

Executive Council Resolution No. (6) of 2020

Approving the Financial Benefits of the

Government of Dubai Employees¹

We, Hamdan bin Mohammed bin Rashid Al Maktoum, Crown Prince of Dubai, Chairman of the Executive Council,

After perusal of:

Law No. (5) of 1995 Establishing the Department of Finance;

Law No. (3) of 2003 Establishing the Executive Council of the Emirate of Dubai;

Law No. (31) of 2009 Establishing the Dubai Government Human Resources Department and its amendments;

Law No. (8) of 2018 Concerning Management of the Government of Dubai Human Resources;

Decree No. (23) of 2014 Establishing the Supreme Legislation Committee in the Emirate of Dubai;

Decree No. (2) of 2019 Concerning the Grades, Salaries, Increments, Allowances, and Benefits of the Employees of the Government of Dubai;

Executive Council Resolution No. (19) of 2012 Concerning the Methodology for Approving Organisational Structures of Government Entities in the Emirate of Dubai and its amendments;

Executive Council Resolution No. (15) of 2013 Regulating the Grant of Work-related Allowances to Employees of the Government of Dubai and its amendments;

Executive Council Resolution No. (27) of 2013 Regulating Part-time Employment in the Government of Dubai; and

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¹Every effort has been made to produce an accurate and complete English version of this legislation. However, for the purpose of its interpretation and application, reference must be made to the original Arabic text. In case of conflict, the Arabic text will prevail.

Executive Council Resolution No. (39) of 2018 Concerning the Performance Management System of Employees of the Government of Dubai,

Do hereby issue this Resolution.

Definitions

Article (1)

The following words and expressions, wherever mentioned in this Resolution, will have the meaning indicated opposite each of them unless the context implies otherwise:

UAE:	The United Arab Emirates.
Emirate:	The Emirate of Dubai.
Government:	The Government of Dubai.
Executive Council:	The Executive Council of the Emirate of Dubai.
Law:	Law No. (8) of 2018 Concerning Management of the Government of Dubai Human Resources.
Department:	Any of the departments; public agencies or corporations; or councils and authorities affiliated to the Government, which are subject to the Law.
Director General:	A director general of a Department, including an executive director/ chief executive officer, a secretary general, or any other person in a similar position.
DGHR:	The Dubai Government Human Resources Department.
Employee:	A male or female person who occupies a budgeted post in a Department.
UAE National:	Any person holding the UAE nationality.

UAE National Employee's Family:	A UAE National Employee's wife/ wives or husband and the Employee's children who are aged less than twenty-one (21) Years.
Non-UAE National Employee's Family:	A non-UAE National Employee's spouse, and three (3) of the Employee's children who are aged less than twenty-one (21) Years.
Total Salary:	Monthly salary, which comprises the Basic Salary and the General Allowance.
Basic Salary:	A salary equal to fifty percent (50%) of the Total Salary.
General Allowance:	An allowance equal to fifty percent (50%) of the Total Salary.
Aggregate Salary:	The Total Salary of an Employee plus any allowances or increments added thereto pursuant to this Resolution.
Post:	A job that has a set of duties and powers and whose incumbent is required to have specific qualifications, experience, competencies, skills, and knowledge. Each Post comprises multiple levels that define the Career Path of the Employee holding that Post.
Occupational Group:	A series of Posts that fall within the same occupational field and have common characteristics. Each Post in this series is distinguished from other Posts by the area of specialisation and the level of professional competencies, skills, and knowledge required to occupy that Post.
Band:	The level of Posts that are included in Occupational Groups, as determined based on the Table of Grades and Salaries in accordance with the criteria prescribed in this Resolution.
Career Path:	A set of sequential Posts that an Employee holds. The Career Path determines the levels of Posts of the same specialisation based on the qualifications, experience, and responsibilities of each Post.

Grade:	The grade approved for a Post based on the outcome of the relevant Post Evaluation process.
Designation:	A specific job title that denotes the specialised nature of the duties and responsibilities of an evaluated Post.
Procedural Manual:	The manual adopted by the DGHR which contains the table of Occupational Groups and the procedures and guidelines required for the categorisation and evaluation of Posts.
Post Evaluation:	A systematic process aimed at assessing and determining the weight of each Post in a Department based on the duties and requirements of that Post; and at comparing this Post with other similar Government Posts using the system approved by the DGHR in this respect.
Committee:	The committee formed pursuant to this Resolution to place employees on Grades.
Year:	A year measured based on the Gregorian calendar.

Scope of Application

Article (2)

The provisions of this Resolution will apply to all UAE National and non-UAE National civilian Employees who work in Departments.

Objectives of this Resolution

Article (3)

This Resolution aims to:

1. boost the competitiveness of the Government in attracting the manpower in the labour market;
2. strike a fair balance amongst Posts throughout the Government;

3. enhance the ability and flexibility of Departments in attracting and retaining human resources with distinguished competencies and skills and high levels of professionalism;
4. determine and categorise Occupational Groups and Bands in the Government;
5. standardise Designations, Career Paths, and Grades in the Government; and
6. determine the rules and procedures for Post Evaluation.

Duties of the DGHR

Article (4)

For the purposes of this Resolution, the DGHR will have the duties and powers to:

1. approve the Procedural Manual;
2. provide Departments with technical support on all matters related to the implementation of the provisions of this Resolution;
3. follow up compliance by Departments with the provisions of this Resolution and the resolutions issued in pursuance hereof;
4. measure and evaluate the impact of the application of this Resolution to Departments in order to improve and develop it;
5. review and approve applications submitted by Departments to introduce or add new Occupational Groups and Designations and conduct Post Evaluation of the same; and
6. perform any other duties required for the achievement of the objectives of this Resolution.

Obligations of Departments

Article (5)

A Department must:

1. comply with the Procedural Manual, inclusive of all the rules, procedures, and forms set forth therein;

2. take the required action to ensure implementation of this Resolution and the resolutions and manuals issued in pursuance hereof;
3. conduct Post categorisation and Post Evaluation in accordance with the relevant human resources legislation, regulations, manuals, and forms; and
4. provide the DGHR with the data, information, and documents it requires in relation to the implementation of the provisions of this Resolution.

Table of Grades and Salaries

Article (6)

- a. Pursuant to this Resolution, the attached Table of Grades and Salaries is approved.
- b. The Table of Grades and Salaries comprises sixteen (16) Grades, with each Grade comprising one (1) to three (3) Bands depending on the Grade itself. Each Band will have a first and a highest point of pay scale, which determine its Total Salary range. These first and highest points will be determined based on the tables approved pursuant to a resolution issued by the Chairman of the Executive Council in this regard.
- c. Where necessary, the Total Salaries set forth in the Table of Grades and Salaries attached to this Resolution will be reviewed based on an analytical study, conducted by the DGHR in coordination with the Department of Finance, on the competitiveness of salaries and benefits in the labour market.

Criteria for Applying the Table of Grades and Salaries to Posts

Article (7)

- a. Occupational Groups and their categorisation; the Posts included in each group; and the level and Designation of each Post will be determined pursuant to the Procedural Manual.
- b. Each Post within an Occupational Group will be assigned a Band in accordance with the criteria prescribed by the DGHR. These criteria will include:

1. the availability of competent, specialised, and experienced candidates for the Post in the labour market, taking into consideration the supply, demand, and competition related to the Post;
2. the complexity of the duties and responsibilities of the Post; and the academic qualifications, work experience, competencies, and skills required for holding the Post; and
3. the impact of the Post on the key functions of the Department in accordance with the legislation establishing or regulating its work.

Total Salary Breakdown

Article (8)

The Total Salary of an Employee will be comprised of:

1. a Basic Salary equal to fifty percent (50%) of the Total Salary; and
2. a General Allowance equal to fifty percent (50%) of the Total Salary.

Minimum Total Salary of UAE National Employees

Article (9)

The minimum Total Salary of a UAE National Employee placed on Grade 3, or below, will be four thousand two hundred and fifty Dirhams (AED 4,250.00), inclusive of the Social Allowance.

Social Allowance

Article (10)

A UAE National Employee will be entitled to a social allowance that will be added to his Total Salary. This allowance will be added subject to the distribution percentages prescribed by Article (8) of this Resolution.

The percentage of this allowance will be as follows:

1. fifteen percent (15%) of the Total Salary, for UAE National Employees in Grade 12 to Grade 14;
2. twenty percent (20%) of the Total Salary, for UAE National Employees in Grade 10 or Grade 11;

3. thirty percent (30%) of the Total Salary, for UAE National Employees in Grade 7 to Grade 9;
4. fifty percent (50%) of the Total Salary, for UAE National Employees in Grade 5 or Grade 6; and
5. one hundred percent (100%) of the Total Salary, for UAE National Employees in Grade 1 to Grade 4.

Total Salary upon Appointment

Article (11)

- a. A new Employee will be entitled to the Total Salary of the first point of the pay scale of the Band to which he is appointed. The Department may award that Employee an increment of no more than twenty percent (20%) of the salary of the first point of the pay scale of his Post if he has competencies, professional skills, academic qualifications, and work experience that are higher than those required for holding the Post.
- b. Notwithstanding the provisions of paragraph (a) of this Article, a Department may award an Employee appointed to Grade 16 an increment that exceeds the percentage stipulated in the preceding paragraph, subject to the following:
 1. The salary of the Employee may not exceed the salary of the highest point of his Grade.
 2. The prior written approval of the DGHR must be obtained. This approval will be granted in accordance with the methodology adopted by the DGHR for considering salaries and wages in the labour market.

Academic Degree Holders

Article (12)

The Total Salary of a UAE National Employee holding an academic degree must not be less than fifteen thousand Dirhams (AED 15,000.00), provided that:

1. the academic qualification of the Employee is at least a bachelor's degree or an equivalent degree;
 2. the Post of the Employee requires him to hold at least a bachelor's degree or an equivalent degree;
- and

3. the academic specialisation of the Employee is relevant to the Post he holds.

Air Ticket Allowance

Article (13)

- a. A UAE National Employee, and each of his eligible family members, will be entitled to an air ticket allowance as per the following table:

Grade	Annual Air Ticket Allowance (Per Beneficiary)
Grade 1 to Grade 13	AED 2,800.00 for each beneficiary aged less than twelve (12) Years. AED 3,500.00 for each beneficiary aged twelve (12) Years or more.
Grade 14 and above	AED 9,500.00 for each beneficiary aged less than twelve (12) Years. AED 12,500.00 for each beneficiary aged twelve (12) Years or more.

- b. A non-UAE National Employee, and each of his eligible family members, will be entitled to an air ticket allowance as per the following table:

Grade	Beneficiaries	Travel Class
Grade 8 and below	The Employee only	Economy class
Grade 9 to Grade 14	The Employee and his eligible family members	Economy class
Grade 15 and above	The Employee and his eligible family members	Business class

- c. A non-UAE National Employee who has no specific travel destination, and each of his eligible family members, will be entitled to an air ticket allowance as per the following table:

Grade	Beneficiaries	Annual Air Ticket Allowance (Per Beneficiary)
Grade 8 and below	The Employee and his spouse only	AED 1,500.00
Grade 9 to Grade 13	The Employee and his eligible family members	AED 1,000.00 for each beneficiary aged less than twelve (12) Years AED 1,500.00 for each beneficiary aged twelve (12) Years or more
Grade 14 and above	The Employee and his eligible family members	AED 3,000.00 for each beneficiary aged less than twelve (12) Years AED 4,500.00 for each beneficiary aged twelve (12) Years or more.

- d. The total amount of the annual air ticket allowances of a UAE National Employee and his eligible family members must not exceed one hundred thousand Dirhams (AED 100,000.00). The total amount of the annual air ticket allowances of a Non-UAE National Employee and his eligible family members must not exceed sixty-two thousand and five hundred Dirhams (AED 62,500.00).
- e. For the air ticket allowance of a family member of a non-UAE National Employee to be paid, that member must hold a valid residence permit in the UAE, on the annual due date of the allowance, in accordance with the legislation in force.
- f. The air ticket allowance of a Non-UAE National Employee will be determined based on the airfare to the country of which the Employee holds nationality on his appointment date. Where no flights are available to his country, the air ticket allowance of the Employee will be determined based on the airfare to the nearest airport to his country.

- g. Payment of the air ticket allowance of any of the Employee's children will be suspended where that child takes up employment, gets married, or reaches twenty-one (21) Years of age, whichever comes first. Payment of that allowance will be resumed where the reason for suspension ceases to exist and the child is still aged less than twenty-one (21) Years.
- h. An Employee recruited from outside of the UAE will be entitled to joining and repatriation air tickets, for him and his eligible family members, based on his Grade.

Payment Dates of Air Ticket Allowances

Article (14)

- a. The air ticket allowances of an Employee and his eligible family members will be paid on the anniversary of the date of joining the service of his Department.
- b. Notwithstanding paragraph (a) of this Article, the air ticket allowances of the Employee and his eligible family members may be paid up to two (2) months in advance of the payment date if the Employee intends to travel during any annual leave of at least five (5) consecutive working days.
- c. An Employee and his eligible family members will not be entitled to air ticket allowance unless he completes a full Year of service with his Department.
- d. Where an Employee is transferred from one Department to another and both Departments are governed by the Law, the annual air ticket allowances of the Employee and his eligible family members will be paid on the date of joining his former Department.

No Double Payment of Air Ticket Allowances

Article (15)

- a. Where an Employee and his spouse work for Government entities in the Emirate, or any other entities receiving financial support from the general budget of the Government, and each of them is entitled to an air ticket allowance, the allowance will be granted to the Employee entitled to the higher amount. Where both allowances are equal, the air ticket allowance will be paid to the husband.

- b. Where the marriage of two Employees is terminated, the air ticket allowance of the eligible children will be paid to the male Employee.

Allowances for Assignments within the UAE

Article (16)

- a. A Department will bear the expenses of sending an Employee on an official or training assignment within the UAE where the place of the assignment is more than one hundred kilometres (100 km) from his workplace, as follows:
 - 1. the costs of suitable accommodation, where the Employee actually stays close to the place of the official or training assignment;
 - 2. a daily travel allowance of three hundred Dirhams (AED 300); and/or
 - 3. a one-time transport allowance of two hundred Dirhams (AED 200), where the Employee does not use the Department's vehicles to perform the official or training assignment.
- b. A Department may, upon the request of an Employee, pay him only a daily allowance of four hundred Dirhams (AED 400.00) to cover all the costs and allowances stipulated in paragraph (a) of this Article, provided that the Employee does not actually stay close to the place of the official or training assignment and does not use the Department's vehicles.

Allowances for Assignments outside of the UAE

Article (17)

In addition to his Department bearing the costs of providing him with suitable accommodation, an Employee sent on an official or training assignment outside of the UAE will be entitled to an assignment allowance for each day or part of a day actually spent abroad during the period stipulated in the assignment resolution. This allowance will cover all personal expenses arising from the assignment, such as food, telephone bills, local transportation, and any other expenses. The amount of this daily allowance will be as follows:

Country of Assignment	Grade 14 and above	Grade 13 and below
Any of the Gulf Cooperation Council states or other Arab states	AED 600.00	AED 400.00
Other Countries	AED 800.00	AED 600.00

Promotion

Article (18)

- a. Where an Employee is promoted to a higher Grade under the Law, he will be awarded the Total Salary of the first point of the pay scale of the Band to which he is promoted, or an increment of ten percent (10%) of the Total Salary awarded to him prior to the promotion, whichever is higher.
- b. For an Employee to be exceptionally promoted up to two (2) Grades higher, his performance rating for the past Year must not be less than "Exceeds Expectations".

Salary Upgrade

Article (19)

- a. An Employee may be awarded a salary upgrade as follows:
 1. an ordinary salary upgrade of five percent (5%) of his Total Salary; or
 2. a special salary upgrade of ten percent (10%) of his Total Salary.
- b. Where the salary upgrade of an Employee results in exceeding the highest point of the pay scale of the Band to which the Employee is appointed, the amount in excess of the salary of that highest point will be awarded in the form of a bonus paid monthly as part of his Total Salary.
- c. The bonus referred to in paragraph (b) of this Article will be maintained in case of changing the Grade or Band of the Employee, for any reason whatsoever, and will be added to his new Total Salary.

Internal Nomination

Article (20)

An Employee who is transferred to fill a vacant Post within his Department, upon going through an internal nomination process, will be awarded the salary of the first point of the pay scale of the Band to which he is transferred, or will be awarded an increment of ten percent (10%) of the Total Salary awarded to him prior to the transfer, whichever is higher.

Amendment of Employment Terms upon Obtaining Academic Qualifications

Article (21)

An Employee who receives a new academic qualification during his service, as stipulated in the Law, will be awarded the Total Salary of the first point of the pay scale of his new Band, or will be awarded an increment of ten percent (10%) of the Total Salary awarded to him prior to the amendment of his employment terms, whichever is higher.

Transfer from One Band to Another

Article (22)

An Employee may be transferred within the same Grade, in accordance with the Law, to an Occupational Group which is assigned a Band other than his Band. In that case, the transfer may not result in changing the Total Salary awarded to the Employee prior to the transfer even if that salary is less than the salary of the first point of the pay scale of the Band to which he is transferred, except where the transfer is a result of the promotion of the Employee, or amendment of his employment terms, due to receiving a new academic qualification or being internally nominated for a new Post.

Hazard Pay

Article (23)

An Employee holding a Post that involves encountering certain occupational circumstances and hazards, in the course of performing the duties of that Post, will be entitled to a hazard pay. The Posts whose

incumbents are entitled to hazard pay; the amount of this pay; the rules and criteria for disbursing the same; and the cases of its suspension or cessation will be determined pursuant to a resolution of the Chairman of the Executive Council.

Night Shift Duty Allowance

Article (24)

- a. An Employee working on Regular Night Shift Duty will be entitled to a monthly allowance of twenty-five percent (25%) of his Basic Salary. The amount of this allowance must not exceed six thousand Dirhams (AED 6,000.00) per month.
- b. Payment of the night shift duty allowance referred in paragraph (a) of this Article will be suspended where the Employee takes any paid leave of at least thirty (30) days, other than annual leave.
- c. For the purposes of this Article, the night shift duty allowance will be paid to an Employee subject to the following:
 1. The Employee must be assigned to work at least four (4) nights per month based on a regular night shift duty system approved by the Department.
 2. The night shift duty must be during the period from 08:00 p.m. to 07:00 a.m.
 3. The working hours of the night shift duty must not be less than six (6) hours per shift.

Housing

Article (25)

A Department may provide an Employee with accommodation or pay him a housing allowance in accordance with the conditions and rules, and in the cases, determined pursuant to the relevant resolution issued by the Director General of the DGHR in coordination with the Department of Finance.

Mobile Phone Allowance

Article (26)

- a. Holders of the Posts which require using a mobile phone for performing their duties will be awarded a monthly cash allowance as follows:
 1. one hundred Dirhams (AED 100.00), for Posts that require low usage of the mobile phone;
 2. two hundred and fifty Dirhams (AED 250.00), for Posts that require medium usage of the mobile phone; and
 3. five hundred Dirhams (AED 500.00), for Posts that require high usage of the mobile phone.

- b. The mobile phone allowance referred to in paragraph (a) of this Article will be paid pursuant to a resolution of the Director General subject to the following standards and rules:
 1. Performing the duties of the Post must require the use of the mobile phone.
 2. The duties of the Post must be performed outside of the workplace or after official working hours.
 3. The use of the mobile phone for performing the duties of the Post must be regular, rather than occasional.

- c. Instead of paying the mobile phone allowance, a Department may provide the Employee whose Post requires using a mobile phone with a mobile phone package in the same amount stated in paragraph (a) of this Article.

- d. The mobile phone allowance, or mobile phone package, provided to an Employee will be ceased in any of the following cases:
 1. where the Post of the Employee no longer requires the use of a mobile phone;
 2. where the Employee is transferred, or assigned the duties of another Post and is discharged from the duties of his original Post; and the Post to which the Employee is transferred, or whose duties are assigned to him, does not require the use of a mobile phone; or

3. where the Employee is suspended from work for any reason whatsoever.
- e. The Director General will issue an internal bylaw regulating the disbursement of mobile phone allowances or provision of mobile phone packages to Employees. In issuing this bylaw, the allowances, rules, and provisions stipulated in this Article must be observed.

Placement on Grades and Bands

Article (27)

- a. Employees who are in service by the effective date of this Resolution will be placed on the Grades and Bands set forth in the tables referred to in paragraph (b) of Article (6) of this Resolution, in accordance with the rules and regulations stipulated by the Committee pursuant to this Article (27).
- b. The Committee will be formed pursuant to a resolution of the Chairman of the Executive Council. The Committee will comprise representatives from the DGHR, the Department of Finance, and the Supreme Legislation Committee. The resolution forming the Committee will determine its functions and terms of reference, and the procedures for holding its meetings.
- c. The placement of an Employee on a Grade or a Band will be subject to the following:
 1. His existing rights, including his Basic Salary and General Allowance and other similar financial benefits, must not be prejudiced even if these benefits exceed the salary of the highest point of the pay scale of the Band on which he is placed.
 2. The Work-related Allowance and skills allowance paid pursuant to Law No. (27) of 2006 Concerning Management of the Government of Dubai Human Resources and its amendments must be added to the Total Salary of the Employee. These allowances will be equally added to the Basic Salary and the General Allowance of the Employee.
 3. Where Law No. (27) of 2006 Concerning Management of the Government of Dubai Human Resources and its amendments do not apply to the Employee, any increments or allowances received by him must be reviewed and approved by the Committee to be added to his salary.

4. Where the Total Salary awarded to the Employee prior to the placement is less than the salary of the first point of the pay scale of the Band on which he is placed, the Employee will be placed in accordance with the procedures and periods approved by the Committee in this respect.
 5. An Employee who is appointed under a Part-time or temporary employment contract will be awarded the same salary he used to receive prior to his placement, and his monthly salary will be modified in accordance with this Resolution upon concluding a new contract with him or renewing his current contract.
 6. Employees will be placed on the Grades and Bands as of the date on which this Resolution comes into force.
 7. Any other relevant rules or regulations approved by the Government must be complied with.
- d. The decisions of the Committee will be deemed final, and no administrative grievance may be initiated in respect thereof.

Entitlement

Article (28)

- a. Employees will be entitled only to the salaries, increments, allowances, and other financial benefits stipulated in this Resolution.
- b. No increments, allowances, or other financial benefits whatsoever, other than those stipulated in this Resolution, may be paid to an Employee.
- c. The increments, allowances, and other financial benefits stipulated in this Resolution may not be paid together with any similar increments, allowances, or other financial benefits whatsoever.
- d. Failure to comply with the provisions of this Article will result in the nullity of the act in question, and the concerned Employee will be required to refund any amounts unlawfully paid to him.

Calculation of End-of-service Gratuities

Article (29)

- a. The End-of-service Gratuity of an Employee will be calculated based on the last Basic Salary he used to receive upon the end of his service.
- b. The End-of-service Gratuity of an Employee for the period of his service preceding the effective date of this Resolution will be calculated as follows:
 1. For an Employee who has been in the service of a Department before the effective date of Law No. (27) of 2006 Concerning Management of the Government of Dubai Human Resources and its amendments, his End-of-service Gratuity for the period preceding that effective date will be calculated based on the Basic Salary he used to receive as of 31 July 2007. The End-of-service Gratuity of that Employee for the period from 1 August 2007 to 31 December 2019 will be calculated based on the Basic Salary to which he was entitled as of 31 December 2019.
 2. For an Employee who had been appointed in a Department after 31 July 2007 in accordance with the provisions of Law No. (27) of 2006 Concerning Management of the Government of Dubai Human Resources and its amendments, his End-of-service Gratuity for the period from his date of appointment to 31 December 2019 will be calculated based on the Basic Salary he used to receive as of 31 December 2019.
 3. For an Employee who had been governed by a special human resources regulation applicable to his Department before the Department became subject to the Law, his End-of-service Gratuity will be calculated as per the provisions of that regulation and based on the Basic Salary which he used to receive as of 31 December 2019.

Issuing Implementing Resolutions

Article (30)

The Director General of the DGHR will issue the resolutions required for the implementation of this Resolution. These resolutions will be published in the Official Gazette.

Repeals

Article (31)

The above-mentioned Executive Council Resolution No. (15) of 2013 is hereby repealed. Any provision in any other legislation will also be repealed to the extent that it contradicts the provisions of this Resolution.

Commencement and Publication

Article (32)

This Resolution comes into force on 1 January 2020, and will be published in the Official Gazette.

Hamdan bin Mohammed bin Rashid Al Maktoum

Crown Prince of Dubai

Chairman of the Executive Council

Issued in Dubai on 11 January 2020

Corresponding to 16 Jumada al-Ula 1441 A.H.

**Table of Grades and Salaries of
Employees of the Government of Dubai**

Grade	Total Salary	
	Highest Point of Pay Scale (in Dirhams)	First Point of Pay Scale (in Dirhams)
16	103,210	44,230
15	83,240	35,680
14	67,130	28,770
13	53,270	22,830
12	44,520	19,080
11	30,200	16,260
10	22,620	12,180
9	18,200	9,800
8	13,440	8,060
7	10,130	6,080
6	7,830	4,700
5	5,880	3,530
4	3,750	2,250

3	2,930	1,760
2	2,190	1,310
1	1,750	1,050