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**Law No. (11) of 2020 regarding Volunteering for Public Security Service**

We, Hamad Bin Isa Al Khalifa, King of the Kingdom of Bahrain.

Having reviewed the Constitution;

Law No. (13) of 1975 regarding the Regulating of Pensions and Retirement Benefits for Government Employees, as amended;

Social Insurance Law promulgated by Legislative Decree No.(24) of 1976, as amended;

Public Security Forces Law promulgated by Legislative Decree No. (3) of 1982, as amended;

Legislative Decree No. (5) of 1990 regarding the Civil Defence, as amended by Law No (22) of 2014;

Legislative Decree No. (39) of 2002 regarding the General Budget, as amended;

Criminal Procedures Law promulgated by Legislative Decree No.(46) of 2002, as amended;

Civil Service Law promulgated by Legislative Decree No. (48) of 2010, as amended;

And Labour Law for the Private Sector promulgated by Law No. (36) of 2012, as amended,

The Shura Council and the Council of Representatives have approved the following law, which we have ratified and enacted:

**Article (1)**

In applying the provisions of this Law, the following words and expressions shall have the meanings assigned to them,unless the context requires otherwise:

**Ministry:** Minister of Interior.

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Public Security Forces**:** The regular forces affiliated with the Ministry.

**Volunteer:** The civilian accepted to join the public security service in accordance with the provisions of this Law.

**Authorities**: Ministries, government administrations, public and private Authorities and institutions, other legal entities and employers.

**Directorate:** The directorate concerned with volunteer affairs.

**Article (2)**

The Ministry may accept volunteers to work in the public security service, in support of the public security forces and to assist them in carrying out their duties and responsibilities, motivated by loyalty and belonging to the country and belief in community partnership and collective responsibility to preserve the security and stability of the nation, protect lives and properties, and safeguard the resources, achievements and gains of the country, all in accordance with the provisions of this Law.

**Article (3)**

The following conditions shall be required for accepting a volunteer:

1- To be a Bahraini citizen. Residents in the Kingdom of Bahrain may be accepted in specific cases and according to conditions specified by a decision of the Minister.

2- To be at least 21 years old.

3- Volunteer work shall not conflict with the volunteer's primary work, in case the volunteer is an employee in government authorities or a private sector workers, or interfere with their studies if they are students.

4- To be medically fit for volunteer work, according to conditions specified by a decision of the Minister.

5- To have good conduct and behaviour, and not to have been previously convicted of a felony or a crime related to honour, trust or public morals unless he is rehabilitated.

6- Not to have been previously dismissed or discharged from the public security forces, defence forces, national guard, or national security agency.

7- Any other conditions specified by the Volunteers Affairs Committee.

**Article (4)**

A committee called "Volunteers Affairs Committee" shall be established at the Ministry, its formation and work system shall be determined by a decision from the Minister, and it shall be responsible for all procedures related to the acceptance of volunteers and their participation in volunteer work.

The Minister shall issue a decision to determine the directorate within the Ministry responsible for volunteers' affairs.

**Article (5)**

The Ministry shall enter with the volunteer into a contract called the "Volunteer Service Contract," in which the tasks, duties, and fields in which the volunteer participates shall be specified, as well as the military category to which the volunteer is subject, the financial compensation to be granted to them, and the duration of the volunteer contract, provided that this period does not exceed five years and is renewable.

**Article (6)**

The Minister, by his decision, shall determine the tasks, duties and fields in which the volunteer shall participate.

**Article (7)**

Approval of the authorities to which the volunteers are affiliated shall be obtained each time they are summoned, whether for training or work. This shall apply to students as well, taking into consideration that such approval does not affect their academic future or disrupt their educational program.

**Article (8)**

The Royal Police Academy or any other entity determined by the Minister shall organize training programs for volunteers to prepare and qualify them as follows:

1- General foundational training courses for new volunteers.

2- Specialized training courses.

3- Periodic refresher training courses, whether general or specialized.

The durations and schedules of the mentioned training courses shall be determined by a decision from the Minister.

**Article (9)**

1- Ministries and government departments, public authorities and institutions shall bear the salary and job benefits of the volunteer during the training or volunteer work period, without compromising any rights and job benefits of regular employees.

2- Private institutions and companies, and employers shall bear (30%) of the entitled wage of the working volunteer during the training or volunteer work period, and the Ministry shall cover the remaining wage. If the volunteer work continues for a period exceeding one year continuously, the Ministry shall cover the full wage for the volunteer beyond that period, without compromising any rights and job benefits of regular employees.

The period of volunteering shall be considered part of the actual service period for the volunteer at their original workplace, whether in government entities or the private sector.

**Article (10)**

The Ministry shall be committed to providing suitable transportation for the volunteer in the event of their summons or compensating them financially for the expenses incurred in case of transportation not being provided and shall also provide all necessary requirements such as clothing, accommodation, meals and other needs in accordance with the requirements of training or volunteer work requirements.

Furthermore, the Ministry is obligated to issue an identity card for each volunteer, indicating their capacity and legal position as a volunteer.

**Article (11)**

Compensation shall be provided to the volunteer in case of injury or death during volunteer work or training, or as a result thereof.

Volunteer employees in government agencies or workers in the private sector shall be subject to the laws and regulations in force. The compensation of volunteers shall be from others in accordance with the rules specified by the Minister in this regard, provided that the compensation in this case shall not be less than the compensation of volunteers from the aforementioned employees or workers.

**Article (12)**

The volunteer shall take the following oath before commencing work:

"I swear by Almighty Allah, I swear by Almighty Allah, I swear by Almighty Allah to be loyal to Bahrain and faithful to its rights, devoted to its glorious King, obedient to all legitimate orders issued to me by my superiors.  I will safeguard my honour and weapon, perform my duties with honesty and integrity, respecting the country's laws and people's rights. I solemnly declare that Allah is witness to my words".

**Article (13)**

The duties and obligations of the volunteer shall be as follows:

1- Responding to the call for training or work at any time when requested to do so.

2- Not refusing or declining the assigned training or work without an acceptable excuse.

3- Committing to informing the directorate of any changes to the personal data and information previously provided.

4- Adhering to seriousness, honesty, and integrity and refraining from engaging in activities contrary to human and moral values or to volunteer work.

5- Not making any statements to the media without prior permission from the directorate.

6- Safeguarding and returning all tools, equipment and devices received during the volunteer work.

7- Not disclosing or revealing any secrets, information, clarifications, statistics or data related to confidential matters or those that shall remain confidential by nature or under specific instructions, even after the volunteering period ends.

8- Not engaging in trade or industry without notifying the directorate, whether under their name or under other names.

9- Not involving oneself in any work that compromises their dignity in volunteering for public security.

10- Not engaging in any political activities or electoral campaigning without written permission from the Minister.

11- Not getting married without notifying the directorate.

**Article (14)**

The volunteer is considered appointed from the date of accepting the volunteering unless his request for exemption is accepted.

**Article (15)**

Volunteers shall be exempted in the following cases:

1- If they submit a request for exemption from volunteering, and the request is accepted.

2- If their health condition conflicts with the requirements of the volunteer work.

3- If they engage in behaviour that contradicts the principles of volunteer work.

4- If they exploit their position in unlawful activities.

5- If they are convicted of committing a crime or an offence that undermines honour, trust, or public morals.

The ministry may, based on public interest reasons, exempt the volunteer and terminate the volunteer service contract at any time.

**Article (16)**

The second application for volunteering shall not be accepted if the volunteer has discontinued training or work without a valid excuse or legal permission before their request for exemption from volunteering is accepted, and he shall be deprived of the benefits stipulated in this Law.

**Article (17)**

The minister may grant certificates of appreciation and honours to volunteers for acts of heroism, courage, bravery, sacrifice, outstanding performance, or excellence in their work.

**Article (18)**

Volunteers will have priority in joining the Public Security Forces or being employed in civilian capacity if they meet the job requirements.

A volunteer who continues volunteering regularly for a period of no less than three years shall be granted a training and experience certificate, giving him priority in working for security and guarding companies, industrial security and safety teams in public and private facilities when the job requirements are met.

**Article (19)**

The volunteer, during his training or work in the service of public security, shall be considered a judicial law enforcement officer.

**Article (20)**

Without prejudice to criminal and disciplinary liability, any volunteer who violates the duties stipulated in this Law, the Public Security Forces Law or the decisions issued by the minister, shall be subject to disciplinary sanctions or shall be tried before the military courts at the ministry, as the case may be.

**Article (21)**

The Public Security Forces Law shall apply to volunteers during their training or work period, except where there is a specific provision in this Law or in the decisions issued in implementation thereof.

**Article (22)**

The State shall allocate the necessary financial provision and a special clause shall be included in the budget of the Ministry of Interior to cover the expenses necessary for the implementation of the provisions of this Law.

**Article (23)**

The Minister of Interior shall issue the necessary decisions to implement the provisions of this Law.

**Article (24)**

The Prime Minister and the Ministers - each within his jurisdiction - shall implement provisions of this Law, and it shall come into force from the day following the date of its publication in the Official Gazette.

**King of Kingdom of Bahrain**

**Hamad bin Isa Al Khalifa**

Issued at Riffa Palace:

On: 18 Ramadan 1441 A.H.

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