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**Legislative Decree No. (23) of 2019 Amending certain Provisions of the Civil Service Law Promulgated by Legislative Decree No. (48) of 2010**

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

Having reviewed the Constitution, in particular Article (38) thereof;

And Civil Service Law promulgated by Legislative Decree No. (48) of 2010, amended by Legislative Decree No. (69) of 2014;

And upon the submission of the Prime Minister,

And after the approval of the Council of Ministers;

**Hereby Decree the following Law:**

**Article One**

The texts of articles (22) Clause (2), (23) and (29) Clause (3) of the Civil Service Law promulgated by Legislative Decree No. (48) of 2010 shall be replaced with the following texts:

**"Article (22) Clause (2):**

With the exception of the holders of senior positions and the like, the competence to refer the civil servant to the investigation and to impose disciplinary penalties on him is for the competent authority, and the Bureau may, when necessary, assume the competence to initiate the administrative investigation after coordination with the competent authority. If the investigation recommended the imposition of a penalty of deduction from the salary for more than one month or the dismissal from service against the civil servant, he must be referred by the competent authority to a disciplinary board formed by a decision of the President of the Bureau. The implementing regulation indicates the procedures followed by the disciplinary board in this regard.”

**"Article (23):**

1) Disciplinary penalties that may be imposed upon the civil servants are:

a- Verbal warning.

b- Written warning.

c- Deduction from the salary, not exceeding three months’ salary for each offence, and not exceeding three months’ salary during the year. The deduction may not exceed ten days' salary in one month.

d- Dismissal from service.

2) The Disciplinary penalties imposed upon the civil servant shall be automatically repealed upon the lapse of the following periods:

a - Six months in the case of the verbal warning and written warning.

b - A year in the event of a salary deduction not exceeding one month’s salary.

c - Two years in the event of a salary deduction exceeding one month’s salary.

As a result of erasing the penalty, it shall be considered as if it did not exist with regard to the future, and does not affect the rights and compensations resulting therefrom. The penalty’s documents along with every reference thereto shall be removed from the civil servant’s service file.”

**"Article (29) Clause (3):**

3- It is not permissible to place a seizure on the civil servant's salary - or any other amounts due thereto by reason of his job - except in fulfilment of alimony or a debt following a judicial ruling. No seizure exceeding a quarter of the civil servant's earnings is permitted. and in case of competing claims, priority shall be given to the alimony debt.

No deduction from the Civil Servant’s salary shall occur - or any other amounts due thereto by reason of his job - except for the payment of an amount due to the government from the civil servant by reason of his job or in application of a disciplinary penalty.”

**Article Two**

A new Clause (3 bis) shall be added to Article (22) of the Civil Service Law promulgated by Legislative Decree No. (48) of 2010, with the following text:

**"Article (22) Clause (3 bis):**

3 bis - If the offence subject to the disciplinary accountability includes the holders of higher positions and the like, or their equivalents to be determined by a decision of the Prime Minister and their equivalents, the Prime Minister shall be competent to refer all of them to the disciplinary accountability and to impose the disciplinary sanctions on them, as well as to determine the entity that shall investigate them. The Prime Minister may directly assign this competence to a disciplinary committee that he forms for this purpose or to the competent authority.

The provisions stipulated in Clauses (2) and (3) of this Article shall apply to the disciplinary penalties imposed on them according to the job grade of each of them.”

**Article Three**

The Prime Minister and the ministers - each within his jurisdiction- shall implement the 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 the kingdom of Bahrain**

**Hamad bin Isa Al Khalifa**

**Prime Minister**

**Khalifa bin Salman Al Khalifa**

Issued at Riffa Palace:

**On:** 2 Safaar 1441 A.H.