



جامعة الإمارات العربية المتحدة  
United Arab Emirates University

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**Master Thesis Defense**

Entitled

*THE DISCIPLINE OF PUBLIC EMPLOYEE IN UNITED ARAB EMIRATES*

By

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Data & Venue

6:00 PM

Thursday, 17 January 2019

Room 1005, First floor, H2 Building

Abstract

The law grants the administration the right to discipline the employee in case he didn't do his professional duties well. However, this rights has the following conditions: The penalty is one of the legally prescribed penalties. Also it should be issued by a competent authority in accordance with procedures established by law. The law of the United Arab Emirates establishes prior guarantees for the disciplinary process, such as referral to the preliminary investigation. Also it established contemporary guarantees like the right of defense and reasoning disciplinary decision. Furthermore the subsequent guarantees such as the appeal of the disciplinary decision and the appeal against it. I have been selected this research to the importance of the discipline of public employees in terms of scientific and practical. We consider the public employees as the main building on which the General Facility is based. Discipline is the most successful and optimal method to ensure respect for the rules of the system and achieve its effectiveness. In this study, we will explain the concept of the disciplinary offense, the types of disciplinary sanctions, the The competent authority for the imposition of sanctions. Furthermore we will highlight the subsequent, contemporary and prior guarantees accordance with the Human Resources Law of Federal Government No. 11 of 2008 on Human Resources in the Federal Government and its amendments by Decree No. 9 of 2011, Federal decree Law No. 17, Of 2016 and the Executive Regulations of the Human Resources Law in the Federal Government issued by the Council of Ministers Decision No. (1) of 2018 on the Executive Regulations of the Human Resources Law in the Federal Government.

**Keywords:** disciplinary offense, Disciplinary sanctions, Disciplinary authority, Previous disciplinary guarantees, Referral to the investigation, The current disciplinary guarantees, reasoning the administrative decision .