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**Legislative Decree No. (67) of 2014 Replacing Article (22) of Law No. (13) of 1975 regarding the Regulating of Pensions and Retirement Benefits for Government Employees**

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;

Law No. (3) of 2008 regarding the Social Insurance Organization, as amended by Law No. (33) of 2014;

And Law No. (27) of 2009 specifying the salaries of the Prime Minister, his Deputies, Ministers and those holding Ministerial grade;

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 text of Article (22) of Law No. (13) of 1975 regarding the Regulating of Pensions and Retirement Benefits for Government Employees shall be replaced as follows:

**Article (22):**

The pension of a minister and those under his authority shall be calculated at one-tenth of the last basic salary for each year of service in the ministerial position. Additionally, a pension shall be added for the period of service in other positions, regardless of the duration, provided that it is not less than one full year. This pension shall be calculated based on the last basic salary in the ministerial position and adjusted according to Article (20) of this law.

In all cases, the pension or the combined pensions shall not exceed (80%) of the salary used as the basis for the pension calculation, nor be less than (40%) of this salary for those who have served in the ministerial position for a full year and are not eligible for another pension. If eligible for another pension, the difference between the entitled pension and the minimum pension for the minister or the pension entitlement from the ministerial position shall be paid, whichever is more appropriate.

A retirement bonus amounting to (15%) of the last basic salary of the minister or equivalent positions shall be granted for each year of service in the ministerial position beyond what is considered for pension calculation, up to a maximum of seven years.

The provisions of Articles (13) and (15-19) of this law shall not apply to the settlement of the pension of a minister and equivalent positions. Retirement age shall not be applicable to ministers and those under their authority, and the period of service following the ordinary retirement age shall be included in the minister's pension and equivalent positions.

The General State Budget shall bear the difference in contributions between the actual service period and the calculated service period for the entitled pension of a minister and equivalent positions.

**Article Two**

The provisions of this law shall apply to those appointed as ministers and equivalent positions in the ministerial position for the first time from the date of the enforcement of this law.

As for those who were appointed as ministers and equivalent positions before the enforcement of this law, their pension shall be equal to (80%) of the last basic salary of the minister in their ministerial position, regardless of their length of service. Alternatively, a pension may be linked to (50%) of the minister's last monthly salary in their ministerial position, provided that they have served in this position for a minimum of two years. Additionally, the pension they are entitled to for their service in a position other than the ministerial position shall be added, according to Article (20) of this law, provided that the total of the two pensions does not exceed (80%) of the last basic salary in the ministerial position, whichever is more favourable.

They shall also receive a bonus equal to (15%) of the last salary for which contributions were paid, for the period of their service in the ministerial position that is not taken into account in the pension calculation, up to a maximum of seven years.

**Article Three**

The Minister of Finance shall issue the necessary decisions to implement the provisions of this law.

**Article Four**

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

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