

Cabinet Resolution No. (79) of 2023

Adopting the Code of Professional Conduct and Ethics for the Public Service in the Federal Government

The Cabinet,

- Upon reviewing the Constitution; and
- Federal Law, No. (1) of 1972 Concerning the Competence of Ministries and Powers of Ministers, and any amendments thereto; and
- Federal Decree-Law No. (49) of 2022 Concerning Human Resources in the Federal Government; and
- Based on the presentation of the Chairman of the Federal Authority for Government Human Resources, and the approval of the Cabinet;

Has resolved as follows:

Article (1)

The Code of Professional Conduct and Ethics for the Public Service in the Federal Government, of which provisions are attached, shall be adopted.

Article (2)

Cabinet Resolution No. (15) of 2010 Adopting the Code of Professional Conduct and Ethics for the Public Service shall be repealed.

Article (3)

This Resolution shall be published in the Official Gazette and shall enter into force as of the day following the date of its publication.

Mohammed bin Rashid Al Maktoum

Prime Minister

Issued by Us,

On: 22 Dhul Hijja 1444 A.H.

Corresponding to: 10 July 2023 AD

Code of Professional Conduct and Ethics for the Public Service in the Federal Government Annexed to Cabinet Resolution No. (79) of 2023

Objectives

1. The Code of Professional Conduct and Ethics for the Public Service in the Federal Government shall define the ethical standards that employees must adhere to, in order to maintain public confidence, enhance integrity, prevent conflicts of interest, and protect the reputation of the UAE Government.
2. This Code emphasises the shared responsibility to promote a culture of ethics and integrity, through cooperation between managers and employees.

Scope of Application

This Code shall apply to all employees of the Federal Entities, and the Federal Entities may issue detailed codes of professional conduct and ethics commensurate with the nature of their work.

Public Servant Form

A public servant shall be a role model in his commitment to work ethics, his embodiment of positive values, his support and inspiration to others, and his knowledge of local and global changes and developments, in a manner that enhances competitiveness and levels of performance.

Guidelines

The Code is based on ethical principles that promote integrity, professionalism, serve the public interest, and provides basic guidelines for the employee's commitment to work ethics in the Federal Government, as indicated in the Pledge of Commitment Adhering to the Principles of Professional Conduct and Ethics of the Public Service, attached to this Code.

Obligations of the Federal Entity

1. Consolidating institutional values and creating a supportive work environment for the employee.

2. Raising awareness of the culture and principles of professional conduct and ethics of the Public Service, supervising the enforcement of the Code, and disseminating it among employees in the ways it deems appropriate.
3. Granting all of its employees access to the contents of the Code, and ensuring their commitment to sign it electronically.
4. Providing safe channels for reporting conduct inconsistent with the principles of professional conduct and ethics of the Public Service.
5. Conducting an investigation of the cases reported, taking into account privacy and providing protection for the reporting employee.
6. Imposing penalties in the event that the employee is proven to have violated the principles of professional conduct and ethics of the Public Service, as stipulated in the Human Resources Law, its Executive Regulation, and relevant laws and legislations.

Obligations of the Employee

1. Reading and adhering to the principles of professional conduct and ethics of the Public Service.
2. Informing his direct supervisor or the human resources department in the Federal Entity of any violations of the principles of professional conduct and ethics of the Public Service stipulated in the Pledge of Commitment, immediately upon their occurrence, or his knowledge thereof.
3. Cooperating in the event of accountability in accordance with the official procedures and channels followed in the Federal Government and the relevant laws and legislations.

Final Provisions

1. The employee plays an important role in maintaining the integrity and reputation of the entity for which he works, by adhering to the principles of professional conduct and ethics of the Public Service. Adherence to these standards, and immediate reporting of any violations thereof, is necessary, because it contributes to maintaining public confidence in the Government.
2. Non-compliance with this Code shall be dealt with seriously by the Employer, as all employees must abide by it, and sign the Pledge of Commitment Adhering to the Principles of Professional Conduct and Ethics of the Public Service attached to this Code.

Pledge of Commitment Adhering to the Principles of Professional Conduct and Ethics of the Public Service

In my capacity as an employee of the Federal Government, I pledge as follows:

1. **Integrity:** I shall act with integrity, honesty, and professionalism, adhering to the highest ethical standards, and I shall avoid engaging in any inappropriate or unethical conduct.
2. **Compliance:** I shall review all applicable laws, systems, and policies, and any subsequent updates thereto, and adhere to them duly.
3. **Confidentiality:** I shall maintain the confidentiality of information and data, and shall only share what is authorised except after obtaining the required approvals, in accordance with the relevant laws and regulations.
4. **Conflict of Interest and Disclosure:** I shall avoid any situation in which my job duties conflict with my personal interests, and I shall disclose to the Employer any potential conflict of interest.
5. **Justice and Equality:** I shall maintain impartiality, avoid bias when performing my responsibilities, treat everyone fairly, and avoid showing any kind of favouritism.
6. **Diversity and Inclusion:** I shall contribute to promoting diversity and inclusion in the work environment, and shall avoid any discrimination against individuals or groups.
7. **Gifts and Bribes:** I shall not accept, request, take or offer bribes, and shall not accept or offer any gifts unless they are in accordance with what is stipulated in the relevant legislations.
8. **Optimal Use of Government Resources:** I shall use government resources for official purposes only, and refrain from achieving any personal gains or benefits.
9. **Compliance with the Ethics of Using Social Media Platforms:** I shall use social media in a responsible and professional manner at all times, and shall avoid harming the reputation of the State or my Employer, subject to the relevant legislations.

Acknowledgement and Approval

I, the undersigned _____, acknowledge that I have read the Code of Professional Conduct and Ethics for the Public Service in the Federal Government and understood what is stated therein, pledging to adhere thereto so as not to fall under liability.