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Master Thesis Defense

Entitled

THE DISCIPLINARY GUARANTEES FOR THE GENERAL EMPLOYEES ACCORDING TO THE HUMAN RESOURCE FEDERAL LAW AND IT IS MODIFYING COMPARING WITH THE LOCAL LAW FOR THE ABU DHABI AND DUBAI EMIRATES)

By

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Abstract

This study deals with the disciplinary guarantees of the public employee, and whether these guarantees ensured the public employee to be able to benefit from these guarantees. Among these guarantees are the right of defense and the right to a lawyer to defend him, the documents in the investigation file, The disciplinary decision and the importance of the disciplinary decision, as well as the employee's grievance against the disciplinary decision, its importance and its conditions, as well as the judicial challenge of the disciplinary decision and its conditions, and also dealt with who is the competent authority to sign disciplinary punishment. I have tried to divide this study into two subjects dealing with the first section guarantees prior to the issuance of disciplinary punishment, where the first section was divided into two requirements, the first demand administrative investigation and cause the administrative decision, where the first section was addressed to the administrative investigation and conditional, Administrative and formal controls for investigation and confidentiality in the investigation, and the effects of administrative investigation. The second section dealt with the meaning of causing administrative decision, importance and conditionality and elements of causing disciplinary decision, or the second requirement dealt with the right of defense and its significance and importance and the requirements of the right of defense, or the second topic dealt with the subsequent guarantees to the issuance of the administrative decision urged that the division of this subject To the two demands addressed in the first demand the competent authority to sign disciplinary punishment in the UAE legislation

The second requirement dealt with in the first section the subject of appeal in the disciplinary decision in terms of definition of administrative grievance and types and conditionality and The effects of grievance and the initiation of grievance and disposition by the Grievance Committee, and the second section dealt with the appeal before the judiciary against the appeal of the disciplinary decision and the conditions of judicial appeal and the reasons for judicial appeal. And the research finished in achieve some recommendation that is the conclusion included.

Keywords: Federal Human Resources Law No. 11 of 2008, as amended by Federal Law No. (17) Of 2016, Executive Regulation No (1) of 2018, Abu Dhabi Human Resources Law No. 6 of 2016, and the Law on Resource Management Human Development Law No. 27 of 2006, as amended by Law No. (14) For the year 2010.