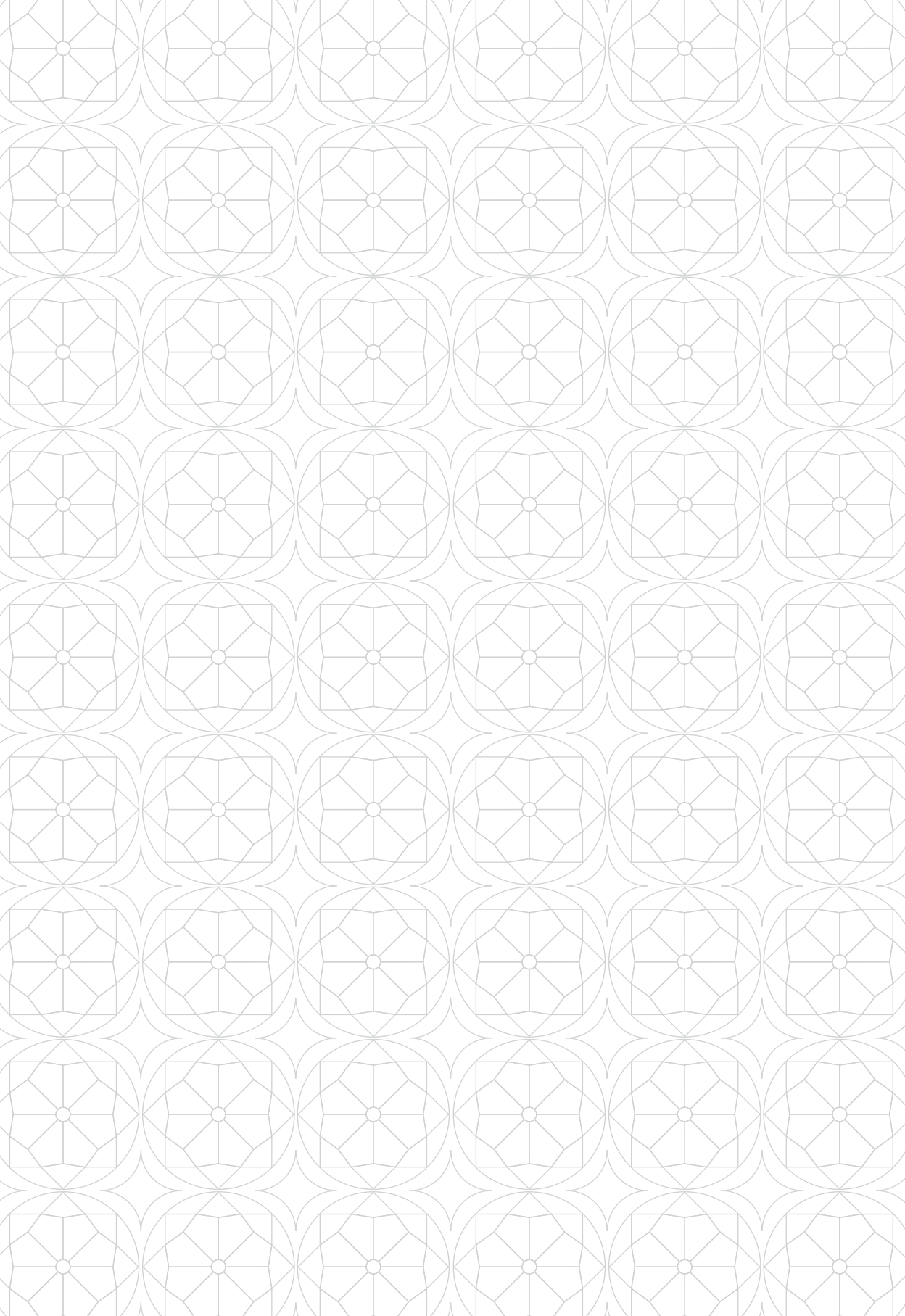
Article (16)

This Law shall be effective from the date of its issuance and published in the Official Gazette.

Khalifa bin Zayed Al Nahyan
Ruler of Abu Dhabi

Issued by us in Abu Dhabi
On: 22 November 2015
Corresponding to: 10 Safar 1437 H

Amiri Decrees



Amiri Decree No. (15) of 2015
Concerning the Appointment of Judges and
Deputy Prosecutors at Abu Dhabi Judicial Department

We, Khalifa bin Zayed Al Nahyan, Ruler of Abu Dhabi,

Having reviewed:

- Law No. (1) of 1974 concerning the reorganisation of the Governmental Body in the Emirate of Abu Dhabi and its amendments;
- Law No. (23) of 2006 concerning the Judicial Department in the Emirate of Abu Dhabi and its amendments;
- The recommendation of the Judicial Council, and
- Based on what was presented by the Chairman of the Judicial Department,

Issued the following Decree:

Article (1)

The following Nationals shall be appointed as Deputy Prosecutors on Grade 6 at the Judicial Department in the Emirate of Abu Dhabi.

1. Salem Mohammed Salem Abdullah Al Kindi
2. Afraa Ghaleb Mohammed Bouhabel Al Mansouri
3. Salem Ali Jomaa Butti Al Shamsi
4. Mohammed Hamad Mohammed Erhama Al Shamsi
5. Bakhita Thullab Ayb Hilal Al Mansouri
6. Salem Mabkhout Musallam Aydas Al Rashdi
7. Hamooda Shleweeh Ali bin Hamooda Al Dhaheri
8. Mubarak Saif Mohammed Hashel Al Khyeli

Article (2)

The following gentlemen from the Arab Republic of Egypt shall be appointed at the Juicial Department, to the judicial functions and categories corresponding thereto as follows:

No.	Name	Function	Category
1	Ahmed Alhussaini Mohammed Yousuf Mohammed	Judge at the Court of Cassation	1
2	Mohammed Ahmed Abdulwahab Moawad	Chief Appellate Judge	2
3	Abdulnabi Alsayid Abdelmajid Ghanem	Appellate Judge	3
4	Ahmed Abdo Farhat AlSamahi	Appellate Judge	3
5	Wahid Jamal Alsaeed Alsayid	Appellate Judge	3
6	Issam Ahmed Ibrahim Matarid	Appellate Judge	3
7	Dia Eldin Jebriil Mohammed Ziadah	Appellate Judge	3
8	Samir Mohammed Ibrahim Ibrahim	Appellate Judge	3
9	Mahmoud Shaaban Hussein Ramadan	Chief First Instance Court Judge	4
10	Mahmoud Maher Mohammed Moharam	Chief First Instance Court Judge	4
11	Ahmed Jamal Eldin Hamdi Rashwan	Chief First Instance Court Judge	4
12	Ahmed Mohammed Salah Eldin AlShahidi Mohammed	Chief First Instance Court Judge	4

Article (3)

This Decree shall be effective from the date of its issuance and published in the Official Gazette.

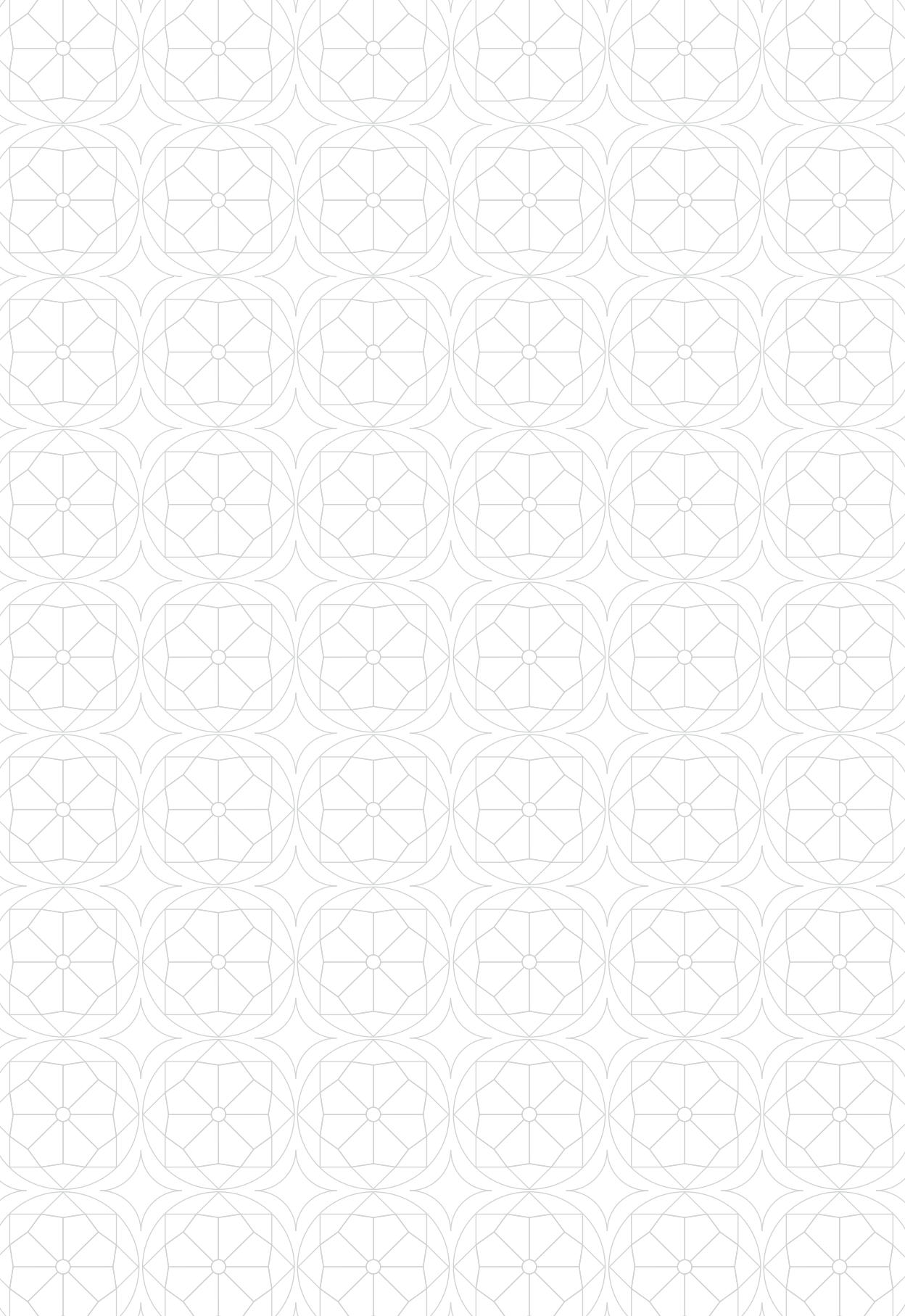
Khalifa bin Zayed Al Nahyan
Ruler of Abu Dhabi

Issued by us in Abu Dhabi

On: 18 November 2015

Corresponding to: 6 Safar 1437 H

Chairman of the Executive Council Resolutions



Chairman of the Executive Council Resolution
No. (110) of 2015
Concerning the Assignment of Duties of the
Director-General of Abu Dhabi Education Council

We, Mohamed bin Zayed Al Nahyan, Crown Prince, Chairman of the Executive Council,

Having reviewed:

- Law No. (1) of 1974 concerning the reorganisation of the Governmental Body in the Emirate of Abu Dhabi and its amendments;
- Law No. (8) of 2008 concerning the reorganisation of Abu Dhabi Education Council, and
- Based on what was presented to and approved by the Executive Council,

Issued the following Resolution:

Article (1)

H.E. Dr. Mugheer Khamis Al Khaili shall be assigned to carry out the tasks of the Director-General of Abu Dhabi Education Council in addition to his other tasks.

Article (2)

This Resolution shall be effective from the date of its issuance and published in the Official Gazette.

Mohamed bin Zayed Al Nahyan
Crown Prince
Chairman of the Executive Council

Issued by us in Abu Dhabi:

On: 22 November 2015

Corresponding to: 10 Safar 1437 H

Chairman of the Executive Council Resolution No. (111) of 2015 Concerning the Assignment of Duties of Chairmanship of the Social Development Committee and Membership of the Executive Committee

We, Mohamed bin Zayed Al Nahyan, Crown Prince, Chairman of the Executive Council,

Having reviewed:

- Law No. (1) of 1974 concerning the reorganisation of the Governmental Body in the Emirate of Abu Dhabi and its amendments;
- Chairman of the Executive Council Resolution No. (1) of 2015 concerning the formation of the Executive Committee;
- Chairman of the Executive Council Resolution No. (2) of 2015 concerning the Executive Committee;
- Chairman of the Executive Council Resolution No. (5) of 2015 concerning the Social Development Committee, and
- Based on what was presented to and approved by the Executive Council,

Issued the following Resolution:

Article (1)

H.E. Dr. Mugheer Khamis Al Khaili shall be assigned to carry out the tasks of chairmanship of the Social Development Committee and membership of the Executive Committee instead of H.E. Dr. Amal Abdullah Al Qubaisi.

Article (2)

This Resolution shall be effective from the date of its issuance and published in the Official Gazette.

Mohamed bin Zayed Al Nahyan
Crown Prince
Chairman of the Executive Council

Issued by us in Abu Dhabi:

On: 22 November 2015

Corresponding to: 10 Safar 1437 H

Chairman of the Executive Council Resolution
No. (112) of 2015 Concerning the Assignment of
Duties of the Acting Chairman of the Human Resources
Authority in the Emirate of Abu Dhabi

**We, Mohamed bin Zayed Al Nahyan, Crown Prince, Chairman of the
Executive Council,**

Having reviewed:

- Law No. (1) of 1974 concerning the reorganisation of the Governmental Body in the Emirate of Abu Dhabi and its amendments;
- Law No. (7) of 2015 concerning the establishment of the Human Resources Authority in the Emirate of Abu Dhabi, and
- Based on what was presented to and approved by the Executive Council,

Issued the following Resolution:

Article (1)

H.E. Ali Rashed Qannas AlKetbi shall be assigned to carry out the tasks of the Acting Chairman of the Human Resources Authority in the Emirate of Abu Dhabi.

Article (2)

This Resolution shall be effective from the date of its issuance and published in the Official Gazette.

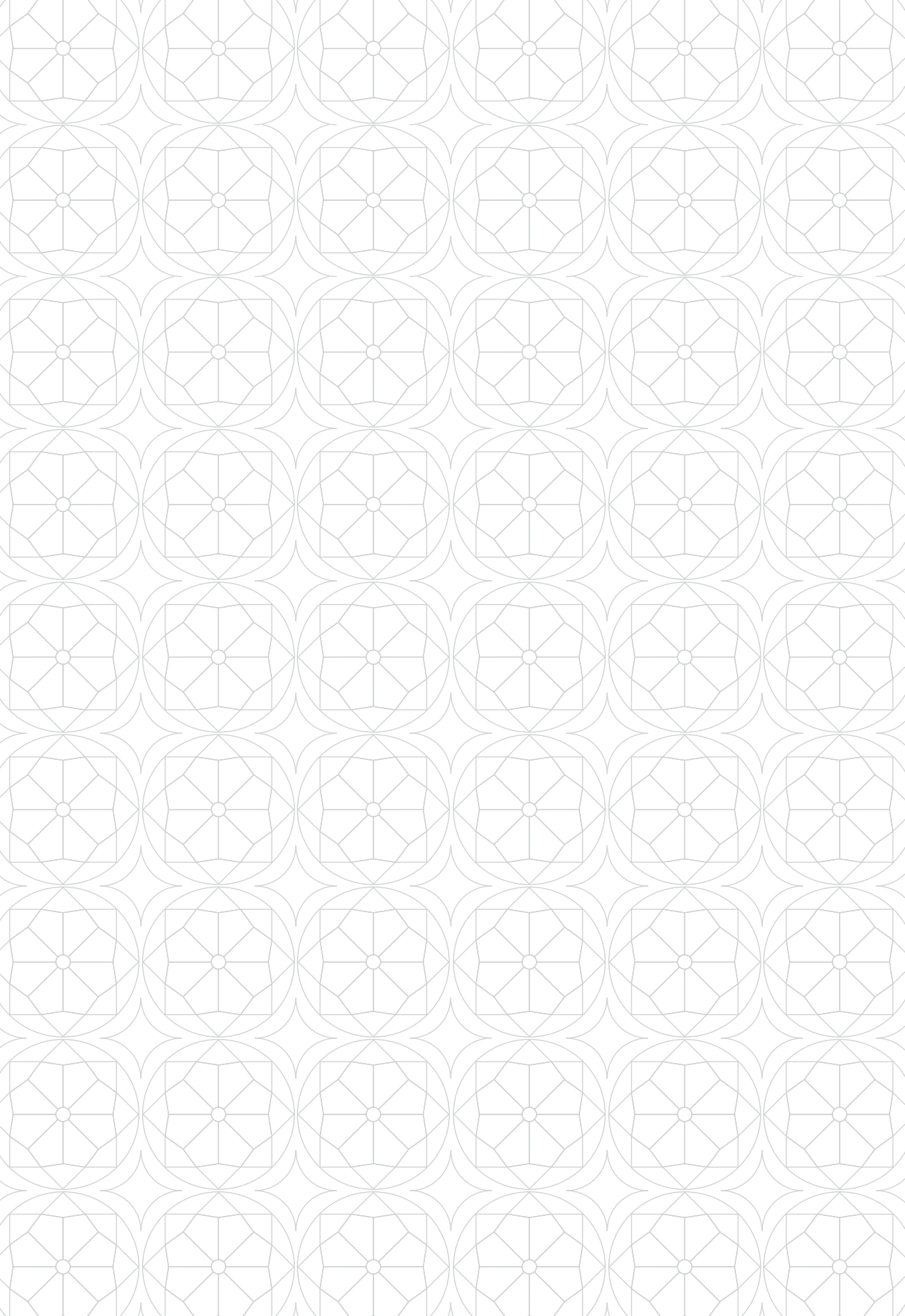
**Mohamed bin Zayed Al Nahyan
Crown Prince
Chairman of the Executive Council**

Issued by us in Abu Dhabi:

On: 23 November 2015

Corresponding to: 11 Safar 1437 H

Circulars



Circular No. (26) of 2015 Concerning the Guide of Complaints, Proposals and Praise at the Governmental Entities and Companies

To all governmental entities and companies in the Emirate of Abu Dhabi.

Peace and Allah's mercy and blessings be upon you,

The Executive Council is pleased to greet you and to extend its sincere gratitude for your continuous cooperation to realise the public interest.

Recognising the importance of the role of customers in improving the quality of governmental services and in our endeavours to achieve their satisfaction by fulfilling their needs and aspirations, kindly abide by the provisions of the attached Guide of Complaints, Proposals and Praise at the Governmental Entities and Companies, and work on the following:

- Prepare the ratings and indicators related to the complaints and proposals as shown in the Guide within three months from the date of this Circular, and sending them to the General Secretariat of the Executive Council.
- Submit quarterly reports to the General Secretariat of the Executive Council concerning the outcome of the implementation of the Guide.

We value your efforts and thank you for your cooperation

For your necessary action

May Allah guide you

Dr. Ahmed Mubarak Al Mazrouei
Secretary-General

Date: 08/11/2015

For enquiries:

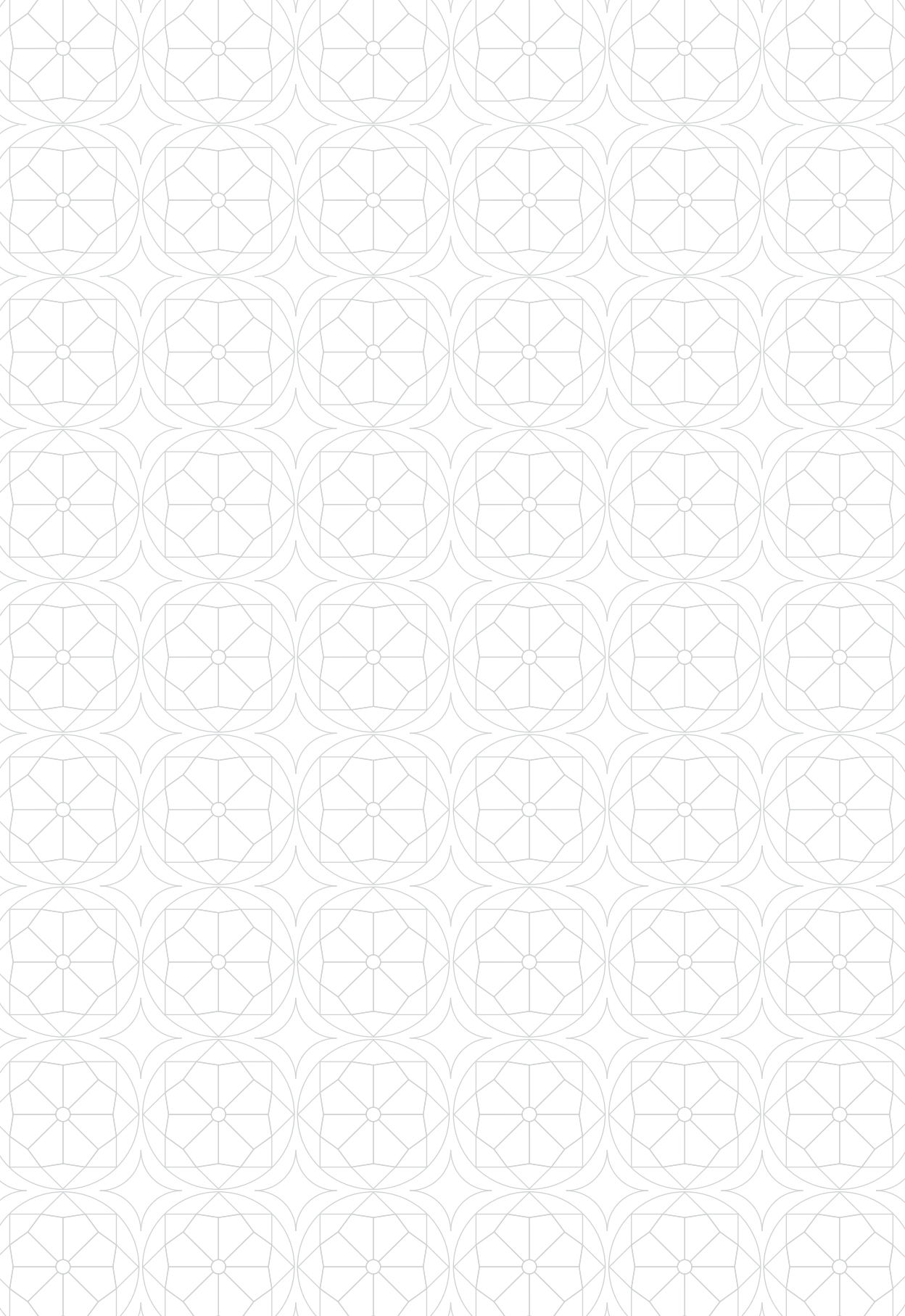
Please contact the Office of Abu Dhabi Excellence Program (ADEP) at the General Secretariat of the Executive Council on Tel: 026688505 or via email: servicesadep@ecouncil.ae

Attachment: A data volume including:

- The Guide of Complaints, Proposals, and Praise – First Version
- The Formats of the Guide of Complaints, Proposals and Praise

*The provisions of this Circular shall be applied to the governmental entities and companies indicated in the attached statement.

Secretary-General Resolutions



Secretary-General's Resolution No. (35) of 2015 Concerning the Formation of Abu Dhabi Committee of Innovation Week

The Secretary General of the Executive Council,

Having reviewed:

- Law No. (2) of 2006 concerning the General Secretariat of the Executive Council;

The following was decided:

Article (1)

A committee called (Abu Dhabi Committee of Innovation Week) shall be formed under the chairmanship of the Director of the Office of Government Communication at the General Secretariat of the Executive Council and the membership of a representative of each of the following governmental entities:

1. Abu Dhabi Tourism and Culture Authority.
2. Abu Dhabi Education Council.
3. Mubadala Development Company.
4. Abu Dhabi Future Energy Company.
5. Etihad Airways Company.
6. Abu Dhabi Chamber of Commerce and Industry.
7. Abu Dhabi Media Company.
8. Khalifa Fund for Enterprise Development.
9. Abu Dhabi Technology Development Committee (TDC).
10. Abu Dhabi Centre for Technical and Vocational Education and Training.

- The Chairman of the Committee may propose the addition of entities, provided that such matter is approved by the Executive Council.
- The entities represented in this Committee shall nominate their representative within one week from the issuance of this Resolution.

Article (2)

The Committee shall assume the following competencies:

1. Supervising the organisation of the events of the Week in the Emirate.
2. Coordinating with the Committees formed on the Country's level.
3. Receiving applications for the participation in the events during the Week from all the governmental and private entities in the Emirate.
4. Studying the proposals, initiatives, and events offered by the entities and submitting the same to the Secretary-General for approval.
5. Proposing the launch of initiatives and holding special innovation events in the Emirate.
6. Preparing the schedule of events and activities of Innovation Week in the Emirate.
7. Preparing the media plan for the promotion of events during the Week in the Emirate.

Article (3)

The Committee may seek the assistance of any experts and consultants it deems appropriate to assist it in carrying out its tasks.

Article (4)

- The term of the Committee shall be one year and the Executive Council may extend this period.
- The Committee shall submit periodic reports on the work progress therein to the Executive Council.

Article (5)

This Resolution shall be effective from the date of its issuance.

Dr. Ahmed Mubarak Al Mazrouei
Secretary-General

Issued in Abu Dhabi

On: 10 November 2015

Corresponding to: 28 Muharram 1437 H

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