

CABINET RESOLUTION NO.33 OF 2022
CONCERNING WORK INJURIES AND OCCUPATIONAL DISEASES

The Cabinet:

- Having reviewed the constitution
- Federal Law No.(1) of 1972 on the competencies of the Ministries and Powers of the Ministers and the amendments thereof,
- Federal Law No. (13) of 2022 concerning Public Health
- Federal Decree-Law No. 33 of 2021 concerning Regulation of Labour Relations
- Cabinet Resolution No. (1) of 2022 concerning the executive regulations for Federal Decree-Law No.33 of 2021 regarding the regulation of labor relations
- Upon the proposal of the Minister of Human Resources and Emiratisation, and the approval of the Council of Ministers,

Has Resolved:

Article (1)

Definitions

The definitions contained in Federal Decree-Law No. 33 (of 2021) and its Executive Regulations, referred to, shall apply to this decision. The following terms and expressions shall have the meanings opposite thereto unless the context requires otherwise:

Medical Authority: Any federal or local governmental authority responsible for healthcare affairs or any other private healthcare establishment that is licensed to provide healthcare services inside the State.

Health Authority : Any federal or local government authority responsible for regulating healthcare affairs, each within the limits of its competence.

Article (2)

Identification of Work Injuries & Occupational Diseases

1. Occupational diseases are specified in schedule No.(1) attached to this Resolution.
2. Permanent Total Disability are specified in schedule No.(2) attached to this Resolution
3. Permanent Partial Disability are specified in schedule No.(3) attached to this Resolution.

Article (3)

Procedures and requirements to be followed in the event of work-related injuries or occupational diseases

If a Worker sustains a labor injury or occupational disease, the Employer or his representative must do the following:

1. Report the incident to the medical authority.
2. Report the incident to the competent police station according to the geographical scope. The report must be made immediately in the event of a work injury as a result of an accident or any injury other than an occupational disease, and the report must indicate the date the employer became aware of the occupational disease.
3. Report the incident to the Ministry through specialized channels within a maximum period of forty-eight hours (48) from the date of his knowledge of the occupational disease or from the time of his knowledge of any other work injury. The report must include worker's name, age, vocation, address, and nationality in addition to a brief description of the accident, its circumstances and the arrangements made for the employee's medical aid or treatment.

Article (4)

Conducting Investigations into Work Injuries & Occupational Diseases

1. The police shall carry out necessary investigation, upon receipt of the report which contains statements of witnesses and employer or his representative and statement of injured if his condition so allows, and the report must indicate in particular the following:

- a) If the injury was a deliberate self-injury;

- b) If the injury was a result of a direct consequence of the worker's deliberate misconduct.
- c) If the injury occurred under the influence of alcohol, drugs or other psychotropic substances;
- d) If the injury was a direct consequence of a deliberate violation of the precautionary instructions affixed in conspicuous places at the Workplace.

2. An inspector from the ministry or the relevant authority (health authorities or municipalities) shall assist the investigation authorities in collecting evidence if necessary.

3. The statements and information included in the investigation are mere inferences used by the medical authority, and it has the final decision in determining whether or not a work injury has occurred.

4. The investigation authority shall provide the Ministry with a copy of the investigations result along with a copy of the evidence report.

Article (5) **Medical Report**

1. The treating medical authority shall, upon completion of treatment, prepare a report on the work injury or occupational disease, specifying the injury, type of occupational disease, the cause of either, date of occurrence, its relation to work and period of treatment and whether the employee has sustained permanent infirmity, or otherwise and degree of disability, if any, and whether such disability is total or partial as well as his ability to carry on duties with the existing disability.

2. The report of the medical authority is to be approved by the competent federal or local government health authority. The approval shall be based on the recommendation of a specialized medical committee or through any other system used by the health authority. The medical authority shall at the end of treatment make a triplicate report, a copy of which shall be handed to the worker and the other to the employer, and a third copy will be sent to the Ministry.

Article (6)

Details of the Work Injuries & Occupational Diseases

1. All medical authorities in the state must provide the Ministry with details of all work injuries and occupational diseases periodically through the approved electronic systems. The details shall include the worker's name ID number, nationality, place of injury, date of injury, emirate, degree of injury, and the name of the health authority.
2. All medical authorities must record the details referred to in clause (in the patient's national medical file) of this article through the approved systems, and the government health authorities in the state must verify this before approving the report.

Article (7)

Employer's Obligation for Work Injuries & Occupational Diseases Compensation

In case a Worker sustains a Work Injury or an occupational disease, then the Employer shall be under obligation to pay the compensation due to the worker according to the schedules attached herein, subject to the following provisions:

1. Total incapacity to use any organ of the body or part thereof is considered equal to total loss of such organ or part of the body.
2. If the worker injured is a left - handed the compensation hereinabove provided for the left hand shall be the same as for the right hand.
3. In the case of marring, disfigurement or unnatural alternation of any organ or part of the body or any sense not covered by the above schedule, the rate of disability shall be estimated, by the competent medical authority.

Article (8)

Updating Schedules

The Minister, in coordination with the Ministry of Health and Prevention, may update Schedule No.(1) attached herein concerning occupational diseases when needed.

Article (9)

Publication and Validity

This Decree-Law shall be published in the Official Gazette, and shall come into force from the day following the date of its publication.

Original signed by His Highness Sheikh Mohammed bin Rashid Al Maktoum

Prime Minister

Issued by us on:

10th Ramadan 1443 A.H

11th April 2022 A.D

**SCHEDULES ANNEXED TO CABINET RESOLUTION NO. 33 OF 2022 REGARDING
WORK INJURIES & OCCUPATIONAL DISEASES**

**SCHEDULE NO. (1)
OCCUPATIONAL DISEASES**

Sr.	Disease	Occupation Causing The Disease
1	Poisoning by Lead and lead components	Any occupation that requires use or handling of lead or its compounds containing lead
2	Poisoning by mercury and its components	Any occupation that requires the production, use or disposal of mercury and its components, in addition to any work involving exposure to dust or gases of mercury or its components or materials containing mercury.
3	Poisoning by arsenic and its components	Any work that requires the production, use or disposal of arsenic and its components, in addition to any work involving exposure to dust or gases of mercury or its components or materials containing arsenic.
4	Poisoning by antimony and its components	Any occupation that requires use or handling of antimony or its components or exposure to the dust or gases of antimony or its components or items containing antimony
5	Poisoning by phosphorous and its components	Any occupation requiring use or handling of phosphorus or its components or exposure to the dust or gases of phosphorus or its components or items containing phosphorus
6	Poisoning by petroleum, its gases, derivatives or components	Any occupation that requires use or handling of benzene and its derivatives or its compounds or exposure to the dust or vapors of benzene whether in solid, liquid or gaseous form
7	Poisoning by Manganese and its components	Any work that requires the production, use or disposal of Manganese and its components, in addition to any work involving exposure to dust or gases of mercury or its components or materials containing Manganese.
8	Poisoning by sulfur metal and its components	Any occupation that requires use or handling of sulfuric metal or its components or any items having sulfuric content or exposure to the dust

		and gases of sulfuric metal and its components or any items having sulfuric content.
9	Poisoning by chloroform or carbon tetrachloride.	Any occupation that requires use or handling of chloroform or carbon tetrachloride or exposure to the gases containing them
10	Diseases resulting from Radium or radio-active (X-rays)	Any occupation that requires exposure or radium or any other radio-active substance or X-rays.
11	Chronic skin disease and burns of the skin and the eye	Any occupation that requires use or handling of tar or coal tar equipment, mineral oil or kerosene (or cement, flour or similar dust or any of their compounds, products or residues
12	Eye affections from the heat and light, and the consequences of such affections	Any occupation that requires recurrent or continuous exposure to reflection of light, heat or radiation emitted by molten glass, hot or molten metals or exposure to powerful light and high temperature that could cause harm to eye or sight
13	Pneumoconiosis resulting from : 1.Silicosis (Silicon dust) 2.Asbestosis (Asbestos dust) 3.Byssinosis (cotton dust)	Any occupation that requires exposure to silicon dust or any items with silicon content in a concentration of more than 5%, such as work in rock cement factories, sandblasting of metals or any other occupation requiring a similar exposure, as well as any work requiring exposure to asbestos or cotton dust to such an extent as to result in such a disease.
14	Anthrax	Any occupation that requires contact with animals affected by such a disease or with their skins, horns and hair
15	Ascites	Any occupation that requires contact with animals affected by this disease
16	Pulmonary Tuberculosis	Any occupation in hospitals providing treatment patients affected by this disease
17	Enteric Fever	Any work in hospitals specialized in the treatment of this disease

SCHEDULE NO. (2)
PERMANENT TOTAL DISABILITY COMPENSATION ASSESSMENT

Disability Degree	Nature Of Permanent Disability	Percentage
Total	1. Loss of both arms from the shoulder or loss of any two or more limbs	100
	2. Total loss of eye sight or loss of both eyes	100
	3. Total paralysis	100
	4. Imbecility or total mental deficiency	100
	5. Injuries or accidents to the head or skull causing continuous headache	100
	6. Total disfigurement of face	100
	7. Injuries and accidents to the chest and internal organs causing permanent and total inability to function normally	100

SCHEDULE NO. (3)
PERMANENT PARTIAL DISABILITY COMPENSATION ASSESSMENT

Disability Degree	Nature Of Permanent Disability	Percentage
Partial	1. Loss of both legs from the thigh	90
	2. Loss of both arms from elbow or above	85
	3. Severe disfigurement of the face	80
	4. Total loss of both hands from the elbow	70
	5. Total loss of right arm from shoulder joint or from the elbow	70
	6. Loss of both legs from the knee or above	70
	7. Total loss of left arm from the shoulder joint or from the elbow	60
	8. Loss of one leg from the knee or above	60
	9. Loss of one leg from the knee or above	60
	10. Loss of one leg from the thigh	60
	11. Loss of both legs from below the knee	60
	12. Loss of right hand fingers including thumb	60
	13. Loss of left arm from above or below the elbow	50
	14. Loss of the left hand fingers including thumb	50

	15.Loss of one leg below the knee	50
	16.Total and permanent loss of hearing	50
	17.Loss of tongue or permanent dumbness	45
	18.Loss of both feet from the ankle or below	45
	19.Loss of genital organ	45
	20.Loss of sight of one eye	45
	21.Loss of right hand from the wrist	38
	22.Loss of thumb or four fingers of the right hand.	35
	23.Loss of left hand from the wrist	34
	24.Loss of thumb or four of the left hand fingers	25
	25.Loss of one foot from the ankle or below	20
	26.Loss of all toes of one foot including the big toe	20
	27.Loss of three of the right hand fingers excluding the thumb	15
	28.Loss of the index finger of the right hand	15
	29.Loss of the phalanges joint of the right hand thumb	10
	30.Loss of the index finger of the left hand	10
	31.Loss of three of the left hand fingers excluding the thumb	10
	32.Loss of all toes foot of one excluding the big toe	10
	33.Loss of big toe of one foot	10
	34.Loss of the last phalanges joint of the left foot great toe	6
	35.Loss of the right hand middle finger	6
	36.Loss of the left hand middle finger	6
	37.Loss of the right hand annular finger	6
	38.Loss of the left hand annular finger	6
	39.Loss of the right hand auricular finger	6
	40.Loss of one finger of the left hand	6
	41.Loss of the phalanges joint of any finger excluding the thumb	5
	42.Loss of the right hand index finger second joint	5
	43.Loss of the foot toes excluding the great toe	5
	44.Loss of one molar tooth	3
	45.Loss of one canine tooth	2