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AL-KUWAIT-AL YOUM
OFFICIAL GAZETTE
OF THE GOVERNMENT OF KUWAIT
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In the Name of Allah the Merciful the Compassionate.

Decree Law No 15, of 1979, Regarding the Civil Service.

Having examined the Amiry Order of Ramadan 4 1396, August 29th. 1976, amending the Constitution,

Having examined Articles 26, 72, 73, 74, 155 of the Constitution,

Having examined Decree No 7 of 1960, on Civil service Employment and its amending laws,

Having examined Decree No 10, 1960, on the Personnel department and its amending laws,

Having examined Law No 18, 1960, Employment in the Public Sector, and its amending laws,

Having examined Law No 30, 1964, on the Establishment of the Accounting Office, amended by Decree No 4, 1977,

Having examined Law No 9, 1971, on Non-Recording of First Offence,

Having examined Law No 14, 1974, on Government Authorisation to Use Public Reserve Funds to Cover Cost of Living Increases,

Having examined Amiry Order of Law No 61, 1976, on Issuing Social Security Law amended by Decree Law No 31, 1978, on Rules to Establish Publish Budgets, and Supervising implementation & Closing Accounts,

Having examined decree No 2, 1962, Reorganising Ministries & its amending decrees,

Having examined Decree of 13, January 1976 with Regulations for Missions for staff, employees & Workers, amended by decrees of 13 April, 1977 & July First, 1978.

Having examined Decree of 22 May, 1976 on Central Training Administration,
On the Basis of the submission of the Minister of State for Legal Administrative Affairs,
With the approval of the Council of Ministers,
We hereby issue the following Law;

PRELIMINARY CLAUSES

ARTICLE 1

This law shall apply to the basic principles of the Civil Service, & the Civil Service Regulations Decree shall apply if no other provisions are stated in this law.

ARTICLE 2

In the implementation of the provisions of this law;

Government Authority means, any Ministry, Department or Administrative Unit whose Budget is part the State's Public Budget, or attached to it.

Employee means any person who occupies a civil post in a government authority, whatever the nature of his work or the title of his job.

ARTICLE 3

The provisions of this law apply to:

A: Government authorities,

B: Authoritative where the service is administration by special laws when no specific provisions for them are mentioned in this law.

The provisions of this law do not apply to members of the Army, Police or National Guard.

CIVIL SERVICE COUNCIL

ARTICLE 4

A council, known as the Civil Service Council, shall be established, it shall be chaired by the Prime Minister or his appointed delegate, the Council shall operate within the government's general policy to modernise public administration and develop Civil Service Administration systems in government authorities and raise the efficacy of its workers.

A decree setting up the abovementioned Council shall be issued. The Decree shall set the period of membership, the rules and regulations of its meetings as well as other matters required by the organization of its work.

The Council may set up committees composed of its own members or others to examine or follow up those subjects referred to it.

ARTICLE 5

The Council shall be responsible for:

1. Setting the policies for administrative development in government authorities, to organise and plan human resources development, as well as development employment policies and other areas of the Civil Service.
2. Develop the administrative & organisational structure of the State and provide opinions as to setting Ministry and Public Administration targets and mandates, as well as means of organisation and coordination between them.
3. Propose wages and salaries public policy to ensure coordination between government authorities, public institutions and establishments where the State participates with more than 50% of the capital.
4. Propose draft bills and special regulations for the Civil Service and provide its opinion on those proposed.
5. To present proposals for the creation of public organisms and institutions and provide an opinion on projects for their establishment.
6. Provide opinions that are binding on Government authorities regarding Civil Service legislation.
7. Propose special regulations for performance monitoring, follow up and to point out impediments.
8. To organise the use of Specialised Consultants Companies in the field Organisation, Management, and communication and to encourage research and studies in these fields.
9. To consider any civil service matters referred to about civil service matters.

In addition to the other tasks mandated to it by this law and the civil service regulations referred to in Article one.

ORGANISATIONAL CLAUSES.

ARTICLE 6

A Minister may delegate some of powers mandated to him by law and regulations to the Deputy Minister or his assistant.

The Deputy Minister may delegate part of his powers to the Assistant Deputy Minister.

The Assistant deputy Minister may delegate part of the authorities mandated to him to the heads of departments.

As for the independent government authorities the Minister may delegate part of his powers to their officers in charge.

A Ministerial decision shall set out the terms and regulations of the delegation of powers.

ARTICLE 7

In the absence of the Deputy Minister or if the post is vacant, the Assistant deputy minister shall assume his powers granted him by law and regulations. If there are several Assistant deputies, the Minister shall delegate one of them to assume these duties.

If the government authority does not have an assistant Deputy Minister the Minister shall delegate one of the heads of administration to assume the abovementioned duties.

If the Assistant deputy Minister is absent, the Minister may appoint the head of one of the administrations to take over his duties.

ARTICLE 8

Each Ministry shall set up a planning committee to:

1. Propose executive plans and programmes and follow them up.
2. Provide opinions regarding the draft budget.
3. Examine organisational and administrative conditions and propose the necessary measures to develop work methods and increase performance standards.
4. Prepare training programmes, programmes for study missions and educational leave, so as to coordinate action with other government bodies.
5. Monitor work activities in the Ministry and coordinate action between its departments.

6. Provide its views on any matter referred to it by the Minister.

The Minister shall issue an order regarding the composition and organization of work for this committee.

ARTICLE 9

The Civil Service Regulations organise employment in those departments subject to this legislation based on duties and responsibilities, by classifying them into their respective groups, and evaluating them according to those rules, regulations, conditions, procedures, and timing to be decided by the Civil Service Council.

ARTICLE 10

The Civil Service Council, on the basis of a proposal by the Personnel Secretariat, shall establish a training scheme indicating types, levels of training as well as evaluation of trainees, the impact of such training and those departments providing training & the forms of coordination between them. Regular training shall be part of employee's basic duties.

FILLING OF PUBLIC POSTS

ARTICLE 11

Public office is a national service entrusted to those who hold it; State employees shall perform their work in the public interest.

ARTICLE 12

Employment may be permanent or temporary.

The permanent posts shall be divided into the following main groups:

1. Senior Management posts.
2. General posts.
3. Manual posts.
4. Service posts.

The Civil Service Council may, based on a proposal from the Personnel Secretariat, add other groups.

These Personnel Secretariat shall issue the rules and regulations governing the distribution of these posts among the various groups.

ARTICLE 13

The Minister may issue a decision, based on a proposal from the personnel department, to subdivide the main groups referred to above according to of the type of work in the government department.

ARTICLE 14

The tables attached to the Civil Service Decree shall determine the corresponding grades in each employment group for the main posts and for the types of subdivision, they shall also determine the basic remuneration for each grade and the periodic increment categories.

The Civil Service Council may on proposal by the Personnel Secretariat determine the remuneration of certain posts without taking into account the provisions of the above-mentioned tables.

ARTICLE 15

Posts shall be filled by appointment, promotion, transfer or secondment.

Appointments shall be by decision of (..?) or by contract, in senior management posts appointment shall be by decree.

Non-Kuwaitis shall only be appointed in a temporary capacity and on a contractual basis.

These appointees by contract are subject to the provisions of this Law and the Civil Service Regulations, unless a special clause is included in the contracts concluded with them.

The Civil Service Council shall establish the rules, provisions, and terms of the abovementioned contracts.

ARTICLE 16

An appointee's grade and its corresponding remuneration shall be set with due regard to the type of job, the level and type and scarcity of the qualification, the experience or training as well as the number of established years of education.

ARTICLE 17

Appointment to certain posts may be for a trial period, if the appointee proves to be unfit, he shall be dismissed, or have his contract terminated. If the appointee successfully completes his probation he shall be deemed fixed in his post and that period shall be calculated as part of his service.

EMPLOYEE RIGHTS AND DUTIES

ARTICLE 18

An employee shall be entitled to his salary as of the date of entry into service. He shall also be entitled to periodic raises within his group and according to the rules set out in the Civil Service decree.

ARTICLE 19

The Civil Service Council, based on a proposal by the Personnel Secretariat, the rules and terms for granting the following:

1. Compensation for additional activities an employee may be required to undertake outside official working hours.
2. Financial compensation for outstanding services.
3. Allowances compensating the nature of the work, for obtaining a scientific qualification, completing a training course or to cover special responsibilities.
4. Allowances or compensation for travel and transport costs.
5. Special allocations for personnel on leave or on mission, for education grants or training courses.
6. Allocate government housing.
7. Incentives which can be monetary, in kind or moral to raise the standards of civil service, and according to the needs of the nature of work in the government authority.

ARTICLE 20

No deductions or amounts may be withheld from amount due from the government, unless it is to cover alimony/support costs as per a court award, or to pay an amount due to the government from the employee for a reason related to his job or to retrieve a sum incorrectly paid out to him.

In both cases, the amounts deducted from the employee's dues may not exceed 50%, in the case of conflicting claims; alimony/support shall be given priority.

ARTICLE 21

The government's right to retrieve amounts wrongly paid out to an employee shall lapse five years after the pay out date.

The above mentioned rights shall not lapse if the payments were obtained by embezzlement or fraud.

An employee is entitled to claim monies due to him one year after being informed of the right or five years after the date of entitlement, whichever comes firstly.

Any written claim for the amounts and rights mentioned above shall suspend the lapse factor stipulated in this article.

ARTICLE 22

Employees may be granted educational leave or they may be sent on missions, fellowships, or training courses with full pay, reduced pay or no pay. The Civil Service Council shall determine the rules governing the cases.

In cases of need, the post of any of these employees may be temporarily filled, if the leave, mission, or training course is without pay and for one year at least.

ARTICLE 23

An employee may not absent himself from work except within the authorised periods of leave.

ARTICLE 24

An employee shall:

1. Personally undertake the task assigned to him, in good faith & efficiently he shall deal properly with citizens.
2. He shall use official working hours to discharge the duties of his post. He may be required in addition to work outside official hours of work if the interests of his work or its nature so require.

3. An employee shall faithfully and honestly execute orders issued to him within the bounds of the law, regulations and rules in force.
4. He shall abide by the terms of the law & regulations and shall preserve State property; furthermore, in dispensing with funds, he shall do so while respecting the dictates of honesty and care.
5. He shall uphold the dignity of his post, and conduct himself with a due respect.

ARTICLE 25

An employee may not:

1. Purchase or rent, personally or through others, property or real estate from the government authority where he is employed, he is also forbidden to sell or rent property to the authority.
2. Be involved, personally or through others, in any business, dealership, work, tenders, or contracts with any other government authority.
3. To undertake work for others with or without pay or compensation, even if it is outside working hours, unless so authorised in writing by the Minister. Failure to obtain permission is a violation subject to disciplinary action.

An employee may nevertheless undertake guardianship, custody or deputy work on behalf of relatives or in-laws to the fourth degree, providing he informs the authorities he is subject to.

4. Use his position for any purpose, or on behalf of someone, or require someone to undertake any matter related to his job.
5. To provide any information regarding activities that by their nature remain confidential, or on someone else's instruction; neither can he publish such information by any means except with the written authorisation of the Minister. Such a ban shall remain in force even after an employee has left the service.
6. May not retain for himself, original documents, any official document or copies thereof, or any audio or video copies regarding the authority that employs him, even if such documents related to a task he was personally entrusted with.

ARTICLE 26

An employee may not:

- A. Undertake any commercial, industrial or professional work, except in those cases determined by the Civil Service Council.

- B. Join the Board of Governors in any Commercial or Industrial company unless he represents the government.

DISCIPLINARY ACTION.

ARTICLE 27

Any employee, who fails his duties or breaches the rules set out in laws or regulations, is subject to disciplinary action, and without prejudice, if necessary, to penal or civil sanctions.

An employee shall not be subject to disciplinary action if it is proven that he committed the violation while obeying a written order issued to him by his superior officer and after he has drawn the officer's attention to the violation. In such a case the responsibility is that of the person issuing the order.

ARTICLE 28

Punitive sanctions that can be imposed on an employee are:

1. Warning.
2. Deduction from salary not exceeding 15 days each time, and not exceeding ninety days in a twelve month period.
3. Reduction of monthly remuneration by one quarter for at least three months and for not more than twelve months for each violation.
4. Demotion of grade to the grade immediately below. The order imposing the penalty shall also determine the seniority degree in that grade and the employee's salary.
5. Dismissal from service.

The occupants of leadership posts shall only be disciplined by one of the following:

- A. A written warning from the Minister.
- B. Censure.
- C. Dismissal from service.

ARTICLE 29

Disciplinary sanctions against an employee may be erased according to the rules set out in the Civil Service Regulations.

Expunging a sanction means a clean slate for the future.

ARTICLE 30

An employee shall be suspended from work in the following circumstances:

1. In the interest of an investigation, or in the public interest, suspension shall be by a justified order and for not more than three months, which may be extended for a further period after which an employee may return to work. If an employee is suspended for an investigation, it shall be on half pay, and shall only be refunded if he is proven innocent, or sanctioned with a warning or a deduction from his pay of not more than a week.

2. If the employee is detained in Kuwait or sentenced to prison, Half the salary shall be deducted in case of detention, to be refunded if the investigation concludes that he is blameless, if not the deduction is final.

If an employee is sent to prison by a court order, three quarters of his salary shall be deducted if the sentence is not final; he shall not be refunded until the court clears him.

In any case an employee shall not be paid his salary for a period spent in prison to serve a sentence.

ARTICLE 31

When necessary, termination of an employee's service for any reason does not release him from his penal or civil responsibilities.

TERMINATION OF EMPLOYMENT

ARTICLE 32

Employment shall be terminated for one of the following reasons:

1. Resignation.
2. Retiring.
3. Dismissal as a disciplinary sanction.
4. Removal from office in the public interest by decision of the Council of Ministers.

A staff member removed from office may appeal to the Council of Ministers within one month of the decision being announced, the Council's decision shall be final.

A person who has been removed from office on the basis of the provisions of this Article may not be appointed to another public office, or to a public institution or

undertaking, neither can he be a parliamentary candidate , be nominated to any other post or as municipal elder for five years following this Decision.

5. Be sentenced to prison for a felony or for a crime against honour or for dishonesty. The Minister may decide, if the sentence is a suspended one, to keep the staff member.

6. Lose his Kuwaiti Nationality or have it withdrawn.

7. If found to be physically unfit for employment, or if his sick leave is over, whichever comes first.

8. If he reaches the age of sixty. The civil Service Council may establish rules and regulations to extend the periods of service for a staff member who reaches sixty, providing that this extension is not for more than five years.

In mosques, Imams, Speakers and Muezzins shall have their service terminated at the age of seventy.

9. Death.

GENERAL AND TRANSITIONAL CLAUSES

ARTICLE 33

Decisions regarding appointment, promotion or granting a pay raise and which are against the law and regulations shall be annulled within one year of being issued.

This delay shall be cancelled if the Personnel Secretariat or Accounting Office or any competent authority objects to the decision, and pending examination of the decision.

In the case of conflict between the Personnel Department or the Accounting Office and the government authority, the matter shall be submitted to the Civil Service Council whose decision is final.

ARTICLE 34

The Personnel Secretariat shall be notified by a copy of the decisions issued by the government authority for an appointment, promotion, or granting a raise in salary within fifteen days of granting one.

The Personnel Secretariat may object to decisions contrary to laws and regulations, it shall notify reasons for opposing the decision to the authority within thirty days from receiving the information. If both sides fail to agree the matter shall be submitted to the Civil Service Council to take the appropriate decision according to the provisions of the previous article.

ARTICLE 35

Employees in service at the time of the entry into force of this law and who have reached the set age for termination of service under its provisions, shall have their effective period of service used in calculation of their pensions, added by one half of the remaining period for reaching the originally set age for retirement, prior to entry into force.

Any person who has reached the age of fifty five or more when this law enters into force, may request to retire within one year, providing that five years be added to his effective period of service. This period shall be added for those persons whose service period ends during the optional deadline, even if no request is made. This does not apply to a person who is dismissed from service by disciplinary measures according to article 28 or for one of the reasons in Article 32.5 & 6 of this law. These provisions do not prejudice the application the legally set limit for retirement.

ARTICLE 36

The Public Civil Service Appointments Law shall be abrogated by Decree No 7 of 1960, Law No 18 of 1960, & Law No 14 of 1974 referred to in regards of persons subject to this law.

This law also abrogates all laws contrary its provisions.

ARTICLE 37

The prevailing regulations and rules governing appointments, when the present Law enters into force, shall be valid for one year or until the rules and regulations mentioned therein are issued, whichever occurs first, providing they do not conflict with the provisions of the present law.

The application of the tables attached to the Civil Service Regulations or those issued according to Article 39 of this Law, shall not entail any increase in allowances, additional raises or bonuses payable at the moment of its publication. These amounts shall continue to be paid until the Civil Service Council or the competent authority set their organising rules and regulations.

ARTICLE 38

The salary tables applicable in public bodies and companies fully owned by the state shall be submitted to the Civil Service Council to consider approval or for amendment as required.

After that, no amendments may be made to these regulations without the approval of the Civil Service Council.

The Civil Service Council may, if necessary, revise the salary tables in those companies where the State is a share holder for 50% or more, so as to ensure implementation of the public policy on wages and salaries.

ARTICLE 39

The wages, salary raises and allowances for employees whose employment is governed by special laws may be amended by decree.

ARTICLE 40

The Prime Minister and Ministers, each according to his mandate, shall enforce this law, it shall be published in the Official Gazette and enter into force as of 1/7/1979, with the exception of the provisions of Articles 4, 5, & 39, which shall be applied as of date of publication.

The financial differences arising out of the tables referred to in Article 14 of this Law, and the Decree issued according to the previous Article, are payable as of 25/2/1979 or the date of appointment whichever is closer, to those persons in service when it enters into force. The necessary funds shall be drawn from the State's General reserves.

Emir of Kuwait
Jaber Al Ahmad

Prime Minister
Saad Al Abdallah Al Sabah

Minister of State for Legal & Administrative Affairs
Soliman Al Deej Al Sabah.

Issued at AL SEIF PALACE.

7, Jumadi First, 1399 h.

April 4th. 1979, ad.

EXPLANATORY NOTE ON LAW DECREE REGARDING THE CIVIL SERVICE.

The Government authorities have given special attention to the civil services rendered by the administrative bodies in Kuwait, no effort was spared to raise efficiency and modernise the system so that it can keep pace with progress in all the field of civil services required by citizens.

It was concluded on the basis of the administrative experience and practical implementation of legislation in force since 1955, that the civil service should be organised on the basis of a law that would include relatively constant basic principles and overall clauses, while detailed provisions and procedures requiring flexibility of implementation through amendments, as was called for, would be passed by decree. This is the context of Article ONE of the Law.

Article TWO defines terms 'government authority' & 'employee' covered by the provisions of this Law.

Article THREE sets out the scope of implementation of the Law, namely to all government bodies define in Article two, as well those bodies where employment is regulated by special legal provisions, unless these have been specifically set out in these law. The Military, Army, Police Forces & National Guard, are not governed by these provisions.

Article FOUR sets up a Civil Service Council chaired by the Prime Minister, or his delegate. The Council would seek to modernise the general administration and develop the civil service system; it would raise staff competence employed in government departments. The existence of an authority specifically in charge civil service matters would alleviate the burden falling to the council of ministers in this area.

Article FIVE sets out the terms of reference of the Civil Service Council

Enabling it to perform the tasks for which it was established.

Article SIX & SEVEN details the delegated responsibilities, whether those of the Minister, the Deputy or Assistant, in the case of one of them being in charge or if he is absent, or if his post is vacant. This simplifies procedures and organization of work in the Ministries.

Article EIGHT sets up a planning committee in each Ministry, and defines its responsibilities. Article NINE classifies jobs on the basis of the duties and responsibilities, rules and regulations, procedures and hours of work defined by the Civil Service Council.

The law clearly provides for the training of staff in Article TEN, the Civil Service Council draws up the regulation that would set the type, specialisations, levels and evaluation of trainee performance, it also provides for assessment of the impact of such evaluation and the authority in charge. Regular training is set out as an employee's basic duty to reaffirm its importance and necessity.

Articles ELEVEN to SEVENTEEN define general posts, subdividing them into groups and spells out how to fill them:

Article ELEVEN reiterates the basic definition of public employment as set out in the constitution, i.e. Public office is a national service entrusted to those who hold it; Article TWELVE divides public employment into main four groups, the Civil Service Council may add other main groups; the personnel department shall then issue a decision setting out the rules and regulations for the distribution of posts among these groups.

Article THIRTEEN authorises, by Ministerial decision, and the endorsement of the Personnel Secretariat, the division of the main groups of employment into specialised ones, according to the nature of work in the government authority; it shall propose corresponding grades for each of the main groups, their types, basic remuneration for each category and periodic raises according to the tables annexed to the Civil Service Regulations. The Civil Service Council may, also based on a proposal by the Personnel Secretariat, determine the remunerations of certain posts and disregard the contents of the tables, Article FOURTEEN.

Article FIFTEEN points out those posts shall be filled by appointment, promotion, transfer, or secondment. Appointments are made by decision of the competent authorities, or by contract except for leadership posts where appoint is by decree.

This article allows for the temporary or permanent appointment of Kuwaitis by decision or contract, it however requires that non Kuwaitis be only appointed in a temporary capacity and by contract only. Persons appointed by contract, Kuwaitis or non Kuwaitis, are subject to the law and civil service regulations, unless otherwise stipulated in the contracts concluded with them. The Civil Service shall draw up the rules, regulations and terms of contracts concluded with Kuwaitis or non Kuwaitis. Article SIXTEEN sets out certain criteria to determine the grade and remuneration for appointment to a post according to the different types of jobs, qualifications, rarity of experience, practical experience, or training courses completed. The number of years spent for various degrees is also taken into account.

Article SEVENTEEN allows for an appointment on probationary terms, if the candidate proves unfit during that period he shall be dismissed from service or have his contract terminated, if the appointee successfully completes the trial period he shall be fixed in his post and the probation period shall be included in his period of service.

In articles EIGHTEEN TO TWENTY SIX the Law sets out the rights and duties of the employees:

Article EIGHTEEN provides that salaries are payable as of the starting date of taking up a post and that periodic increments are due according to the rules and categories decided by the civil service regulations.

Article NINETEEN sets out incentives and other perquisites monetary & non-monetary, these are decided by the Civil Service Council on the basis of proposals of the personnel department who shall determine the rules, regulations, and conditions of bestowing them.

Article TWENTY retains the rules currently in force for deductions, or freezing of amounts payable from the government to an employee.

The Law also introduces a special rule regarding the forfeit of rights for either the government to retrieve amounts paid to an employee, or for the employee to claim what rights he may be due from the government, as this subject was a source of differences due to the absence of a legal text on the matter in the current law. Article TWENTY ONE.

Article TWENTY TWO authorises granting an employee educational leave or to send him on missions, fellowships or training courses with full pay, reduced pay or none,

according to the rules and terms set out by the Civil Service Council , the article also allows for the temporary filling of these

Employees posts if need be, as long as the leave, mission, fellowship or course is without pay and for not less than a year.

Article TWENTY THREE stipulates that an employee may not absent himself from work except within the limits of those periods of leave he is authorised to take and which are set out in the civil service regulations.

As for the duties and forbidden acts, these are detailed in articles TWENTY FOUR to TWENTY SIX:

The Law introduces two prohibitions to ensure that an employee dedicates himself entirely to his job: a ban on undertaking any commercial, industrial or professional work, with the exception of those cases set out by the Civil Service Council , the second prohibition is that of membership of the boards of director of commercial or industrial shareholder companies, unless he represents the government.

The Law sets out in Articles TWENTY SEVEN to THIRTY ONE disciplinary provisions: it introduces a rule lifting a disciplinary sanction if the violation was committed to execute a written order issued by the employee's superior and despite his drawing the superior attention to the violation, in this case the responsibility falls to the issuer of the order, (article 27).

The law only defines five sanctions that may be imposed on an employee: warning, deductions or reduction of salary, demotion, and dismissal.

The Law annuls sanctions such as suspension from work or postponement of periodic salary increases as practical implementation has shown that they have no effect. A new sanction was added for persons in leadership posts, that of a written warning from the Minister, (article 28).

In article TWENTY NINE the law introduces the system for deletion disciplinary sanctions against an employee according to the rules defined by the Civil Service Council , in a manner similar to that of the penal sanctions provisions for rehabilitation.

The law also balances the rules for suspending an employee for the benefit of an investigation or in the public benefit. Article THIRTY provides suspension from work in both cases shall be with a justified reason and for not more than three months,

which may be extended to a further three month period after which the employee shall return to work. An employee who is suspended from work for because of an investigation shall have half his pay withheld which is only paid back if he proves to be blameless, or punished by a warning, deduction of salary for a period of not more than one week. If an employee is suspended for the benefit of an investigation, he shall be paid his full salary for the duration.

This article also calls for the suspension of an employee if he is detained or if he is serving a custodial sentence by a court in Kuwait.

In the former half the employees pay shall be withheld, while in the latter three quarters of the pay shall be with held if the court sentence is not final. He shall on retrieve the withheld amounts in both cases if the investigation or trial finds him blameless. If the sentence for which the employee was imprisoned is final, he shall not be paid for the duration of his imprisonment, the same applies in the prison term in both cases was served outside Kuwait.

Article THIRTY ONE states that the termination of an employee's service, for any reason, does not exclude if necessary his penal or civil responsibilities.

Article THIRTY TWO sets out the cases for termination of service:

Resignation, retirement, dismissal by disciplinary decision, removal from office by decision of the Council of Ministers, sentencing to a custodial sentence for a felony of crime of honour or honesty loss or withdrawal of the Kuwaiti nationality, being physically unfit to work, or using up sick leave, whichever occurs first, reaching the age limit... or death.

The age of retirement has been reduced to sixty with the possibility of extending employment for five years according to the rules and regulations established by the Civil Service Council, with the exception of Imams in mosques, preachers & muezzins who remain in service till the age of seventy.

Articles THIRTY THREE to THIRTY NINE covered the general and final clauses;

The Law introduces a special rule regarding the withdrawal of administrative decisions that are contrary to the Laws and regulations within one year of a decision being passed, the Personnel Secretariat,

the Accounting Office or any other government authority may object to the administrative decision that is contrary to legislation or to regulations. In such cases the date of withdrawal is held in abeyance pending examination of the matter. In the case of a difference of opinion between the Personnel department, the Accounting

Office or the government authority issuing the decision, the matter shall be submitted to the Civil Service Council whose decision on the difference shall be final (article 33).

Such a decision requires the notification of the Personnel Department with a copy of the administrative decision issued by the government authority which appoints, promotes, or grants the bonus raise within fifteen days of the decision being taken, so that the Department may review it and raise its objections if there are grounds for this. The Personnel Secretariat shall notify the government authority of its objections within thirty days of receiving the notification. If no agreement is reached between the Personnel department and the competent authority the Department submits the matter to the Civil Service Council for it to take the necessary decision (Article 34).

Article THIRTY FIVE sets out transitional clauses required by the reduction of the age of retirement from seventy & seventy five years to sixty and seventy years.

Article THIRTY SIX provides for the abrogation of the Public Civil Employment Law issued by Decree No 7, 1960 and its amendments, as well as for all other provisions contrary to this Law. Article THIRTY SEVEN, provides the continued implementation of the regulations and decisions in force regarding appointments when the Law enters into force and for one year after, pending the publication of the rules and regulations called for by the Law, which ever comes first, and providing that the decisions which remain in force are not in contradiction with the provisions of the Law.

In order to avoid any increases in allowances, wage increments and bonuses as a result of the implementation of the salary tables mentioned in Article 14, this article has provided that the allowances, bonuses and salary increments shall be paid according to the amounts reached when the Law was published pending the establishment by the Civil Service Council of the rules, regulations and terms organizing them.

As the salaries paid to certain employees in public authorities and establishments exceed those paid to their peers in government authorities, or in those bodies, establishments and companies entirely State owned, the Law provides that that their salary scales must be submitted to the Civil Service Council for approval or amendment as required (article 38).

The same article also provides that in the future no amendments may be made to salary scales in these bodies, establishments, or enterprises without the approval of the

Civil Service Council, over and above the general authority left to the Council in the matter of salaries and wages.

As for employees whose appointments are governed by special laws, this Law in Article THIRTY NINE allows for the amendment of their increments and allowances by Decree, to achieve coordination and harmony between the salary for the same work in government authorities or in the public bodies and enterprises or any other authority where employment matters are governed by special legislation.

Article FORTY provides for the publication of this law in the official gazette and for its entering into force on 1/7/1979, with the exception of the provisions of Article 4,5, and 39 which shall enter into force as of date of publication. This article also provides for the payment of the financial differences arising out of the implementation of the salary schedules referred to in articles 14 & 39 of the Law, as of 25/2/1979 or the date of appointment which ever occurs first for those persons in service on 1/7/1979. The article also provided for the necessary funds to be drawn from the State's General reserves.
