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**Legislative Decree No. (3) of 1993 amending some provisions of the Law regulating Pensions and Retirement Gratuities for officers and Personnel of the Bahrain Defence Force, and Public Security, promulgated by Legislative Decree No. (11) of 1976**

We, Isa bin Salman Al Khalifa, Emir of the State of Bahrain.

Having reviewed the Constitution;

Emiri Order No. (4) of 1975;

Legislative Decree No. (11) of 1976 establishing the Law regulating Pensions and Retirement Gratuities for officers and Personnel of the Bahrain Defence Force, and Public Security, and the laws that amend it;

And Legislative Decree No. (6) of 1991 Establishing the Retirement Fund for Personnel and Officers of the Bahrain Defence Force, Public Security Force, Bahrainis and non-Bahrainis;

And upon the submission of the Ministers of Defence, Interior, and Finance and National Economy,

And after the approval of the Council of Ministers,

**Hereby Decree the following Law:**

**Article One**

The texts of Articles (8) Paragraph “3”, (17), and (18) Paragraph “4” of the Law regulating Pensions and Retirement Gratuities for officers and Personnel of the Bahrain Defence Force, and Public Security, promulgated by Legislative Decree No. (11) of 1976 shall be replaced with the following texts:

**Article (8), Paragraph "3":**

"Any officer or personnel member subject to the provisions of this Law may request to include a virtual service period for a duration not exceeding five years in addition to their calculated retirement service period, provided that the retirement service period after inclusion does not exceed (32) years upon the end of service. This inclusion requires the payment of an amount equivalent to (15%) of the annual salary for each year of the desired virtual service duration. The payment can be made either as a lump sum or in monthly instalments according to the schedule attached to this Law.

The virtual service period shall not be counted within the retirement service period if the officer or personnel member's service has ended for any reason mentioned in Articles (16) and (40) of this Law for a calculated retirement service period of less than (25) years. Additionally, the excess period is not counted if the calculated retirement service period exceeds (32) years after adding the virtual service period for any reason.

In case the virtual service period or the excess period is not counted, the authority shall refund the single payment made to the authority, with an added interest of 3% per year from the date of payment until the date of refund.

In the case of monthly instalment payments, the instalments paid shall be refunded, along with an added interest of 3%”.

**Article (17):**

"If the service of the officer or personnel member ends upon reaching the age of sixty and their calculated retirement service period is ten years, a pension shall be granted to them based on a service period of fifteen years. If the calculated retirement service period exceeds fifteen years, the pension shall be based on the calculated retirement service period”.

**Article (18), Paragraph "4":**

"Compensation for the beneficiaries of a martyr, or those considered to be martyrs, shall be paid in a lump sum equivalent to the last monthly basic salary of the officer or individual for the last two years, with a maximum limit of (18) thousand Bahraini dinars. The provisions of the last two paragraphs of Article (21) shall apply to this compensation”.

**Article Two**

A second paragraph shall be added to Article (14) of the Law regulating Pensions and Retirement Gratuities for officers and Personnel of the Bahrain Defence Force, and Public Security, promulgated by Legislative Decree No. (11) of 1976, with the following text:

"It is also permissible to retire the officer or personnel member - upon their request - before reaching the age of sixty, provided that their calculated retirement service period gives them the right to a pension, provided that their age at the time of requesting retirement does not fall below (55) years. In this case, their retirement rights shall be calculated based on the calculated retirement service period, with the remaining period to reach the age of sixty added to it, not exceeding a total service period after the addition of (32) years”.

**Article Three**

The Ministers of Defence, Interior, and Finance and National Economy shall issue the necessary decisions to implement this Law.

**Article Four**

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

**Emir of the State of Bahrain**

**Isa bin Salman Al Khalifa**

**Issued at Riffa Palace:**

**On: 7 Shaaban 1413 A.H.**

**Corresponding to: 20 January 1993**