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**Decision No. (54) of 2021 amending Some Provisions of the Implementing Regulation of the Civil Service Law Promulgated by Legislative Decree No. (48) of 2010 promulgated by Decision No. (51) of 2012**

Prime Minister, President of the Civil Service Council:

Having reviewed the Civil Service Law promulgated by Legislative Decree No. (48) of 2010, as amended;

Decision No. (12) of 2021 renaming and changing affiliation of the Civil Service Bureau;

Implementing Regulation of the Civil Service Law promulgated by Legislative Decree No. (48) of 2010 promulgated by Decision No. (51) of 2012, as amended;

And Decision No. (21) of 2020 regarding regulating the Common Financial Services, as amended by Decision No. (53) of 2021;

And upon the proposal of the Civil Service Authority,

**Hereby Decides:**

**Article One**

The text of Clause (5) of the first paragraph of Article (18) of the Implementing Regulation of the Civil Service Law promulgated by Legislative Decree No. (48) of 2010 promulgated by Decision No. (51) of 2012, shall be replaced with the following text:

5- The delegation shall be for a period of one year, renewable for a maximum of three years. However, exceptions to this can be made, allowing the renewal of delegation for periods not exceeding three times the original duration, and for the performance of common services tasks.

**Article Two**

The word (Authority) shall replace the word (Bureau) wherever it appears in the texts of the Implementing Regulation of the Civil Service Law Promulgated by Legislative Decree No. (48) of 2010 promulgated by Decision No. (51) of 2012.

**Article Three**

Two new articles numbered (26) bis and (30) bis shall be added to the Implementing Regulation of the Civil Service Law Promulgated by Legislative Decree No. (48) of 2010 promulgated by Decision No. (51) of 2012, with the following text:

**Article (26) bis:**

1- The policy of remote work outside the workplace may be applied, in positions where tasks can be performed remotely, according to the assessment of the competent authority, following the approval of the Bureau.

2- The policy of remote work shall be applied in cases of extraordinary circumstances to achieve precautionary purposes, as determined by the competent authorities.

3- The Bureau shall issue the necessary instructions for the remote work system for the employees, and the employee shall adhere to all the obligations imposed on them by the law in this regard, in a manner that is not contradictory to the nature of remote work.

**Article (30) bis:**

The sick leave balance of the employee shall be calculated on a daily basis, not by hours, and the employee may be granted sick leave by hours for less than a full working day, in accordance with the controls set by the Authority.

**Article Four**

The Ministers, the President of the Civil Service Bureau and the concerned - each within his jurisdiction- shall implement provisions this Decision, and it shall come into force from the day following the date of its publication in the Official Gazette.

**Prime Minister**

**Salman bin Hamad Al Khalifa**

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