

Cabinet Resolution No. (7) of 2025
Regarding the Human and Financial Resources Regulations for Mosque
Employees of the General Authority of Islamic Affairs, Endowments and
Zakat

The Cabinet:

- Having reviewed the Constitution;
- Federal Law No. (4) of 2018 Regarding the Organization of and Care for Mosques;
- Federal Decree-Law No. (49) of 2022 Regarding Human Resources in the Federal Government;
- Federal Law No. (2) of 2024 Regarding the General Authority of Islamic Affairs, Endowments and Zakat;
- Cabinet Resolution No. (11) of 1975 Regarding Mosque Employees, as amended; and
- Based on the proposal submitted by the Chairman of the General Authority of Islamic Affairs, Endowments and Zakat, and approved by the Cabinet,

Hereby resolves as follows:

Article (1)

Definitions

The same definitions used in Federal Law No. (4) of 2018, referred to hereinabove, shall apply to this Resolution. In addition, the following words and phrases shall bear the meanings assigned thereto respectively, unless the context requires otherwise:

- | | | |
|-------------------|---|---|
| Mosque | : | Every individual occupying, or assigned to perform, one of the |
| Employees | | positions approved by the Authority at a mosque or prayer hall. |
| Assignment | : | The engagement of a qualified natural person to perform work
duties at mosques for a fixed period of time in consideration of a
lump sum remuneration, in accordance with the provisions set
forth in this Resolution. |

Article (2)

Scope of Application

The provisions of this Resolution shall apply to all mosques and prayer halls managed or supervised by the Authority.

Article (3)

Types of Contracts and Appointment Authority

1. The types of contracts applicable to the persons covered by the provisions of this Resolution shall be as follows:
 - a. Full-Time Employment Contract.
 - b. External Assignment Contract.
2. The Chairman or his authorized representative shall have the authority for appointment or assignment of persons by virtue of a decision to be issued by either of them.
3. The Director General of the Authority or his authorized representative shall have the authority for approval of contracts.

Article (4)

Career Paths for Mosque Employees

1. National Employees:
 - a. Chief Imam (the minimum: grade four; the maximum: grade three).
 - b. Imam (the minimum: grade eight; the maximum: grade five)
2. Non-National Employees:
 - a. Imam: (grade eight).
 - b. Muezzin (the minimum: grade ten, the maximum: grade nine).

Article (5)

Appointment under Full-Time Employment Contract

An Employee shall be appointed under a Full-Time Employment Contract to perform job duties at one of the mosques or prayer halls supervised by the Authority, in accordance with the standard working hours, and pursuant to the rules established in both the contract and this Resolution. The Employee shall be entitled to the gross salary and the benefits designated for the position held by him.

Article (6)

Assignment

Specific job duties at a mosque or prayer hall may be assigned to persons. The person assigned shall receive a remuneration for the actual days of work, in accordance with the Remuneration Table in Annex No. (2) attached hereto. Assignment shall take effect as follows:

1. Internal Assignment: Entrusting to an Employee of the Authority any of the job duties listed in Annex No. (2) attached hereto, and which are not among his original job duties, subject to the following:
 - a. The Employee's original duties must not be adversely affected.
 - b. The assignment working hours must not conflict with the employee's original duties.
 - c. The remuneration must be paid to the Employee in accordance with the Remuneration Table in Annex No. (2) attached hereto.
2. External Assignment: Entrusting to a qualified natural person, who is not an Employee of the Authority, specific duties at mosques, subject to the following:
 - a. A written consent must be obtained from the person's employer or sponsor (for non-national persons).
 - b. A valid residency permit must exist (for non-national persons).

Article (7)

Rules of Appointment and Assignment

1. The Employment Contract or External Assignment Contract shall be signed following the issuance of a decision by the Chairman or his authorized representative, in accordance with the procedures of human resources and electronic and digital systems approved by the Federal Government, subject to fulfilment of the following requirements:
 - a. The job candidate must successfully complete all specialized tests, medical examinations, and any other procedures prescribed by the Authority;
 - b. The job candidate must be at least eighteen (18) Gregorian years of age;
 - c. The job candidate must submit original academic certificates or certified copies thereof after attestation and equivalency deeds is obtained from the competent authority in the State – if applicable, together with duly attested certificates of experience;
 - d. The job candidate must successfully pass a personal interview;
 - e. The job candidate must fulfill the appointment conditions set out in Federal Law No. (4) of 2018; and
 - f. The job candidate must fulfill the job competency standards set forth in Article (8) of this Resolution.
2. Candidates or applicants for positions related to mosques shall be selected according to the regulations and manuals approved by the Federal Authority for Government Human Resources (FAHR).
3. Employees of mosques appointed under Full-Time Employment Contracts shall commence their work within two (2) months from the date of signing the employment offer or from the date determined by the Authority, with the possibility of extending this period for a similar duration.
4. The term of Full-Time Employment Contract shall be a maximum of three (3) years, renewable for similar periods or parts thereof. The term of External Assignment shall be determined by the Authority as specified in the contract.
5. Contracts shall be signed according to the mechanism determined by the Authority.

6. Military or civilian retirees shall be appointed in accordance with the provisions of the applicable legislation in this regard.
7. The Chairman may issue rules regulating voluntary service in mosque-related jobs.

Article (8)

Job Competency Criteria

A candidate for any of the jobs or tasks specified in this Resolution shall meet the following job competency standards:

1. He must have the ability to conduct and perform religious rites in accordance with the jurisprudential doctrines approved by the Authority and the national principles and constants;
2. He must be proficient in memorizing and reciting a number of Quranic chapters as determined by the Authority;
3. He must be able to deliver Friday sermons and mosque lessons proficiently and fluently;
4. He must have intellectual integrity against destructive and extremist ideologies;
5. He must set a behavioral example and be committed to ethical conduct;
6. He must be familiarized with mosque rules and show respect for their sanctity and sacredness, in compliance with the applicable legislation in the State and the directives issued by the Authority; and
7. He must demonstrate specialized competency in the job applied for.

Article (9)

Grade and Pay Scale

The grade structure and pay scale for Mosque Employees shall conform to the applicable pay scale adopted by the Authority and as follows:

1. Each position shall be assigned its own grade, and the grade determination shall be linked to the position.
2. Job evaluation and description shall be conducted in accordance with the Federal Government's applicable system.

3. Any modification or change to grade structure and pay scales shall be submitted to the Cabinet for approval.

Article (10)

Special Allowance of H.H. President of the State

1. Employees working at mosques shall be granted a special allowance of His Highness the President of the State at the percentages specified in the table in Annex No. (1) attached to this Resolution.
2. The payment of such allowance shall be suspended if any of its conditions is no longer fulfilled. It shall also be suspended in the event of the employee's transfer, secondment, or full-time assignment to a position whose incumbent is not entitled to receive this allowance.

Article (11)

Leaves

1. An employee working at a mosque and appointed on a permanent position shall be entitled to a fully-paid annual leave for a period of (42) forty-two days.
2. The employee working at a mosque and appointed on a permanent position shall be entitled to the other leaves prescribed under the provisions of the Law of Human Resources in the Federal Government and its Executive Regulations.
3. A national employee working at a mosque shall be entitled to a leave during the official Eid holiday, only for the first day of Eid, and shall not be entitled to any other leave for public holidays.
4. An individual hired based on internal or external assignment shall not be entitled to any type of leaves.
5. The Authority shall provide a substitute for employees working at mosques when they are on leave.

Article (12)

Code of Ethics and Professional Conduct for Mosque Employees

1. The Code of Ethics and Professional Conduct for Mosque Employees shall be issued by a decision of the Chairman or his authorized representative.
2. Mosque Employees shall comply with both the provisions of the Code of Ethics and Professional Conduct for Mosque Employees and public job ethics, and shall successfully complete the relevant training in accordance with the Federal Government's human resource procedures and electronic systems.
3. The Authority's Human Resources Department shall provide appropriate means for Employees who are unable to successfully pass the Code's training to get them familiarized with the Code and to enable them to understand it and sign an undertaking to comply with its provisions.

Article (13)

Working Days and Hours for Mosque Employees

1. The working days for Mosque Employees shall be (7) seven days a week. A national employee may be granted a weekly rest of not less than one day per week with the approval of his direct supervisor, so that the same shall not be carried forward.
2. Standard working hours, rules of attendance, permissions, violations related to attendance, mosque employee violations, and their penalties shall be determined by a decision of the Chairman.

Article (14)

Overtime Compensation System for Mosque Employees

For a Mosque Employee to be granted overtime compensation as per the table indicated in Annex No. (3) attached to this Resolution, the following conditions must be met:

1. A formal assignment decision must be issued by the Chairman or authorized representative, whereby the employee is instructed to perform work duties beyond the standard working hours. The assignment decision must include the nature of the duties to

be performed by the mosque employee and the number of hours required to complete them.

2. The assigned work must align with the actual work needs at the mosques as follows:
 - a. Unified call to prayer (Adhan).
 - b. Quran teaching.
 - c. Mosque supervision (Grand Imam).
 - d. Religious preaching and education.

Article (15)

Contract Signing

1. The Employee working at a mosque and appointed by virtue of a full-time employment contract shall be required to sign the contract form attached to this Resolution as Annex No. (4).
2. The externally-assigned person shall, as of the effective date of this Resolution, sign the External Assignment Contract form attached to this Resolution as Annex No. (5), within the timeframe determined by the Authority and in accordance with the applicable human resources procedures and approved electronic or digital systems.

Article (16)

Accommodation of Mosque Employees

1. Accommodation shall be provided for Mosque Employees within the suitable places of residence annexed to the mosques.
2. The Authority may provide governmental accommodation for Mosque Employees in accordance with the applicable rules and regulations of the Federal Government in this regard, in the event that no suitable accommodation is available for them pursuant to Clause (1) of this Article.

Article (17)

Applicability of the Human Resources Law

The provisions of Law of Human Resources in the Federal Government and its Executive Regulations, as applied to the Authority, shall apply to all matters not explicitly addressed by specific provisions within this Resolution.

Article (18)

Adjustment of Affairs

The affairs of all Mosque Employees shall be adjusted within a period of six (6) months from the effective date of this Resolution, with no financial differences retroactively payable.

Article (19)

The Executive Resolutions

The Chairman shall issue the necessary implementing decisions to enforce the provisions of this Resolution.

Article (20)

Repeals

Cabinet Resolution No. (11) of 1975 on Mosque Employees shall be repealed. Likewise, any decision or provision that contradicts or conflicts with the provisions of this Resolution shall be repealed.

Article (21)

Publication and Entry into Force

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

Mohammed Bin Rashid Al-Maktoum
Prime Minister of the United Arab Emirates

Issued by us:

On: Rajab 20, 1446 AH

Corresponding to: January 20, 2025 AD

Annexes to Cabinet Resolution No. (7) of 2025

On the Human and Financial Resources Regulations for Mosque Employees of the General Authority of Islamic Affairs, Endowments and Zakat

Annex No. (1)

Table of the Special Allowance of H.H. President of the State

Eligible Category	Percentage of the Allowance
Mosque Employees appointed under a full-time employment contract.	50% of the basic salary of the minimum starting pay for the job grade

Annex No. (2)

Table of Assignment Remunerations

Sr.	Type of Assignment	Remuneration Value (AED)		
		UAE National		Non-UAE National
1	Imam	Less than High School Diploma	AED 5,000 per month	AED 100 per day
		High School Diploma	AED 6,000 per month	
		Bachelor's Degree	AED 7,000 per month	
		Master's Degree	AED 8,000 per month	
		Ph.D.	AED 9,000 per month	
2	Preacher (Khatib)	AED 500 per religious sermon		AED 50 per religious sermon
3	Muezzin (Unified Call to Prayer)	AED 5,000 per month as per the Adhan Schedule		AED 1,000 per month as per the Adhan Schedule

Annex No. (3)

Overtime Remunerations for Mosque Employees

Sr.	Type of Assignment		Remuneration Value (AED)	
			UAE National	Non-UAE National
1	Performing the Unified Call to Prayer (Adhan)		AED 5,000 per month as per the Adhan Schedule	AED 1,000 per month as per the Adhan Schedule
2	Teaching the Holy Quran	Morning Period	AED 8,000 per month	3,300 per month
		Evening Period	AED 6,000 per month	AED 2,250 per month
3	Grand Imam (Supervision of Mosques)		AED 2,000 per month	AED 2,000 per month
4	Preaching and Religious Education		AED 500 per sermon or lecture	AED 250 per sermon or lecture

Annex No. (4)
Full-Time Employment Contract Template

Basic Information

This contract is made and entered into on/.../... 20..., by and between:

The General Authority of Islamic Affairs, Endowments, and Zakat, represented by in his capacity as, hereinafter referred to as the ("First Party");

And the Employee/

- Nationality:
- Passport No.:
- ID Card No.:
- Marital Status:
- Address:
- Emirate:
- Area:
- Telephone No.:
- Mobile No.:
- P.O. Box:

Hereinafter referred to as the ("Second Party").

Pursuant to the Appointment Decision issued by the competent authority of the First Party under No. (.....) for the year (20...), dated/...../20..., and since the Second Party has completed the required procedures for appointment as per the applicable legislation, both parties hereby agree as follows:

Preamble

The preamble and any documents or annexes provided by the Second Party as a prerequisite for appointment shall all form an integral part of this contract. This contract shall be deemed null and void if any of the documents provided are proven to be incorrect. Once signed, this contract shall constitute the final and approved document agreed upon with the employee, and shall supersede any former agreement.

Clause (1)

Appointment, Salary, and Position

The First Party hereby agrees to appoint the Second Party to work under its supervision according to the terms of this Contract and the following details:

- Employment Type: Full-Time.
- Position: (Imam / Chief Imam / Muezzin).
- Grade:
- Basic Salary: AED
- Gross Salary: AED

Clause (2)

Term of the Contract

Subject to Clause (5) below, this Contract shall be valid for (3) three years, commencing on / / 20.... and expiring on / / 20....., and shall be renewed upon mutual agreement.

Clause (3)

Probationary Period

1. The Second Party shall undergo a probationary period of (6) six months, extendable for another (6) six months.
2. The First Party may terminate the Second Party's service during the probationary period with a (5) five working days' notice if the Second Party is found incompetent. The Second Party may resign within the probationary period by serving a similar notice.

Clause (4)

Leaves

1. The Second Party shall be entitled to a paid annual leave of (42) working days, after successfully completing the probationary period.
2. Other leaves shall be granted according to the conditions and rules set out in Federal Decree-Law No. (49) of 2022 on Human Resources in the Federal Government and its Executive Regulations and subsequent resolutions or any legislation replacing them, without prejudice to Cabinet Resolution No. (7) of 2025 on the Human and Financial Resources Regulations for Mosque Employees of the General Authority of Islamic Affairs, Endowments, and Zakat and the resolutions issued in implementation thereof.

Clause (5)

Notice Period

The notice period for the Second Party shall be one month.

Clause (6)

Promotions and Allowances

Promotions of the Second Party shall be subject to the provisions of Federal Decree-Law No. (49) of 2022 on Human Resources in the Federal Government and its Executive Regulations and the decisions issued in implementation thereof, or any legislation replacing them.

Clause (7)

Working Hours

Working hours and public holidays shall be subject to Cabinet Resolution No. (.....) of 2025 on the Human and Financial Resources Regulations for Mosque Employees of the General Authority of Islamic Affairs, Endowments, and Zakat and the resolutions issued in implementation thereof.

Clause (8)

Reasons for Termination of Service

The Second Party shall be subject to the reasons for termination of service listed in Federal Decree-Law No. (49) of 2022 on Human Resources in the Federal Government and its Executive Regulations and the decisions issued in implementation thereof, or any legislation replacing them.

Clause (9)

Obligations of Second Party

1. The Second Party shall comply with the provisions of Federal Law No. (4) of 2018 on the Organization of and Care for Mosques, Federal Decree-Law No. (49) of 2022 on Human Resources in the Federal Government and its Executive Regulations and the decisions issued in implementation thereof, Cabinet Resolution No. (.....) of 2025 on the Human and Financial Resources Regulations for Mosque Employees of the General Authority of Islamic Affairs, Endowments, and Zakat and the resolutions issued in implementation thereof, the Code of Ethics and Professional Conduct, Information Security Policy, Social Media Use Regulations for Employees of Federal Entities, and any future regulations or rules issued in respect thereof, in addition to the Code of Professional Conduct for Mosque Employees.
2. The Second Party shall perform all job duties, tasks and responsibilities accurately and honestly according to the job description and any other tasks assigned by his superiors in relation to his job.
3. The Second Party shall refrain from the prohibitions listed in the applicable legislation in the State.
4. The Second Party shall maintain the confidentiality of any information obtained due to his position, both during and after the end of his employment.
5. The Second Party hereby acknowledges his acceptance to perform the job duties and responsibilities in accordance with the provisions of this contract, the provisions of Federal Decree-Law No. (49) of 2022 on Human Resources in the Federal Government and its Executive Regulations, Federal Law No. (4) of 2018 on the Organization of and

Care for Mosques, Cabinet Resolution No. (.....) of 2025 on the Human and Financial Resources Regulations for Mosque Employees of the General Authority of Islamic Affairs, Endowments, and Zakat and the resolutions issued in implementation thereof, in addition to any relevant legislation.

Clause (10)

Documents and Records

Upon termination of his service for any reason whatsoever, the Second Party shall return all properties, devices, documents, communications, reports, drawings, plans, files, and any other items in his possession and belonging to the First Party, and hereby undertakes not to retain any original issues or copies thereof, whether in a paper or electronic format, and to deliver the same to the First Party.

Clause (11)

Contract Amendment

The First Party shall reserve the right to amend, remove, or cancel any clause of this contract during its validity or upon expiration of its term, as required by the interest of work in the Federal Government.

Clause (12)

Termination of Contract

The First Party shall have the right to terminate this contract during its validity or before its expiration pursuant to the applicable legislation and regulations of the Federal Government, without providing any reasons.

Clause (13)

Financial Deductions

The First Party may deduct any amounts from the Second Party's financial dues pursuant to the applicable legislation, in order to settle any outstanding debts or obligations owed by the First Party.

Clause (14)

Emergency Circumstances

In emergency circumstances, the First Party may grant the Second Party an unpaid exceptional leave for any period of time as determined by the Chairman of the Authority, in accordance with the rules set by the Cabinet.

Clause (15)

Jurisdiction

Federal courts in the United Arab Emirates shall have jurisdiction over any disputes arising from the performance of this contract.

Clause (16)

End-of-Service Gratuity

For the Second Party (who is a UAE national), the provisions of the Pension and Social Security Law and its amendments shall apply during the validity period of this contract.

For the Second Party (who is a non-UAE national), he shall be entitled to the end-of-service gratuity pursuant to the Executive Regulations of Federal Decree-Law No. (49) of 2022 on Human Resources in the Federal Government, or any legislation replacing it.

Clause (17)

Counterparts

This contract is executed in Arabic, and each party has received one copy for necessary action. In case of discrepancy between the Arabic version and any version in any other language, the Arabic version shall prevail.

Signature of the “First Party”

Signature of the “Second Party”

Annex No. (5)
External Assignment Contract Template

This contract is made and entered into on this day / / 20 AD by and between the following parties:

The General Authority of Islamic Affairs, Endowments, and Zakat (hereinafter referred to as the "First Party"), represented by Mr., in his capacity as the Director General;

And Mr. (hereinafter referred to as "the Second Party"),

- Nationality:
- Passport Number: (.....);
- ID Card No:
- Address within the State:
- Address outside the State:

The Parties mutually agree upon the following terms and conditions:

Clause (1)

The First Party hereby agrees to assign the Second Party to work as (Imam / Preacher (Khatib) / Unified Adhan Muezzin) against a lump sum remuneration of (.....) Dirhams, to be paid at the end of each month based on the actual working days of the Second Party.

Clause (2)

The term of this contract shall be (...)months, commencing from / / 20..... and expiring on / / 20.....

Clause (3)

The Second Party hereby acknowledges that he has reviewed and is fully aware of the provisions of Federal Law No. (4) of 2018 on the Organization of and Care for Mosques, the Human and Financial Resources Regulations for Mosque Employees, the Code of Ethics and Professional Conduct for the Public Service, the Resolutions of the First Party, the "Islamic

Tolerance Charter”, the Mosque Employees Tolerance Charter, and the Media Control Regulations, and undertakes to comply with all relevant duties and resolutions.

Clause (4)

The Second Party hereby undertakes to perform all tasks and responsibilities related to the duties assigned to him, as well as any other tasks deemed relevant or assigned by the First Party.

Clause (5)

The Second Party shall report to work at the times and on the days specified by the First Party.

Clause (6)

The First Party may terminate this assignment contract at any time in the event of the Second Party's violation of information security and confidentiality regulations, absence from work, failure to adhere to the prescribed working hours and schedules, failure to attend the workplace or meetings when formally requested without prior authorization or acceptable excuse, or in the event of the Second Party's breach of any applicable laws, resolutions, regulations, or bylaws of the Authority or in accordance with public interest requirements.

Clause (7)

The decisions of the First Party shall constitute the final reference in respect of determining the rights and obligations of the Parties or upon interpreting the provisions of this contract.

Clause (8)

The Federal Courts of the United Arab Emirates shall have exclusive jurisdiction over any dispute arising out of the performance or interpretation of this contract.

Clause (9)

This contract is executed in two original counterparts in the Arabic, and each party has received one copy thereof for necessary action.

Signature of the “First Party”

Signature of the “Second Party”
