

Federal Decree by Law No. (56) of 2022
Regarding the Federal Authority for Government Human Resources

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

- Having reviewed the Constitution,
- Federal Law No. (1) of 1972 Regarding the Competences of Ministries and Powers of Ministers, as amended,
- Federal Decree by Law No. (11) of 2008 Regarding Human Resources in the Federal Government, as amended, and
- Upon the proposal of the Minister of State for Government Development and the Future, and the approval of the Cabinet,

Hereby promulgate the following Decree by Law:

Article (1)

Definitions

For the purposes of implementing the provisions of this Decree by Law, the following terms and expressions shall have the meanings assigned to each of them, unless the context requires otherwise:

State	:	The United Arab Emirates.
Cabinet	:	The Cabinet of the United Arab Emirates.
Federal Government	:	The Government of the United Arab Emirates.
Federal Entities	:	Any ministry established pursuant to Federal Law No. (1) of 1972 Regarding the Competences of Ministries and Powers of Ministers, as amended, as well as any federal authority, institution, or regulatory body affiliated with the Federal Government.

- Authority** : The Federal Authority for Government Human Resources established pursuant to Federal Decree by Law No. (11) of 2008 Regarding Human Resources in the Federal Government.
- Chairman** : Chairman of the Authority.
- Director General** : Director General of the Authority.

Article (2)

Independence of the Authority

The Authority shall be an independent federal public authority possessing legal personality, and enjoying financial and administrative independence, and shall have the legal capacity necessary to undertake all actions and legal dispositions required to exercise its competences, and it shall report to the Cabinet.

Article (3)

Headquarters of the Authority

The headquarters of the Authority shall be in the city of Abu Dhabi, and branches or offices may be established therefor within the State by a decision of the Chairman.

Article (4)

Competences of the Authority

The Authority shall exercise the following competences:

1. Exercising the general powers and responsibilities for the management of human resources and human capital in the Federal Government.
2. Preparing, studying, and proposing the general strategies, policies, and legislations related to human resources at the level of the Federal Government, and submitting them to the Cabinet for approval.

3. Developing the human resources strategy, attracting talents, retaining specialists and professionals, and ensuring the continuous development of skills in the Federal Government in line with the government's directions.
4. Developing training and empowerment policies to enhance the capabilities and efficiency of Federal Government employees in a manner that achieves the future directions of the Federal Government.
5. Developing a system for measuring the productivity and efficiency of Federal Government employees, and monitoring its implementation.
6. Proposing and developing innovative work systems and methods in the Federal Government in accordance with best practices.
7. Studying and proposing salary scales in the Federal Government and systems of rewards and incentives in coordination with the concerned authorities, in a manner that serves to achieve competitiveness and productivity of human resources.
8. Proposing and applying the best practices and systems to create a motivating work environment and support the quality of life in the workplace.
9. Assisting federal entities with the proper implementation of legislations, policies, and systems related to human resources.
10. Studying, proposing, and managing digital transformation mechanisms for human resources systems in the Federal Government and related systems.
11. Studying and analyzing all reports, indicators, and surveys related to human resources in the Federal Government, and submitting recommendations and solutions thereon to the concerned authorities.
12. Proposing accession to, or signing of international treaties and agreements, and proposing partnership agreements with Gulf, regional, and international countries, organizations, and authorities related to the Authority's activities and competencies or accession thereto, in coordination with the Ministry of Foreign Affairs and International Cooperation and the concerned authorities.
13. Representing the State in international and regional organizations, exhibitions, and conferences in fields within the Authority's competence, in coordination with the Ministry of Foreign Affairs and International Cooperation and the concerned authorities.

14. Any other competences assigned to the Authority pursuant to laws, regulations, or resolutions issued by the Cabinet.

Article (5)

Chairman of the Authority

The Authority shall have a Chairman appointed by a Federal Decree, determining their grade. The Chairman shall be the highest authority in the Authority and shall, for this purpose, exercise the following competences and powers:

1. Approving the policies, strategies, and legislation related to the competences assigned to the Authority, in coordination with the concerned authorities in the State, and submitting them to the Cabinet for approval.
2. Adopting the general policy of the Authority, its strategic plan, and the necessary programs and projects in accordance with the procedures followed in this regard.
3. Adopting the regulations, systems, and work plans necessary for the proper functioning of the Authority.
4. Approving the organizational structure of the Authority and submitting it to the Cabinet for approval.
5. Approving the Authority's draft annual budget and its final accounts, and submitting them to the Ministry of Finance to be included in the budget law and unified final account law.
6. Proposing the signing of international agreements and treaties related to the Authority's activities and competences or accession thereto, in coordination with the Ministry of Foreign Affairs and International Cooperation and other concerned authorities.
7. Appointing one or more external auditors, if the need arises, and determining their fees.
8. Forming permanent or temporary committees and working teams to enable the Authority to carry out its competences, and defining the tasks of such committees, working teams, and their rules of procedure.
9. Accepting grants, aid, and donations consistent with the Authority's competences, and in accordance with the legislation in force in this regard.
10. Any other competences or powers conferred upon them by virtue of laws, regulations, or resolutions of the Cabinet.

The Chairman may delegate some of their competences or powers to any senior official of the Authority as deemed appropriate, provided that such delegation is in writing and specific.

Article (6)

Director General of the Authority

The Authority shall have a Director General appointed by a Federal Decree, determining their grade, upon the recommendation of the Chairman. The Director General shall be accountable to the Chairman for the implementation of the Authority's policies, strategies, legislation, and systems, and for ensuring the proper management of its technical, administrative, and financial affairs. In particular, the Director General shall have the following:

1. Proposing the policies of the Authority and its affiliated sectors, their strategic plans and programs, and supervising their implementation after approval.
2. Proposing draft laws, decrees, regulations, and resolutions related to its affiliated organizational units, and presenting them to the Chairman to take the necessary action thereon.
3. Proposing the regulations, systems, and work plans necessary for the proper functioning of the Authority and presenting them to the Chairman for approval.
4. Following up on the implementation of plans, programs, projects, and activities supervised, managed, or implemented by the Authority.
5. Supervising the preparation of the draft annual budget and the final account of the Authority, presenting them to the Chairman for approval, and monitoring the implementation of the budget within its approved appropriations.
6. Supervising the organizational units affiliated with the Director General, empowering them, monitoring their achievements and performance results, and proposing the necessary systems and procedures to contribute to the improvement and development of their performance.
7. Adopting qualification and training plans and programs for the administrative body of the Authority.
8. Representing the Authority in its relations with third parties and before the judiciary.

9. Submitting periodic reports on the workflow at the Authority, its achievements, and realized performance, and presenting them to the Chairman.
10. Appointing employees and consultants and terminating their services in accordance with the applicable legislation.
11. Concluding the contracts and agreements necessary to achieve the objectives and competences of the Authority in accordance with the applicable legislation.
12. Any other duties, competences, and powers conferred upon them by virtue of laws or regulations or assigned thereto by the Chairman.

The Director General may delegate some of their competences or powers to any senior official of the Authority as deemed appropriate, provided that such delegation is in writing and specific.

Article (7)

Administrative Body

The Authority shall have an administrative body appointed in accordance with the provisions of the Human Resources Law in the Federal Government and the regulations and resolutions issued in implementation thereof.

Article (8)

Financial Affairs of the Authority

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

1. The annual appropriations allocated to the Authority in the State's general budget.
2. The grants and donations accepted by the Chairman.

Article (9)

Fiscal Year

The fiscal year of the Authority shall commence on the first day of January and shall end on the thirty-first day of December of each year.

Article (10)

Assets, Properties, Allocations, and Employees of the Authority

The Authority shall retain its employees, assets, properties, rights, and allocations in the annual budget at the time of the issuance of this Decree by Law.

Article (11)

Application of Federal Legislations by the Authority

1. Employees of the Authority shall be subject to the Human Resources Law in the Federal Government, the regulations, and systems issued in implementation thereof.
2. The Authority shall apply the legislation regulating financial, contractual, accounting, and procurement affairs in force in the Federal Government.
3. The Authority shall be subject to the provisions of financial and administrative control in force in the Federal Government.
4. The resolutions and regulations in force in the Authority at the time of the issuance of this Decree by Law shall remain applicable until the issuance of the resolutions and regulations that supersede them, in accordance with the provisions of this Decree by Law.

Article (12)

Repeals

Any provision that contradicts or conflicts with the provisions of this Decree by Law shall be repealed.

Article (13)

Publication and Entry into Force

This Decree by Law shall be published in the Official Gazette and shall enter into force on the day following the date of its publication.

Mohamed bin Zayed Al Nahyan

President of the United Arab Emirates

Issued by us at the Presidential Palace - Abu Dhabi:

On: 9 Rabi' al-Awwal 1444 A.H.

Corresponding to: 5 October 2022 A.D.