

Bahrain
Act No. 35 of 2006 issuing the Civil Service Law
((35/2006

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(General Provisions (1-3

Rule No. 1

It works on matters relating to the affairs of the state civil service provisions contained in the Act and its provisions apply to all government employees and public institutions and organizations who get paid from the state budget or thereto. These provisions do not apply to military personnel in Bahrain Defence Force and the public security forces, the National Guard and the National Security Agency, except for civilians of them, with no prejudice to any texts regulating the affairs of those working in the military sector of civilians, as these provisions do not apply to employees who regulate the affairs of their employment laws or regulations Ouacod especially as stipulated in the .laws, regulations and contracts

Rule No. 2

In applying the provisions of this Act, the following words and phrases have the meanings indicated against each of them, unless the context requires otherwise: the government: are each ministry or a public institution or a Oohaih be within the budget of the state budget or attached. Competent Authority: A - competent minister. B - head of the institution or public body or the competent organ. Position: A collection of duties and responsibilities heterogeneous and powers assigned or delegated by the competent authority, which is required to carry out the requirements and standards must be fulfilled by those who operated, for the purpose of performing official duties and job tasks. Employee: Any person holding a civil and function of government agencies, whatever the nature of his work or his job title. Top jobs: jobs that are the incumbents appointed by decree, or decree of the Prime Minister and includes the functions of deputy ministers and assistant agents and managers, and the like. Salary: Basic Salary scheduled for the job including bonuses earned by the employee does not enter the allowances, bonuses and compensation. Premium: cash amount granted to employees in accordance with the provisions of this law and its implementing regulations, and the employee is entitled continuously if conditions are available, not deducted when the employee out on paid leave, such as: social allowance and annual increment qualification and bonus. Wildcard: cash amount granted to employees to compensate for the face of the requirements and conditions of work and the nature of the job held by private, not requiring conditions and requirements of the labor continued disbursement of this amount during the leave salary, such as transport allowance and telephone allowance and instead of scars. Structure: means the organizational structure of arranging different functional centers in the administrative unit frame, with a statement of the group that comprise the nature or quality, and degree of the career ladder, which

facilitates work including distribution, explains the relations between the occupants,
.whether vertical or horizontal relations

Rule No. 3

Subject to the provisions of Decree Law No. 11 of 1972, establishment and organization of the Department of Legal Affairs, specialized CSC by making reasoned opinion as required by government agencies subject to the provisions of this law, on matters relating to the application of its provisions and its implementing regulations and implementing decisions

Part II - 1

(Functional relationship and end (12-17

Chapter One - 1.1

(Functions (4-11

Rule No. 4

Public office is a national service entrusted to their incumbents, and State employees in the performance of their jobs and the public interest. And citizens have equal access to public jobs, and foreigners are not given to public service, except in cases prescribed by law

Rule No. 5

Each government entity develop an organizational structure that have approved by competent and approved by the President of the Civil Service Authority, the entity shall be divided into departments and sections in proportion to the size of the fields and working out

Rule No. 6

Put all governmental entity forms a functional description of each function of functions, it determines the duties and responsibilities and the necessary requirements fulfilled by those who occupied especially the minimum qualifications and skills necessary capabilities. It depends head of CSC these forms before working out

Rule No. 7

The CSC and the order of the functions that collect in the categories that each category includes functions similar to the nature of work and the type of duties and responsibilities and minimum qualifications and skills required

Article 8

The jobs permanently or temporarily, and divide the functions for which this law applies to groups determined and regulated by the Regulations, the Regulations also define the rules and provisions of the order and the assessment and classification of the functions of these groups. And put the Implementing Regulations rules create temporary jobs and canceled

Article 9

Issued payrolls groups tables decision of the Prime Minister, upon the proposal of the Civil Service Commission, and may be reconsidered in these tables whenever the public interest requires it. The President of the Council of Ministers Head of the Civil Service Council or his representative at the suggestion of the Civil Service Bureau, the salaries for some jobs estimate without required to adhere to schedules referred to in the first paragraph to put the Implementing Regulations for the controls so

Article 10

The Civil Service Bureau in coordination with government agencies the maximum number of jobs for each governmental entity status, and ensure the optimal use of the labor force which is not permissible for any government entity that the number of employees exceeds the number of jobs assigned to them in the general budget

Article 11

Jobs be filled by appointment or promotion, transfer or assignment or loan taking into account the requirements for it are met

Chapter II - 1.2 **(Appointment (12-17**

Article 12

The appointment shall be in jobs and deputy ministers, agents assistants and the like decree based on a proposal by the competent authority and approval of the Cabinet. The appointment shall be in jobs of managers and managers proxy decision of the Prime Minister upon the proposal of the competent authority. The appointment shall be in the other functions of the decision of the competent authority in accordance with the provisions of the rules contained in this Act and the Regulations

Article 13

Whoever is appointed in one of the functions that this law applies them as follows: A - to be enjoying his Bahraini nationality. B - to be a character and good reputation. (C) it should not have been sentenced to a felony or penalty restricting freedom in a crime involving moral turpitude or dishonesty unless he has been rehabilitated. However if the referee to stop the execution of the sentence covered employee may be set after the approval of the competent authority. (D) it should not have been dismissed from service by a court judgment or a final disciplinary decision that did not go on release at least three years. E - that shall conform to the requirements of the post to be filled. (F) shall not be less age for seventeen years. (G) to prove his fitness and health for the job by the competent medical authority, and with the exception of staff appointed by decrees or decisions of the Prime Minister, may be exempt from this requirement by decision of the competent authority after taking the opinion of the Civil Service Bureau. H - pass your exam filling the job, and put the executive rules and regulations for the types of exams Regulations, according to the nature of the job and the qualifications and skills needed to be filled, and are excluded from this requirement occupants of senior posts, and excludes experts and consultants Bahrainis and non-Bahrainis

Article 14

Notify government agencies subject to the provisions of this law, the Civil Service Bureau vacancies have and that are needed to be filled, and the Civil Service Bureau to announce these jobs in the local media, it is not advertising in foreign media, but after she was unable to get on the local candidate, according to the controls and procedures prescribed by the Regulations

Article 15

Appointment of non-Bahrainis on a temporary basis and by contract, and apply to appointees by contract provisions of this Act and its implementing regulations, while not provided for a special provision in the contracts concluded with them. And it puts the CSC rules and provisions and formulas for these contracts. And put the executive regulations of law rules for hiring experts Bahrainis and non-Bahrainis, and the temporary work Ouwardh and those who work part-time

Article 16

A decision of the competent authority may be re-set if the employee meets the conditions of the job, which re-appointment on them, that is determining class rank after the approval of the Civil Service Bureau

Article 17

With the exception of five appointed by decree or decision of the Prime Minister, appointed for the first time placed on probation for a maximum period of six months from the date of commencing their work. If it is proven disqualification during this period it was terminated and for the educational functions of the probationary period defines full academic year. If the probation period has elapsed successfully take the employee installed in his job, and this period is calculated within the duration of the service

Chapter III - 1.3
(Performance evaluation (18-24

Article 18

Staff performance measures determined on the basis of the requirements of their jobs and duties and responsibilities, and is designed to evaluate job performance assessment staff efficiency and revealing what there is of the downsides in the performance and behavior of .the employee's intent to avoid them in the future

Article 19

Be the final reports to evaluate employee performance for the year placed starting from the first of September and ends in late August and progress depends in October Monthly NOVEMBER. And may be subject to those provisions of this law, the application of performance management system for evaluating employee performance more than once in one .year in order to facilitate the annual assessment referred to

Article 20

System performance is subject to all staff subject to the provisions of this law, the assessment and implementing regulations shall determine the controls that are on the basis of employee performance evaluation and procedures for the development and submission and adoption of evaluation reports and notification and appeal them. Implementing Regulations also determine its own assessment of the performance of the occupants of senior posts .rules

Article 21

You must notify employees who see their bosses that their performance level lower than the normal level of performance of the deficiencies in the performance according to the .measurement result of the performance of the aphid league

Article 22

The employee must be notified of the statement submitted with his performance or the performance evaluation report, once adopted, the employee may appeal against the .performance evaluation report before the Committee provided for in Article 80 of this Law

Article No. 23

A normal performance is considered a standard that is taken as a basis for performance measurement, and estimate the performance evaluation be excellent or good Jadjdo or illness or weak rank. And it must have an excellent appreciation and weak Bmrtpti reasoned and specific elements of excellence and weaknesses that led to the adoption of the report may not only completing it. B - deprives the employee submitted his report PAS rank poorly of the annual increment for three months and shall be notified in writing, if proven then that job performance has risen during this period it is worth the periodic increment of the first in April and not overshadow it for another three months with the notification also in writing, he continued on this case for a third time to consider his transfer to another job commensurate with his abilities warrant. (C) If a solution appointment annual periodic premium before deciding on the complaint submitted by the employee in accordance with the preceding Article stopped granting the premium until the adjudication of the .grievance

Article 24

It was a loan officer or managing director within the Kingdom of Bahrain for more than six months is concerned with the loan or director to put his final report in accordance with the foregoing provisions, the employee was on loan to the outside or hold a special leave Viatd previous reports. The employee's envoy on a mission or study leave presents his report to the body that employs the scholarship based on the data or studying there. In the case of an employee's disease for more than six months during the year is estimated evaluated according to the latest annual report presented about, Viz was a rank poorly .estimated Rated rank sentenced disease

Chapter IV - 1.4

(Upgrade (25-27

Article 25

Employee be upgraded to a higher degree directly next to his degree in the job or any other job vacancies provided it meets the conditions required for the upgrade and he have passed him at least a year the current Badrjtah. The upgrade is based on merit, which are based on performance, experience, qualification and seniority elements. And all in accordance with the rules and conditions prescribed by the Regulations

Article 26

A decision to upgrade from the competent authority appointed after the approval of the Civil Service Bureau, the upgrade is a window of the exact date of the decision issued by. The employee shall be entitled as of this date the beginning of the class belted upgraded to or from the two most senior grades arranged, whichever is greater. If the amount was signed between the two most senior grades gives top rank, without prejudice to the .Basthakagah annual periodic premium as scheduled whenever the terms

Article 27

A decision of the cabinet- may, upon the proposal of the Civil Service Bureau - adding complementary provisions to upgrade addition to the provisions set forth in the preceding articles, but not inconsistent with the provisions stipulated in this Law. The Executive Regulations of the law for upgrading employee rules, if it meets the terms of upgrading .unconditionally period provided for in Article 25 of this Law

Chapter V - 1.5

(Salaries and bonuses (28-31

Article 28

Determine the beginning and end of payrolls and arranged in each grade in accordance with the schedules issued in this regard. The employee is worth his salary as of the date of commencement of work. And it gives appointed scheduled beginning of the salary for the grade assigned them, and may be a decision of the competent authority after the approval of the Civil Service Commission granted a number of ranks in the same class, in accordance .with the conditions and regulations stipulated in the Regulations

Article No. 29

Give the employee an annual bonus equivalent to the rank of patrol ranks the degree to which operated so as not to exceed the end of the belted his degree, what has not lived in accordance with the regulations stipulated in the Regulations. The employee deserves this .premium in accordance with the conditions and regulations prescribed by the Regulations

Article No. 30

A decision of the competent authority may, after consulting the Civil Service Bureau, the employee granted an incentive bonus equal to the annual increment prescribed or more so as not to exceed the end of the belted his degree due to the following conditions: (a) that the employee hold for the last two years on the performance evaluation of a good rank really very at least. (B) that the employee has made a special effort or achieved economical expenses or lifted to the level of performance. C-employee this premium is not granted more than once every two years and a maximum of three times per class. The .granting of this premium annual periodic salary increment does not prevent on time

Article 31

May be a decision of the Prime Minister and Head of the Civil Service Council - on the recommendation of the Civil Service Bureau - other allowances of the staff report In addition to the provisions of this law, this decision determines the conditions and rules .of maturity

Chapter VI - 1.6

(Allowances, bonuses and compensation (32-34

Article 32

It may be a decision of the Council of Ministers - on the recommendation of the Civil Service Commission - Report allowances or bonuses or in-kind features for some jobs that require working conditions and the nature of the report of these benefits in accordance .with the rules and conditions prescribed by the Regulations

Article 33

With the exception of the occupants of senior posts and the like is worth employee compensation for work or overtime that assigned by the competent governmental authority in the official working hours, according to the rules and procedures prescribed by the .Regulations

Article 34

It may grant bonuses to employees who provide excellent services or works or research or suggestions to help improve the working methods and enhance the performance or saved expenses and executive regulations specifying the conditions and rules for granting these .bonuses

Chapter VII - 1.7

(Health and social care and safety requirements (35-36

Article 35

The competent authority to draw up a program for health care, social, cultural and sports workers in the government agency staff, and taking into account the legislation issued in .this regard

Article 36

Each of the entities subject to the provisions of this Act shall comply with the requirements of the Occupational Safety and Health, according to the standards and .regulations set forth in the Regulations

Chapter VIII - 1.8

(Transport and scars and loan missions and training (37-43

Article 37

The employee may be transferred from one job to another and from one side to the other of the parties subject to the provisions of this Act, or to others if transport to the vacant post the same degree of job or higher degree, and after the approval of the Civil Service Bureau. Transport and be a decision of the competent authority in the appointment transferred to it after the approval of the Authority itself in the movable ones. .Implementing Regulations shall determine the rules and procedures of transport

Article No. 38

A decision of the competent authority may scar the employee to carry out temporarily for a period not exceeding one year, the work function of other functional class itself, or function immediately above, the government agency itself, which works out or in other government entity, and may be extended, if necessary, to more than years, and a maximum of .three years. Implementing Regulations shall determine the rules and procedures scars

Article 39

Appointment decision of the competent authority may, after consultation with the Civil Service Bureau, the secondment of an employee after agreeing in writing to work in one of the companies which contribute to the state, or to the Arab governments or agencies or foreign or international. The jobs may be filled by way of metaphor from one of the parties set forth in the preceding paragraph. The loan will be for a period of one year,

renewable for a similar period of no more than a total of three years, except in cases
.where the public interest

Article No. 40

Be the employee's salary entire loan on the side of the borrowing, however, may be a decision of the Council of Ministers that the Government of the Kingdom of Bahrain bear some or all of the salary during the term of the loan. And enter a period of secondment in calculating the pension or retirement bonus in the periodic increment and promotion maturity, and subject to the provisions of Law No. (13) for the year 1975 on the .organization of pension and retirement benefits for government employees

Article 41

When seconding a staff keep his job vacancies, and may if necessary be filled permanently or temporarily by a decision of the competent authority in coordination with the Civil Service Commission, and upon the return of the employee serves its original function whether vacant or vacant degree and his job in the government loan them or in the other hand. In all cases, it retains all the features functionality that was occupied by the .loan

Article 42

It may dispatch staff in missions or scholarships to study or training Oomnahm study leave with or without pay terms and conditions prescribed by the Regulations. The reservation for the members of the missions, grants and school holidays and jobs, and may be filled on a temporary basis by way of appointment or assignment without upgrading if the duration of the scholarship or leave at least a year to be abandoned when they return. The duration of the intervention of the scholarship or study leave if ordered in pension expense in the .annual periodic increment and promotion entitlement

Article 43

Shall be deemed duty training and functionally to all staff, and should government agencies subject to the provisions of this law work to enable employees to receive training in their respective fields, and the preparation of plans and programs for the training and development of managerial, technical and professional abilities, and prepare them to fill the new jobs and qualify candidates for appointment to all jobs at all levels in accordance with the requirements of the job and within the appropriate capabilities. And The CSC responsibility to help government agencies in the preparation of career development paths and training needs analysis for various jobs in the civil service. B - The Civil Service Bureau in collaboration with government agencies subject to the provisions of this law put replacement and training plans for the preparation of the second row of the administrative leaders in the civil service. H - Implementing Regulations shall determine the rules and provisions for training on light determined by the laws and regulations of other goals, plans and training methods and its institutions .or treaty

Chapter IX - 1.9 (Vacations (44-53

Article No. 44

Determined by a decision of the Council of Ministers - at the suggestion of the Civil Service Commission - working week days and Mwaqath according to the requirements of public interest. And may, where appropriate identify private appointments to some government agencies or certain functions depending on the nature of work, and this is a decision of the competent authorities, after the approval of the Civil Service Bureau. The competent - to the conditions required by the interest of the work of the authority - assign the employee to do additional work after the official working hours according to the terms and conditions prescribed by the Regulations. The employee may not be absent from work only in .the holidays prescribed in the following articles borders

Article 45

The employee the right to paid leave All-inclusive bonuses and allowances in the days of weekends and holidays and official events and other holidays prescribed by the law, the employee may be in these holidays run if necessary, and be compensated for it according to .the rules and procedures prescribed by the Regulations

Article 46

Worth employee annually habitually leave with full salary inclusive of all allowances at the rate of (30) work for each year of the day by two working days and a half a month, is not included in the calculation of the leave days weekly holidays and official events and other holidays, and may not be granted such leave only after six months from the date of receipt of the work. And may not be shortened regular leave Ootogelha or cut except for reasons of work interest. And it maintains a regular employee with vacations that do not benefit them provided they do not exceed the permitted transferred balance for the .following year (75) business days

Article 47

Employee shall be entitled upon separation from service rather than cash for the balance of the usual vacation that did not benefit from it, calculated on the basis of the last salary was receiving, according to the conditions and controls prescribed by the .Regulations

Article 48

Notwithstanding the provisions of Article 46 of this Law deserves staff educational bodies in schools and institutions of training, colleges and institutes of the state and for which the applicable provisions of this Act unusual vacation in the middle and end of the school year shall be determined by the decision of the competent minister, after the .approval of the Civil Service Bureau

Article 49

Worth employee sick leave with full pay inclusive of all bonuses awarded based on a report from the competent medical authority at the rate of 24 working days per year by two working days in the month. And it retains the employee with sick vacations that do not .benefit them provided they do not exceed this balance (240) business days

Article 50

Notwithstanding the provisions of the first paragraph of the previous article, the competent authority may - after taking the opinion of the Civil Service Commission - that an employee who has exhausted sick leave credit granted additional sick leave with full salary inclusive of all allowances not exceeding sixty business days, as a deemed competent medical committee that his condition warrants it, provided that at least the .length of service for a full year

Article 51

Employee deserves special leave with full salary inclusive of all allowances, are not counted within the vacation prescribed in the preceding articles, in the following cases: a marriage license: and be for a period of three working days and once for the duration of his service. B - leave Hajj shall be for a period of 21 days and once for the duration of his service. (C) maternity leave: and awarded to an employee for a period of 60 days calculated from the date of the situation. D leave Death: granted upon the death of a relative up to the fourth grade for three days. E - leave several of death: and grant the Muslim employee who dies by her husband for four months and ten days f accompany sick leave: and given to the employee to accompany the patient decided to competent medical committees treatment abroad with a companion, for the period prescribed for treatment to no more than sixty days. (G) contact with sick leave: and give the employee Almkhalt to a contagious disease and prevent it sees for this reason it is doing his job for a period determined by the medical committees. H - the quarantine period: Provides employee on his return to his work of medical certificates to prove it. - Leave exam semester: awarded to an employee leave for a period not exceeding one month to perform the exam semester. Z - leave participate in sports or cultural delegations: awarded to an employee for the period required by this review. K - leave work injury: it is awarded to the employee who follow

him work injury while performing his job or tasks because of it, so as determined by competent medical committees, based on the provisions of Chapter IX of Legislative Decree No. 13 of 1975 on the organization of pension and retirement benefits for government employees, as amended . The Regulations shall prescribe rules and conditions for .entitlement to these holidays

Article 51

The first article replaces the text of item (c) of Article (51) of the Civil Service Law promulgated by Law No. (35) of the year 2006 the following text: Article (51) item (c): "vacation mode: and awarded to an employee for a period of 60 days starting from the the history of the situation, and may, at the request of the employee can get them before the estimated date of delivery period not exceeding fifteen days. " The second article on the Prime Minister and the Minister - respective - the implementation of this law, shall take .effect from the day following the date of its publication in the Official Gazette

Article 52

Employee deserves after her return to work after maternity leave, two hours a day to take care of breastfeeding her child until he reaches the age of two years to provide medical .certificates in favor of it

Article 53

Be licensing cases special leave without pay in the following manner: (a) granted to the husband or wife if licenses for one to travel abroad for at least six months, and may not be exceeded this leave for the survival of any of them abroad. And should the government agency must respond to the request of the husband or the wife in this case. (B) the employee deserves special leave without pay, take care of her child, who was only six years old, a maximum of two years at a time, but three times during her working life. (C) the employee may be granted special leave without pay because of full-time study or research or for any other reasons Abdiha employee and estimated by the competent authority in accordance with the requirements of the regularity of work. And the duration of the leave does not intervene in the cases provided for in this Article within the period of service that go into calculating the pension or bonuses in accordance with the provisions of Law No. (13) for the year 1975 on the organization of pension and retirement benefits .for government employees

Chapter X - 1.10

(Duties and Prohibited Acts (54-58

Article 54

The employee must: (a) to do their part, by himself accurately and honestly, and that the allocated official working time to perform the duties of his job. B - that preserves the dignity of his job and his behavior is consistent with the tradition and respect for ethics and honor of his job. C - be a collaborator in his work with his colleagues and the audience is treated to the proper treatment with the completion of his interests in time. (D) that responds to the training and development programs prepared by the government agency that works out, and that is always trying to develop his skills and abilities to self-improve the quality of job performance. (E) maintains the property and funds the government agency that works out. (F) implements what comes to him carefully and the .Secretariat of orders within the limits of the laws and regulations in force

Article 55

It prohibits the employee: (a) violation of the rules and provisions stipulated in the laws and regulations and instructions and civil service bulletins. B - violation of the rules and provisions stipulated in the general budget law and regulations and decisions issued in implementation thereof, and all the financial rules. C - violation of the rules and provisions stipulated in the organization of tenders and government procurement law and regulations and decisions issued for its implementation. (D) make any statement or a statement on behalf of the government entity in which it operates to any of the media, except if authorized to do so by the competent authority. (E) the disclosure of the things seen it by virtue of his job if the confidential nature or under the instructions required to do so. This remains standing commitment to the employee after leaving the service. (F)

to keep for himself the origin of any sheet of official papers Oousourh them or to snatch the asset or the image of the dedicated to save or retain for himself the origin Date strips or images or movies or images, or operational or applied programs on computerized special on who works out and corresponds related files costly to him personally work. (G) the exploitation of his job for any purpose, or to mediate for a Ooyost anyone in the .affairs of his job

Article 56

No employee may accept any gift Oomkavoh Ooamolh Ookarz in exchange for the duties of his job, as he may not collect money or in-kind materials Oohaih any individual or organization to participate in meetings in the workplace without the body determined by the competent authority permission. Nor may the employee to distribute leaflets or to .collect signatures within the workplace

Article 57

Employee may lead businesses to non-salary or bonus or without the official working hours, provided that such acts are not inconsistent with the nature of his or impair the dignity, as the employee may take work guardianship or trusteeship or agency for absentee or judicial assistance because of a covered guardianship or custody or absentee or appointed him court who bound together by kinship link or attributed to the fourth degree assistant, and that takes work guarding the money that a partner or owner of an interest in or owned by those whom they linked to kinship Ooncep to the fourth degree, provided notice of the .belongs

Article 58

No employee may engage himself or through others the following acts: (a) the purchase of real estate or movables which posed by the judicial or administrative authorities for sale if it is related to the work function. (B) engage in any business. C - to be a member of the board of directors of any company contribution without the permission of the competent authority. (D) to have any interest in the work or contracting or tenders relevant to the work function. (E) to rent land or real estate with a view to exploit if this exploitation .is related to his work

Chapter ten atheist - 1.11 (Investigative and disciplinary (59-71

Article 59

Every employee who violates the provisions of this Act or its implementing regulations or implementing decisions, Ouejrrj to be appropriate in the work of his job, or look shows that would impair the dignity of the function, punished disciplinary, and without prejudice to the criminal or civil responsibility when necessary. The employee is exempt from disciplinary action if he proves that the offense was committed pursuant to a written order issued to him by his boss despite wakes in writing to the contrary, and in this case .would be the liability on the source of it

Article 60

No penalty may be imposed on the employee only after interrogation writing and listening to his words and achieve his defense, and should be the decision of the signing of the penalty reasoned. The investigating officer with the commission of inquiry constituted by the competent authority, and put the Implementing Regulations mechanism and controls the .formation of committees

Article 61

The employee may be suspended from his job if his interrogation interest so requires for a period not exceeding three months, and be a moratorium reasoned decision of the Council of Ministers for the occupants of senior posts and the like, and the competent authority for .the rest of the staff

Article 62

Every employee locked up is suspended from his period of incarceration and stop half his salary disbursement, after the end of the confinement distract him what had already .stopped If the Save investigation or acquitted

Article 63

Every employee locked up implementation of a judicial ruling is suspended from work and deprived of his salary and his salary may exchange for his family headed if the confinement period in excess of three months to be deducted from the retirement benefit at retirement. And it may return to work after the expiration of the period without prejudice .to the disciplinary responsibility when necessary

Article 64

If they are directed to the employee criminal charge is not permissible disciplinary accountability with respect to any element of the criminal charge only after a warrant was issued Oouhkm where, it does not prevent an order to close the investigation or the .acquittal of the disciplinary accountability if he meets causes

Article 65

Disciplinary sanctions may be imposed on the staff are: (a) orally alarm. B - Alarm in writing. C - denial of increment for a period not exceeding three months. (D) Suspension from work with salary deduction for a period not exceeding one month during the year and not more than ten days each time. E - dismissal. As for the staff occupants of senior posts and the like, and other functions to be determined by a decision of the Council of Ministers do not sign them, but the following sanctions: (a) orally alarm. B - a written .warning. C - dismissal

Article 66

With the exception of the occupants of senior posts and the like, it has jurisdiction to refer the employee to an investigation and the signing of disciplinary sanctions by the competent authority, and it may assign jurisdiction to initiate administrative investigation into the Civil Service Bureau. If the recommendation of the Commission of Inquiry problem came under Article (60) or a problem in the Civil Service Commission under this Article, imposition of the death chapter against the employee must be forwarded to the competent authority of the disciplinary board is a decision of the Head of the Civil Service Bureau. The Executive Regulations of the law procedures followed by the .Disciplinary Board in this regard

Article 67

The Council of Ministers to refer the occupants of senior posts and the like to disciplinary accountability and the signing of disciplinary sanctions on them, as regard to determining the authority responsible for investigating them. The Council of Ministers directly assigning such competence to the disciplinary committee formed for this purpose .or to the competent authority

Article 68

No employee may be suspended from work or the assignee upgrade to the investigation or the criminal prosecution of a felony, or involving moral turpitude or dishonesty offense during the period of suspension or referral. If it is proven not his responsibility or nutty sanction alarm or warning shall be promoted when the response seniority in the job .upgraded it to her due date

Article 69

It does not prevent the employee's termination of service for any reason - except death - of a disciplinary accountability if it has begun the investigation before the end of his service. And it may be in the irregularities that result in the loss of the right of the public treasury employee rights accountability and disciplinary action if he had not initiated the investigation before the end of the service, for a period of five years from the date of completion. And it may be expected from the separated when he was found guilty a fine not exceeding five times the salary he was receiving in the month at the end of his .service

Article 70

It shall not be held accountable employee disciplinary action after three months from the date of knowledge of his direct supervisor occurrence of the offense or one year from the date of occurrence whichever comes first. This period is interrupted by any action of the investigation and apply the duration of the New from another procedure. If the multiplicity of staff, the outage duration for someone consequent disruption for the rest, and if it were not been taken against any of them for a period of conclusive action. However Where the action is not a criminal offense falls right in the penalty disciplinary signing only lapse of the criminal case. To suit Ganaiah.ra of the investigation and apply the duration of the new Antdae of last Ajrae.ve was receiving in the month at the end of .Khaddmth.a servants

Article 71

Erased disciplinary penalties imposed on the employee upon the expiry of the following periods: (a) six months in the case of alarm and warning. B - a year in the case of denial of increment and suspension from work with salary deduction. And the erasure decision of the competent authority for non-occupants of senior posts if found that the employee's behavior and his work Mrzian and from the fact that evaluation of the annual performance reports and file serving and as shown by the presidents about it, be erasures for the occupants of senior posts Baqrarmen Council of Ministers on the recommendation of the competent authority. It follows erase the penalty considered as if it was not for the future, it does not affect the rights and remedies which incurred as a result of it, and .raise the penalty leaves and all reference to it and related service employee file

Chapter XII - 1.12 (Separations (72-76

Article 72

End employee of a service the following reasons: (a) attain scheduled to leave the service age. B - early retirement in accordance with laws and regulations prescribed for it. C - unfitness for service health. D resign. E - has Bahraini citizenship. (F) the final sentence of a felony or a penalty restricting freedom in involving moral turpitude or dishonesty, and be chapter Joizia competent authority if the sentence suspended. However, if the judgment has been issued for the first time it does not lead to the end of the service, unless the competent authority estimated reasoned decision from the reality of the reasons for judgment and the circumstances of the incident that the employee remain inconsistent with the requirements of the job, the nature of work. G. dismissal disciplinary decision or dismissal by a court judgment. (H) to cancel the job. I Chapter other than the disciplinary way, and according to the cases and controls prescribed by the Regulations, and without prejudice to the provisions of the laws and regulations .prescribed for it. J-death

Article 73

Employee service ends by reaching the age of sixty, unless decided by the competent authority appointed to extend his tenure by taking into account the provisions of Law No. (13) for the year 1975 on the organization of pension and retirement benefits for government employees, as amended, and the competent authority notified of the assignment a year ago, at least reaching the retirement age. Notwithstanding the provisions of the preceding paragraph shall refer the employee to retire before reaching the prescribed age .at his request, in accordance with the laws and regulations prescribed for it

Article 74

The employee to submit his resignation from his job, and be asked to resign in writing and is suspended on the condition that is associated with the enrollment or otherwise the applicant if it was not. Employee service unless the decision issued accept resignation does not end, and it must decide on the application within thirty days from the date of submission of resignation and only considered acceptable by law. If the employee referred to the investigation not accepted his resignation only after the investigation is disposed without the penalty of dismissal. In all cases, the employee must continue to work to .inform him the decision to accept the resignation or lapse date mentioned in this article

Article 75

The employee is considered to have resigned if he stops his work without the permission of more than fifteen consecutive days or thirty days in the year is related to the employee must be in writing alarm after five days in the first twenty days the situation in the second case. If the employee presented during the next twenty days it proves that his absence was an acceptable excuse competent authority may calculate the duration of interruptions annual or sick leave since he had a balance which allows it otherwise was considered leave without pay. If the employee did not provide reasons to drop out or submitted and refused considered finished his service from the date of his absence from work in the case of outage-related, and the date of completion of thirty days in the case .of interruption is the caller

Article 76

Distract the employee his salary to the day when his service ends for one of the reasons set out in Article (72) of this law. In the case of the season for lack of physical fitness employee shall be entitled to full salary too exhausted or sick leave to retire at .his request

Part III - 2

(Final verdicts (77-83

Article 77

No deduction may be made or signature book on the employee's salary - or any other amounts owed to him because of the position - only on fulfillment of the expense or religion doomed him from the judiciary or for the performance of what is owed to the state of the employee because of the job. It shall not exceed the amount the defendant each month for a quarter of the amounts due to employees, and when the scramble to be the priority for .alimony

Article 78

You do not hear when denial lapse of five years, including employee's claim deserves due Position suit, starting a period of not hearing from the date of the maturity. As you can not hear when denial upon the expiry of five years I've spent a lawsuit to recover what the government unjustly to the employee because of the job. And it begins a period of not hearing from the date of exchange. And be a period of fifteen years in the case because of the exchange has been fraud or cheat from the employee. And interrupted the period stipulated in the preceding paragraphs of any written claim of the employee or the .competent governmental authority

Article 79

The competent authority may delegate any of its agents or ministry assistant undersecretaries and the like to direct some of the powers vested in it under the .provisions of this law

Article 80

Established in each of the entities subject to the provisions of this law for the committee to be formed by the decision of the competent authority, headed by the Assistant Deputy Minister at least believe in the rule of his job is competent to hear appeals from employees is the occupants of senior posts and the like of the decisions that really affect their rights functional, in accordance with the rules and procedures prescribed by the Regulations. The grievance will be the occupants of senior posts and the like of the decisions made about them before the Council of Ministers within thirty days from the date .notified of these decisions

Article No. 81

The CSC instructions and directives necessary and bulletins issued for the application of .the provisions of this law and monitor its implementation

Article 82

The government agencies subject to the provisions of this Act to provide CSC with all the data required by the delegates, and to facilitate access to records, files and other than required by the exercise of its powers. They must also respond to the remarks Court in any .matter of Civil Service Affairs within thirty days from the date they are received it

Article 83

The implementing regulations and decisions implementing this law within six months from the date of its enforcement, and that these regulations and resolutions issued continue to work with regulations, decisions and circulars in force the provisions of this law at the .time and therefore are not in conflict with its provisions

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