

Ministerial Resolution No. (657) of 2022 on Rules and Guidelines to Deal with Work Injuries & Occupational Diseases

Minister of Human Resources & Emiratisation:

Having reviewed:

- The Federal Law No.(1) of 1972 regarding Ministers' Competencies, Ministers' Powers and laws amending thereto;
- Federal Law No. (13) of 2020 regarding public health;
- Federal Decree-Law No. (33) of 2021 endorsing the Regulation of Labor Relations as amended; and its executive regulations
- Cabinet Resolution No. (21) of 2020 regarding Services Fees & Administrative Fines imposed by the Ministry of Human Resources & Emiratisation, as amended by Cabinet Resolution No. (37) of 2020;
- Cabinet Resolution No. (33) of 2022 regarding Work-related Injuries & Occupational Diseases;
- Ministerial Resolution No. (48) of 2022 regarding Labour Inspection Regulation; and
- In consideration of public interest;

Decides as follows:

Article 1

Channels for reporting Work Injuries & Occupational Diseases

All establishments must keep a record of reports concerning work-related injuries and occupational diseases on the Ministry's system through the channels shown hereunder:

1. The digital system for the Ministry's services.
2. Centers approved to provide the Ministry's services (business service centers).
3. The Ministry's Application (MOHRE).
4. Any other channels specified by the Ministry

Article 2

Obligations of the employer in respect of Work Injuries & Occupational Diseases

The employer shall:

- 1 Ensure that establishments with 50 or more workers adopt a special system for monitoring work injuries and occupational diseases provided that this system includes the following:
 - a Record of work-related injuries and occupational diseases
 - b Necessary preventive tools and hands-on training programs for workers engaged in high risk activities
 - c An inventory of all activities that are dangerous to the health and safety of workers
 - d Number of workers performing hazardous jobs
 - e A mechanism for periodic health examination of workers engaged in hazardous activities
 - f A mechanism to promptly report work injuries and occupational diseases incidents within the establishments
 - g A mechanism to investigate incidents of work injuries, occupational diseases and take necessary measures to protect other workers from such injuries or diseases
 - h A mechanism to obtain a report from the competent medical committees that shows the level of disability in the event of a work injury or occupational diseases
 - i A log for periodic medical examination of workers
 - j A record of workers exposed to occupational hazards for a period of not less than 5 years after the termination of their service
 - k A document to the worker at the end of his service, showing the period of his service in the establishment performing such a hazardous job
- 2 Inform the Ministry in the event that the worker wishes to be terminated before the issuance of the medical committee's report, while retaining his rights according to the report. In all cases the employer shall not to terminate the work relationship and cancel the contract of the injured or sick worker before granting him all his dues.
- 3 Comply with the provisions of Article (37) of the aforementioned Federal Decree-Law No. 33 of 2021, Article (23) of executive regulations thereof and Article (3) of this Resolution with regard to compensating work injuries and occupational diseases, before taking action to terminate worker's contract and work relationship
- 4 Inform the medical authorities as soon as becoming aware of the occurrence of a work injury or suspected occupational disease, as per the steps and mechanisms adopted by those authorities.
- 5 Immediately report to the competent police station any work injury or occupational disease, according to the geographical scope of the establishment, and according to the mechanisms and

channels designated for the purpose (operation centers, direct contact with police stations according to specialization...etc.)

- 6 Immediately inform the Ministry through the report recording channels specified in Article (1) of this Resolution in the event of an accident such as building collapse, fire, explosion, fall from a height, traffic accident while going to work or back to home, or any other dangerous accidents. In any case the employer shall report any work injury or occupational disease within 48 hours of its occurrence
- 7 Provide the Ministry with evidence of an agreement between the employer and worker whereby the employer will bear the worker's treatment costs outside the State

Article 3

Compensation for work injury and occupational diseases

1 The employer shall treat and compensate a worker who sustains work injuries and occupational diseases.

2 The value of work injury compensation shall be calculated as per the last basic wage received by the worker

3 The employer shall pay the compensation stipulated in Federal Decree-Law No. (33) of 2021 referred to, after the issuance of the medical report specifying the level of disability according to the schedules annexed to Cabinet Resolution No. (33) of 2022, within a maximum period of 10 days

4 If the work injury or occupational disease leads to the death of the worker, the compensation shall be paid to his dependents according to the laws in force in the country, or according to the deceased worker's will before his death.

5 If the worker's injury or occupational disease results in the worker's partial or permanent disability, then he is entitled to a compensation according to the percentages specified in the tables annexed to Cabinet Resolution No. (33) for 2022, provided that these percentages are calculated from the value of the death compensation stipulated in Clause (3) of Article (37) of Federal Decree-Law No. (33) of 2021 as follows:

(The permanent partial disability percentage contained in the tables annexed to Cabinet Resolution No. (33) for 2022, multiplied by the value of the basic wage for a period of 24 months, provided that the amount of compensation is not less than AED 18,000 and not more than AED 200,000 equals the amount of compensation for permanent partial disability).

6 The amount of compensation due to the worker in case of permanent total disability shall be equal to the amount due in the event of his death.

Article 4
Procedures Guidelines

- 1 The attached Procedures Guidelines shall be used to implement the provisions of this Resolution.
- 2 The Undersecretary for Human Resources Affairs may amend these guidelines if the work interest so requires, in a manner that does not contradict the provisions of this Resolution

Article 5
Cancellation and publication

- 1 Any provision that contradicts with this Resolution shall be repealed
- 2 This Resolution shall be published in the Official Gazette and shall come into effect from the date of its issuance

Dr.. Abdulrahman Abdul Manan Al Awar
Minister of Human Resources and Emiratization

Issued on: 13/12/20

Procedure guidelines annexed to Ministerial Resolution No. (657) of 2022 regarding Work Injuries and Occupational Diseases

First: Channels approved by the Ministry to register reported work injuries

Channels	Registration Steps
<p>The employer records a work injury or occupational disease through the following channels:</p> <ol style="list-style-type: none"> 1 The digital system for the Ministry's services. 2 Centers approved to provide the Ministry's services (business service centers). 3 The Ministry's Application (MOHRE). 	<ol style="list-style-type: none"> 1 Submit a request to report a work injury or occupational disease. 2 Enter the establishment's details (establishment No.) 3 Enter the report details (The injured worker's name, age, ID number, occupation, nationality, workplace, history of injury, level of injury, a brief description of the accident, circumstances of the incident, actions taken to treat the worker and the worker's phone number) 4 Endorse and send the application through the service provision channel 5 Automatically enter the report in the National Work Injury System

Second: Procedures followed to conduct inspection on work injuries & occupational diseases and detect violations

Process Description	It is an inspection visit to ensure that the establishments are complying with the provisions of the Federal Decree Law No. (33) of 2021, implementing regulations and decisions thereof, regarding Work Injuries and Occupational Diseases
Type of Service	Compliance Service
Targeted Establishment	Establishment with registered incidents of Work Injuries and Occupational Diseases
Duration of Service	One working day starting from designating an inspector to conduct the inspection visit

Inputs	<p>Establishment's data from the Ministry's system</p> <p>Injury data from the National System for Work Injuries (Inspection System).</p>
Operating Mechanism	<ol style="list-style-type: none"> 1 All incoming work injuries are directed electronically to the inspection system, and the first task is taken according to the inspection priorities in the system 2 The task is extracted from the system by the inspector 3 The inspector starts preparations to conduct the inspection visit 4 The inspector prepares the inspection report 5 Following the completion, the task is closed 6 In the event of non-completion due to the following cases: <ol style="list-style-type: none"> a Failure to report the injury within 48 hours; b Failure to compensate the worker; c Providing the Ministry with incorrect data; <p>The report of the violation is prepared, along with supporting evidence and photos. The inspection report and the violation report are reviewed and approved by the immediate supervisor.</p>
Outcome	<ol style="list-style-type: none"> 1 inspection report 2 Warning form in the event a violation is detected 3 Violation report and administrative fine, if any 4 Follow-up inspection of the establishment, according to the severity of the outputs of the inspection report