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**Decision No. (61) of 2015 amending some provisions of the Implementing Regulation of the Civil Service Law promulgated by Decree No. (51) of 2012**

Prime Minister

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

Implementing Regulation of the Civil Service Law promulgated by Decree No. (51) of 2012;

Regulations identifying the salaries, job benefits, and eligibility criteria for employees subject to the Civil Service Law promulgated by Decree No. (77) of 2013;

And upon the suggestion of the Civil Service Bureau,

**Hereby Decides:**

**Article One**

The text of Article (38), Paragraph (12) of the Implementing Regulation of the Civil Service Law promulgated by Decree No. (51) of 2012 shall be replaced with the following text:

"If the Disciplinary Board considers that the violations attributed to the employee constitute a criminal offence, it shall be obligated to inform the Presidential Authority of the entity to which the employee belongs in order to refer him to the competent authority. The Disciplinary Board may continue to hold the employee accountable disciplinarily if the charge constitutes a deviation from the duties of his job or undermines the dignity of the position or the entity to which he belong.

The Disciplinary Board may suspend the disciplinary proceedings until an order or judgement is issued regarding that offence. Afterwards, the documents shall be returned to the Disciplinary Board to decide on the disciplinary action against the employee. Issuing an order to preserve the criminal investigation or acquitting the employee from disciplinary action shall not prevent the disciplinary proceedings if the reasons for such action exist”.

**Article Two**

A new clause numbered (Three bis) shall be added to Article (36) of the Implementing Regulation of the Civil Service Law promulgated by Decree No. (51) of 2012, which reads as follows:

"The employee may be suspended from work if referred to criminal investigation or during his criminal trial, and the suspension shall be for a period of six months with full salary payment during the suspension period.

The suspension from work may be extended for additional periods with payment of half of the salary if there are reasons for the suspension and work interests necessitate it. In all cases, the suspension from work and its extension shall be decided by the Prime Minister for the occupants of senior positions and the like and by the competent authority after the approval of the Bureau for other employees, all in accordance with the regulations specified in the third clause of this Article”.

**Article Three**

A second paragraph shall be added to clause (6) of Article (37) of the Implementing Regulation of the Civil Service Law promulgated by Decree No. (51) of 2012, which reads as follows:

“Witnesses shall observe truthfulness and integrity in their testimonies. Withholding testimony, providing false testimony, or retracting therefrom shall be considered a violation that warrants accountability. If the witness is not an employee, the competent authority must be notified to handle the matter concerning them”.

**Article Four**

The president of the Civil Service Bureau shall implement this decision, and it shall come into force from the day following the date of its publication in the Official Gazette.

**Prime Minister**

**Khalifa bin Salman Al Khalifa**

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