



# A Workshop on the Draft Federal Civil Service Law

## The Objectives of the Workshop

- Getting acquainted with draft laws presented to the federal legislative authority (House of Representatives) to read.
- Identifying articles conflicting with the administrative decentralization and Article 45 of the amended Law No. (21) of 2008
- The proposal of the necessary recommendations for the amendment and submitting them to the House of Representatives.

## The Structure of a Draft Law

Job Description

Leadership functions

Annual Raise

Performance Evaluation

Vacations

The End of the Professional  
Relationship

Final Verdicts

Objectives and Validity

Foundations of Employment  
and its Procedures

Salaries

physical and Moral Incentives

Work hours

Employees Duties

Procedure for Imposing  
Disciplinary

The Definitions

The Staff

Temporary Employment and  
Contracts

Raise and Promotion

Occupation Training and  
Development

Placement, Transfer and  
Lending

Disciplinary actions

## The Most Important Issues Addressed in the Draft Federal Civil Service Law

- The cancelation of four laws related to public employment and 128 resolutions of the dissolved Revolutionary Council (Civil Service Law No. 24 of 1960 – Staff Law No. 25 of 1960 - the Law of the State's Employees Discipline No. 14 of 1991 – the Law of the State's and the Public Sector Employees' Salaries No. 22 of 2008)
- The separation between two types of employees through the definition of the Federal Employee and the Local Employee.
- The inclusion of the Governor in the Law of Province not Incorporated into a Region with regards to the local employees within the definition of the term (the Supreme Official).

## The Most Important Issues Addressed in the Draft Federal Civil Service Law

- Emphasizing the role of the Federal Service Council established following the Law of the Federal Service Council No. 4 of 2009 in terms of considering the (Employment Affairs and Staff - Jobs Description - Training and Development - the Adoption of Incentives – the System Leadership Posts - Strategic Plans – Performance Evaluation).
- The Civil Service Councils in the regions and provinces take the responsibilities of the Federal Service Council regarding the local employment.
- The establishment of a directorate named (The Directorate of Human Resources and Administrative Services) in each of the state's directorates administrated by a director with the title “Director-General”.
- The division of the leadership functions into (Special- Supreme) with the establishment of a directorate named (The Directorate of Leadership Functions) in the Council of Ministers General Secretariat.

## The Most Important Issues Addressed in the Draft Federal Civil Service Law

- A unified system is to be decided for the employees' salaries, allocations, raise and dates of promotion.
- The Institute of Public Career takes the responsibility of the preparation of training and development programs and the Career Development Schools in the directorates take the responsibility of the organization and implementation of training and development programs. The participation in the programs is obligatory for employees.
- The organization of the issues related to granting timeout, regular, sick, unpaid, special, and study leaves.
- The duties of the employee, the prohibitions and the disciplinary actions and their effects.
- The formation of a committee named (The Committee of Employees' Affairs) to consider the issues related to the application of this law except the discipline of personnel issues.

**The Relationship between the Federal Civil Service Draft Law  
and the Principle of Administrative Decentralization and  
Article 45 of the Provinces not Incorporated into a Region Law  
No. 21 of 2008**



# The Topic of Discussion

## Topic one

- Identifying the Articles and Items in the draft law that are consistent with the administrative decentralized system and Article 45 of Law of the Provinces not Incorporated into a Region (Law No. 21 of 2008, as amended).

## Topic Two

- Identifying the Articles and Items in the draft law that are inconsistent with the administrative decentralized system and Article 45 of Law of the Provinces not Incorporated into a Region (Law No. 21 of 2008, as amended, and writing necessary recommendations for amendment).



THANK YOU

