**Disclaimer: The official version of the law and any amendments thereto is published in Arabic in the Official Gazette. This version of the law, including amendments thereto, is provided for guidance and easy reference purposes. The Legislation & Legal Opinion Commission does not accept any liability for any discrepancy between this version and the official version as published in the Official Gazette and / or any inaccuracy or errors in the translation.**

**For any corrections, remarks, or suggestions, kindly contact us on translate@lloc.gov.bh**

**Published on the website on May 2024**

**Legislative Decree No. (3) 1982 regarding the System of Public Security Forces**

We, Isa bin Salman Al Khalifa, Emir of the State of Bahrain.

Having reviewed the Constitution;

Emiri Order No. 4 of 1975;

Law of Criminal Procedures of 1966;

Bahrain Government Police Force Law of 1968;

Military Provisions Law of 1968;

Legislative Decree No. 11 of 1976 promulgating the Law regulating Retirement Pensions and Gratuities for officers and Personnel of the Bahrain Defence Force and Public Security as amended by Legislative Decree No. 20 of 1977 and Legislative Decree No. 13 of 1979;

Legislative Decree No. 15 of 1976 promulgating the Penal Code;

Legislative Decree No. 19 of 1976 regarding Orders, as amended by Legislative Decree No. 10 of 1979;

And Decree No. 18 of 1975 on the Administrative Reorganization of the State and its amending Decrees;

Upon the submission of the Minister of Interior;

And after the approval of the Council of Ministers,

**Hereby Decree the following Law:**

**Article One**

The provisions of the System of Public Security Forces attached to this law shall apply and the Bahrain Government Police Force Law of 1968 shall be repealed and any provision contradicting the provisions of this System shall be repealed.

**Article Two**

The provisions of this System shall apply to members of the Public Security Forces. As for civilian employees working in these forces, the laws, regulations, decisions, and systems applicable to their government employee counterparts shall apply to them as well as the provisions of Articles 74, 75, and Clauses 1, 2, 3, 5, 6, 7, 9, 10 of Article 76 of this System .

**Article Three**

The Ministers of Interior, Health, Finance and National Economy shall implement this Law and it shall come into force upon its publication in the Official Gazette.

**Emir of the State of Bahrain**

**Isa bin Salman Al Khalifa**

Issued in Riffa Palace

On: 5 Rabi’ Al-Thani 1402 A.H.

Corresponding: 30 January 1982

**Public Security Forces System**

**Part One**

**General Provisions**

**Article -1-**

The Public Security Forces are an armed regular force affiliated with the Ministry of Interior. They are responsible for maintaining public order, security and morals within the country, as well as protecting lives, dignity, and properties. These forces are tasked with taking necessary measures to prevent and control crimes, receiving reports, information, and complaints, conducting investigations and inquiries, and carrying out all duties mandated by laws, regulations, decisions, orders, and systems to assist state authorities in performing their functions in accordance with the provisions of the law.

**Article -2-**

The Public Security Forces undertake their responsibilities under the supervision and leadership of the Minister of Interior. The Minister issues decisions, systems and orders to organize their affairs, inspect them, establish general policies concerning their training, arming, equipping, development, supervise their expenditure and proper discharge of their duties.

**Article -3-**

The Director General of Public Security is the highest-ranking officer in the force and is appointed by decree. He is assisted in his work by one or more deputies, who are also appointed by decree as well as a number of assistants that are appointed by a decision from the Prime Minister based on the recommendation of the Minister of Interior. The appointment of directors of directorates, security regions, heads of departments, and centres in their respective positions shall be made by a decision from the Minister of Interior based on the recommendation of the Director General of Public Security.

**Article -4-**

The General Directorate of State Security Investigations shall directly report to the Minister of Interior. The director of this directorate is appointed by decree, and he is assisted in his work by a deputy who holds seniority and is appointed by a decision from the Prime Minister based on the recommendation of the Minister of Interior.

The same regulations that apply to members of the Public Security Forces shall apply to the personnel of the directorate, including officers, non-commissioned officers, and personnel. It is permissible for personnel to be exchanged between their respective positions.

**Article -5-**

The Public Security Forces consist of:

a- Security Forces Officers.

b- Non-commissioned officers and personnel of the Public Security Forces.

c- Regular informants.

d- Personnel of organizations that the Council of Ministers designate as part of the Public Security Forces due to the nature of their work.

**Article -6-**

Joining the Public Security Forces shall be through appointment under conditions and circumstances defined by the law.

**Article -7-**

The military ranks for the officers of the Public Security Forces shall be as follows:

Cadet Officer

Second Lieutenant

First Lieutenant

Captain

Major

Lieutenant Colonel

Colonel

Brigadier General

Major General

**Article -8-**

The military ranks for the personnel and non-commissioned officers of the Public Security Forces shall be as follows:

Police Officer

Senior Police Officer

Deputy Corporal

Corporal Non-commissioned Officers

Chief Corporals

Assistant

Deputy

**Article -9-**

The military ranks for regular informants shall be as follows:

Informant

Informant Corporal

Sergeant Informant

Senior Sergeant

**Article -10-**

The insignia of ranks for officers, non-commissioned officers, personnel and regular informants, as well as their uniforms, shall be determined by a Decision from the Minister of Interior based on the recommendation of the Director General of Public Security.

**Article -11-**

The competences of the Director General of Public Security, his deputies, assistants, directors of directorates, security regions, heads of departments and centres shall be determined by a Decision from the Minister of Interior.

**Article -12-**

Members of the Public Security Forces, in the course of fulfilling their duties and whenever necessary, shall have the right to use force to the extent required to carry out those duties, provided that force is the only means to achieve that goal.

**Article -13-**

Members of the Public Security Forces shall have the right to carry weapons and ammunition provided to them by order of the Minister of Interior. They are only allowed to use them in the following circumstances and under the specified conditions:

First: To apprehend:

1- Every individual convicted of a felony or imprisonment for a period exceeding three months if they resist or attempt to escape.

2- Every individual accused of a felony or caught in the act of a misdemeanor for which arrest is permissible, or those for whom an arrest warrant has been issued, if they resist or attempt to escape.

Second: While guarding prisoners:

It is permissible for prison guards and members of the Public Security Forces to use their firearms against prisoners in the following circumstances:

1- To repel any attack or resistance accompanied by the use of force, if they are unable to repel it by other means.

2- To prevent the escape of any prisoner, if it cannot be prevented by other means.

Third: Dispersing gatherings, demonstrations, or riots under the conditions and within the limits specified in Chapter Three of Part One of the Special Section of the Penal Code.

Fourth: Legitimate defence of self, honour, money, or the life, honour, and money of others.

In all of the above situations, it is required that the use of the weapon be necessary and proportionate to the imminent danger. It must be the only means to avert the danger after confirming its occurrence and the intention to disable the directed weapon against them. Warning shots shall be fired whenever possible before aiming at a non-lethal target. The Minister of Interior, upon the recommendation of the Director General of Public Security and the approval of the Council of Ministers, shall determine by a Decision the authorities empowered to issue the order to fire and the manner of its implementation.

**Article -14-**

The Minister of Interior shall regulate, by a decision, the keeping of records related to the funds and equipment of the ministry, and the manner of their disbursement, and the obligation of those who cause their loss or destruction to their value, as well as the conditions for their exemption from this.

**Part Two**

**Regarding Appointments**

**Chapter One**

**Officers**

**Article -15-**

The appointment of officers, from the rank of "Cadet" to the rank of "Major," shall be made by a decision of the Minister of Interior and by a decree for higher ranks.  Except as provided in the following Articles 16, 17, 18, 19, appointments in all ranks shall be made through direct promotion from the direct lower rank.

**Article -16-**

Requirements for the appointment of a military cadet shall be follows:

1- Bahraini nationality.

2- Attainment of the age of 18 Gregorian years.

3- Good health fitness for the regular service, with conditions for health fitness being determined by a decision of the Minister of Interior.

4- Good conduct and reputation, and no previous criminal conviction or conviction in a crime related to honour, integrity, or trustworthiness, or any previous security measures taken against the candidate.

5- Not affiliated with any political party, group, or association.

6- Not having been discharged from military service in the Bahrain Defence Force or in the Public Security Forces under the Ministry of Interior, or dismissed from them according to Clause 4 of Article 96 of this Law.

7- Holding a General Secondary Education Certificate (Tawjihi) or its equivalent.

8- Height not less than five feet and a half.

The Minister of Interior may, in accordance with the requirements of the public interest, exempt any applicant from one or more of the conditions specified in the preceding Clauses 2, 3, 7, 8. A committee, formed by a decision of the Minister of Interior, shall be responsible for selecting military cadets for this purpose and its decisions shall be endorsed by him.

**Article -17-**

The military cadet shall be appointed in the rank of Second Lieutenant after graduating from the college or military institution to which he was sent by the ministry. If the duration of study is less than three years, before being appointed as Second Lieutenant, it is necessary to successfully complete a training course, the duration and conditions of which are determined by a decision of the Minister of Interior. The duration of the course, in conjunction with the study period, shall not exceed three years. It is permissible to appoint those in the rank of Sub-Lieutenant with the following conditions:

1- If they meet the requirements specified in Clauses 1, 3, 4, 5, 6 of the preceding Article, with the possibility of exemption according to the provisions stated therein.

2- Holds at least a Preparatory Certificate or its equivalent.

3- Not exceeding the age of 20.

4- Successfully completing a training course, the duration of which shall be determined by a decision of the Minister of Interior.

**Article -18-**

Direct appointment to the rank of Second Lieutenant is permitted, provided that the conditions specified in Article 16 of this Law are met, with the possibility of exemption according to the provisions stated therein.

1- Those who hold a university or higher qualification, subject to completing a military training period, the duration and system of which are determined by a decision of the Minister of Interior.

2- Those who possess a technical profession needed by the Ministry.

**Article -19-**

It is permissible to directly appoint individuals to the rank of First Lieutenant, provided that the conditions stipulated in Article 16 of this Law are met, with the possibility of exemption according to the provisions stated therein. This shall apply to those who hold a university or higher qualification after studying for a period of more than three years. Similarly, military cadets who have completed their studies for more than three years in a police college or military institution can be directly appointed to the rank of First Lieutenant. However, it is permissible to directly appoint forensic doctors to the rank of Captain. If they hold a specialized diploma with a study duration of no less than one year after obtaining a medical bachelor's degree, they are granted a promotion in the rank of Captain, counted as one year of seniority. If they hold a postgraduate specialized degree, they can be directly appointed to the rank of Major. Certificates of specialized postgraduate degrees shall be determined by a decision of the Minister of Health.

**Article -20-**

Whoever is appointed as an officer in their rank for the first time shall undergoe a probationary period of one year. They may be discharged during this period if their incompetence is proven. Otherwise, if their competence is established after this period, they will be confirmed in the rank they were appointed to, with the probationary period counted towards their length of service.

It is permitted by a decision of the Minister of Interior, before the expiry of the probationary period, to extend the probationary period for another year under the conditions mentioned in the preceding paragraph.

**Article -21-**

The appointment of officers at the first rank is subject to the rank's qualification, unless stated otherwise in the law.

**Article -22-**

The seniority of officers in their ranks shall be determined from the date of their appointment or promotion, according to the order stipulated in the decree or decision issued for the appointment or promotion.

The Minister of Interior shall issue a decision to determine the seniority of officers in service at the time of the implementation of this Law, taking into account the principle outlined in the preceding paragraph.

**Article -23-**

Non-Bahrainis may be temporarily appointed as officers in all ranks, subject to the conditions and provisions issued by a decision from the Minister of Interior, and in accordance with the contracts concluded with them. The forms of these contracts are issued by the decision of the Minister of Interior referred to above taking into account the provisions of international agreements concluded between their countries and the Kingdom of Bahrain.

**Chapter Two**

**Non-commissioned officers, personnel and informants**

**Article -24-**

The appointment of non-commissioned officers, personnel and informants shall be done by a decision from the Director-General of the Public Security Forces, after the approval of a committee formed for this purpose, presided by one of the Deputy Directors-General and consisting of two officers, each of whom holds a rank not less than Major. The following conditions are required for those appointed to these positions:

1- Bahraini nationality.

2- Attainment of the age of 17 Gregorian years.

3- Good health fitness for the regular service, with conditions for health fitness being determined by a decision of the Minister of Interior.

4- Good behaviour and reputation, and not to have been previously convicted of a criminal penalty or a crime that undermines honour or integrity, or to have taken security measures against them.

5- Not affiliated with any political party, group, or association.

6- Not to have been dismissed from military service in the Bahrain Defence Force or in the Public Security Forces at the Ministry of Interior, or discharged according to Clause 4 of Article 96 of this Law.

7- A preparatory school certificate, with an exemption from this requirement for ((informants)).

8- Height not less than five feet and five inches.

The Director-General of the Public Security Forces may, after consulting the Ministry of Interior and in accordance with the requirements of the public interest, exempt any applicant from one or more of the conditions specified in the preceding Clauses 2, 3, 7, 8.

**Article -25-**

The initial appointment in the rank of Police Officer shall in its first level and the appointment of an informant shall be at the rank of informant in its first level. Nevertheless, graduates of military schools, Public Security Forces schools, or those who hold a General Secondary Education Certificate (Tawjihi) may be appointed directly to the rank of Deputy Corporal in its first level. If the appointee has completed secondary education and did not fail, he may be granted an increment in the rank of Police Officer for each year of successful study, with each increment considered as a full year. He may also be directly appointed to the rank of Senior Police Officer in its first level.

The first year of appointment shall be considered a probationary period. The appointee may be dismissed during this period if it is proven that he is not capable of fulfilling the duties of his position. Otherwise, if his suitability is confirmed, he will be established in the rank to which he is appointed. In this case, the probationary period shall be counted as part of his service period. During that year, the appointee shall successfully complete a training course. The duration and system of the course will be determined in a Decision issued by the Minister of Interior.

**Article -26-**

Appointment to the ranks of non-commissioned officers shall be done through direct promotion from the direct lower rank. While taking into consideration the provisions of the preceding article, appointment to the rank of Senior Police Officer shall be done from among those currently holding the rank of Police Officer.

**Article -27-**

The seniority of non-commissioned officers, personnel and informants in their respective ranks shall be determined from the date of appointment or promotion, according to the order specified in the decision issued for the appointment or promotion.

The seniority of existing non-commissioned officers, personnel and informants shall be determined based on a rule issued by the Director-General of Public Security Forces after the approval of the Minister of Interior.

**Article -28-**

Non-Bahrainis may be temporarily appointed as non-commissioned officers, personnel and informants, subject to the conditions and provisions issued by a decision from the Minister of Interior, and in accordance with the contracts concluded with them. The forms of these contracts are issued by the decision of the Minister of Interior referred to above taking into account the provisions of international agreements concluded between their countries and the Kingdom of Bahrain.

**Part Three**

**Provisions of the Service**

**Chapter One**

**Salaries, allowances and Bonuses**

**Article -29-**

A salary schedule for members of the Public Security Forces shall be issued by a Decision from the Minister of Interior, following the approval of the Prime Minister.

**Article -30-**

The term salary shall refer - unless the law states otherwise - to the basic salary specified for each rank. This is inclusive of the annual periodic allowances earned.

**Article -31-**

The salary shall be due from the date of commencing employment and is disbursed at the end of each month.

**Article -32-**

Members of the Public Security Forces shall be granted an annual periodic allowance based on their rank categories, without exceeding the end of their respective rank's pay scale. This allowance shall be disbursed on the first of January following the completion of six months from the date of commencing employment, and thereafter, on the first of January each year.

The promotion allowance shall not affect the date of the periodic allowance, and if both allowances' dates coincide, they shall both be granted.

**Article -33-**

The types, categories and conditions of bonuses, additional and technical allowances granted to members of the Public Security Forces shall be determined by a Decision from the Minister of Interior. Additionally, the Minister of Interior shall regulate, by his Decision, the rules and conditions for granting incentive allowances to members of the Public Security Forces.

**Article -34-**

Taking into consideration the provisions of the preceding article, the state shall bear the expenses of uniforms for the Public Security Forces, their transportation to work, and their healthcare. Moreover, the state shall provide accommodation and subsistence for them in the facilities of the Public Security Forces, if the interest of the job necessitates such provision.

The rules and procedures followed in this matters shall be determined by a Decision from the Minister of Interior.

**Article -35-**

Deductions or seizure shall not be made from the basic salary that the government is obliged to pay to members of the Public Security Forces, except to fulfil a legally mandated expense ruled by the judiciary, or to perform what is required by the government from a member of the Public Security Forces due to matters related to their job, or to reclaim what has been paid to them without justification. The amount deducted from the entitlement of a member of the Public Security Forces in these two cases shall not exceed one-fourth of the basic salary. Priority shall be given to the expenses in case of conflicting claims.

**Article -36-**

By a Decision from the Minister of Interior, a compensation may be granted to a member of the Public Security Forces for damages that affect their property during or due to service, provided that the damage is not a result of their negligence. Compensation in this case shall be limited to the value of essential items for their life and the life of their family. The applicant for compensation must submit their request within fifteen days from the occurrence, discovery, or removal of the obstacle preventing the application.

**Second Chapter**

**Regarding Confidential Reports**

**Article -37-**

For each officer, two files shall be established. The first file shall contain the grounds of their appointment, personal information, observations and information related to their job tasks. The second file shall contain the confidential annual reports submitted about them, along with all complaints and reports of serious nature that have been investigated and their statements therein, as well as information on penalties and final judgements issued against them.

**Article -38-**

For every officer up to the rank of Major, a confidential report shall be submitted in the month of January of each year, indicating their competence and conduct during the calendar year, and determining their competence rating.

The officer's competence shall be assessed as Excellent, Very Good, Good, or Weak.

The Minister of Interior shall issue a Decision including the report form, procedures for submission, approval, the grievance against it and the authority responsible for assessing competence ratings.

**Article -39-**

An officer for whom a report with a Weak competence rating is submitted shall be deprived of the first periodic increment due to them after the report's approval. Furthermore, they shall not be promoted to a higher rank during the year in which the report was approved.

**Article -40-**

An officer for whom two consecutive reports with a Weak competence rating are submitted in two successive years shall have their case referred to a committee, to be formed by a Decision from the Director of the Public Security Forces, headed by the Deputy Director, to examine their situation. The committee may suggest giving them another opportunity, transferring them to a civilian position within the Ministry of Interior, reducing their rank or dissmiss them, after hearing their statements.

The decisions of the committee shall not be effective until they are approved by the Minister of Interior.

**Article -41-**

Decisions issued according to the preceding Article - except for dismissal - prohibit promotion for a period of two years from the date of the decision. Furthermore, they prevent the granting of the periodic increment during that period.

**Article -42-**

A file shall be established for non-commissioned officers, personnel and informants, in which their appointment justifications, personal information, observations, job-related information, all complaints and reports that have been investigated and their statements therein, as well as the annual reports submitted about non-commissioned officers, shall be filed. The file shall also include a record of any penalties or final judgements imposed on members of these categories.

The provisions of Articles 38, 39, 40, and 41 of this Law shall apply to non-commissioned officers. The Director of the Public Security Forces shall assume the authority of the Minister stipulated in this Chapter and the competence of the committee mentioned in Article 40 of this Law.

**Chapter Three**

**Regarding Promotion**

**Article -43-**

The following rules shall be observed when preparing promotion lists for members of the Public Security Forces:

1- The availability of vacant ranks in the annual budget of the ministry.

2- Completion of the period stipulated in the law for remaining in the rank.

3- Verification of competence and behaviour.

4- Consideration of seniority in the rank in accordance with Articles 22 and 27 of this Law.

Promotion to the next rank shall take place directly to its initial level.

**Article -44-**

Taking into account the provisions of the preceding Article, it is a requirement for an officer's promotion to a higher rank to spend the following minimum durations in their current rank:

From Second Lieutenant to First Lieutenant: Three years

From First Lieutenant to Captain: Four years

From Captain to Major: Four years

From Major to Lieutenant Colonel: Four years

Additionally, it is a requirement for promotion from the ranks of Second Lieutenant, First Lieutenant, and Captain to a higher rank to successfully complete a promotion course. The duration, conditions, and exemptions from this course shall be determined by a Decision from the Minister of Interior.

An officer may be promoted to a higher rank without adhering to the specified duration if they obtain a university degree or higher during service after completing at least four years of study following general secondary education.

**Article -45-**

Taking into account the provisions of Articles 39, 43 and 44 of this Law, promotion up to the rank of Major shall be based on seniority by Decision of the Minister of Interior. Promotion to the rank of Colonel and above shall be based on selection and shall be issued by Decree.

However, it is permissible to exempt the promotion of officers and other members of the Public Security Forces from adhering to seniority or the minimum prescribed time for promotion if the member has performed excellent work or services deserving of recognition.

**Article -46-**

Taking into account the provisions of Articles 42 and 43, the promotion of non-commissioned officers, personnel and informants shall be carried out by Decision of the Director-General of Public Security Forces. The promotion shall require a minimum of three years in the rank and successful completion of a promotion course, the duration and conditions of which shall be determined by Decision of the Director-General of Public Security Forces.

In cases of emergencies and the declaration of martial law or whenever necessary, the completion of the promotion course may be waived.

**Chapter Four**

**Regarding Transfer, Delegation, Secondment and Missions**

**Article -47-**

Taking into account the provisions of Articles 3 and 4 of this Law, the rank of officers in different positions or functions, and their transfer from one directorate, region, or division to another, shall be based on a Decision of the Minister of Interior upon the recommendation of the Director-General of Public Security Forces. The Minister may establish general regulations in this regard, and the executive decision shall be issued by the Director-General of Public Security Forces.

Transfers shall occur within the limits of the directorate, region or department, based on a Decision by the Director of the directorate, region, or head of the department, with notification to the Director-General of Public Security Forces.

**Article -48-**

Without prejudice to the provisions of Articles 40 and 42 of this Law, no member of the Public Security Forces may be transferred or appointed to a civilian position within the Ministry of Interior without their consent. Likewise, no member may be transferred or appointed to a civilian position outside the Ministry without their consent and the consent of the Minister of Interior.

In such cases, the member of the Public Security Forces shall hold a grade commensurate with the basic salary they were receiving or a higher grade.

**Article -48-**

Upon Decision of the Minister of Interior, a member of the Public Security Forces may be seconded to work outside the Ministry at the request of the entity to which they are seconded, for a period not exceeding two years, which may be renewed once when necessary. Written consent of the member shall be required for secondment and its renewal.

**Article -50-**

By a decision from the Minister of Interior, members of the Public Security Forces may be delegated to foreign or international governments and entities, as well as local entities, for a period or periods not exceeding four years, extendable with the approval of the Prime Minister. Written consent from the member shall be required for the delegation to be initiated again.

The entity to which the members are delegated shall assume all their entitlements according to the delegation conditions. The delegation shall not affect the members entitlement to periodic bonuses or their right to promotion.

**Article -51-**

The Minister of Interior is authorized to dispatch members of the Public Security Forces to international conferences, official missions, training courses, specialized courses, external missions, or study leaves, under conditions specified by a decision issued by the Minister of Interior.

The provisions and categories of travel and transportation allowances and other expenses that the member is entitled to, as well as the procedures and conditions for reimbursement of expenses incurred for official duties, shall be regulated by a decision from the Minister of Interior in agreement with the Minister of Finance and National Economy. It shall always be taken into consideration that the member receives their salary, all established bonuses, and other allowances, except in the case of study leaves if they are without pay.

**Article -52-**

The Minister of Interior may terminate the foreign mission or study leave in any of the following cases, for a member of the force who has been dispatched according to the provisions of the preceding article:

1- If a final judgement is issued against them for a grave offence against honour or trust by the competent courts in Bahrain or in the country to which they were dispatched or where they are studying.

2- If they intentionally damage the reputation of Bahrain, the Ministry of Interior, or the Public Security Forces.

3- If they are expelled from the institute where they are studying, and their expulsion is justified.

4- If they fail to meet the requirements of their studies or if their results indicate failure due to negligence or neglect.

5- If they engage in any political activity or affiliate with a political party, and this is proven to the relevant authority in the state where they are studying.

6- For any other reasons that the Minister of Interior deems appropriate, to safeguard the interests of the Public Security Forces.

**Article -53-**

If the mission of the dispatched member or their study leave ends according to the provisions of the preceding article, all the expenses that were incurred on them due to the mission or study leave shall be recovered from them. This termination and recovery of expenses shall not prejudice any disciplinary measures, disciplinary trial or regular trial that may be taken against them.

**Chapter Five**

**Regarding Leaves**

**Article -54-**

No member of the Public Security Forces shall be allowed to be absent from work except for leaves authorized within the limits of the leaves prescribed in this Law.

**Article -55-**

The leaves that members of the Public Security Forces are entitled to are:

1- Annual Leave.

2- Sick Leave.

3- Special (Emergency) Leave.

4- Hajj Leave.

5- Maternity Leave.

6- Marriage Leave.

7- Death Leave.

8- Widow Leave.

The Minister of Interior shall issue a regulation for these leaves and the procedures for their implementation, taking into account the provisions of the following articles.

**Article -56-**

The officer shall be entitled to an annual leave for a duration of forty-five days. Non-commissioned officers, police officers and informants shall be entitled to an annual leave for a duration of thirty-six days.

The annual leave becomes due starting from the date of appointment, and it cannot be granted before the completion of one year of service for officers and two years for non-commissioned officers, personnel and informants.

If a resignation from a member of the Public Security Forces is accepted before the specified periods mentioned in the preceding paragraph have elapsed, he shall be deprived of his annual leave for the duration of his service.

**Article -57-**

A member of the Public Security Forces may be recalled before the completion of their annual leave if the interest of work so requires.

Furthermore, for reasons related to the public interest, the annual leave may not be granted for a specific year. In this case, with the approval of the Minister of Interior or the authorized representative, a cash substitute for the annual leave may be provided; otherwise, it will be postponed to the following year, and the cash equivalent will be limited to the basic salary.

**Article -58-**

Members of the Public Security Forces shall keep the balance of their accrued annual leave that they have not taken or received as cash compensation within three years. They are allowed to utilize this balance for a maximum of three months per year if work conditions permit. Otherwise, the cash compensation is provided, taking into consideration that the cash compensation for accrued leave is due upon the termination of service. The calculation of the three years shall be based on the current year and the preceding two years.

In the event of death while in service, the cash compensation for the leave shall be disbursed to the legal heirs.

**Article -59-**

A member of the Public Security Forces who is seconded or delegated shall be subject to the systems of the receiving entity regarding annual leave if the period of secondment or delegation is one year or more. If it is less than a year, the accrued leave taken by the member during the secondment or delegation shall be deducted from the annual leave entitlement prescribed under the provisions of this Law.

Dispatched individuals are subject to the provisions of the decision issued by the Minister of Interior in accordance with Article 51 of this Law regarding their entitlement to leave.

**Article -60-**

Members of the Public Security Forces shall be entitled to receive their salary, allowances, and bonuses for the leave period before commencing their annual leave.

**Article -61-**

A person who becomes ill or is injured shall be granted sick leave not exceeding one year at full salary, along with allowances and bonuses. This shall be followed by a year at half salary with half allowances and bonuses.

By a decision of the Minister of Interior, it is permissible to grant an additional six months with half of the salary, allowances, and bonuses, if the possibility of recovery during this period is established based on the decision of the medical committee.

If the illness or injury is a result of work or due to work, a member of the Public Security Forces is granted the aforementioned periods at full salary with allowances and bonuses, provided that the report of the specialized medical committee mentioned in Article 62 of this Law proves that the illness or injury is a result of or due to work.

**Article -62-**

Members of the Force shall report their illness on the first day of its occurrence. The declaration of sick leave for a period not exceeding one week shall be made by the General Security Force's doctor. If it extends beyond that period, the declaration shall be based on the recommendation of a medical committee to be formed, along with its procedures and regulations, through a decision issued by the Minister of Interior.

**Article -63-**

Members of the Public Security Forces shall have the right - in case of illness - to utilize the balance of their annual leave.

**Article -64-**

The service of members of the Public Security Forces may not be terminated until their sick and annual leaves are exhausted in accordance with the provisions of this Law, unless the written agreement approves the termination of their service before the exhaustion of these leaves. In this case, they shall be compensated.

**Article -65-**

In the event of members of the Public Security Forces fully utilizing their annual leave, they may be granted, with the approval of the Minister of Interior, a (special) leave at full salary along with allowances and bonuses for a period or periods not exceeding fifteen days in a single year.

**Article -66-**

Members of the Public Security Forces may be granted thirty days of leave with full salary, allowances, and bonuses to perform the Hajj pilgrimage.  The Hajj leave shall not be counted as part of the annual leave and may only be granted once during the period of service.

**Article -67-**

Members of the Public Security Forces shall be granted a one-week leave with full salary, allowances and bonuses in the event of their first or second marriage. This leave shall not be deducted from the annual leave.

Additionally, they shall be granted a three-day leave with full salary, allowances and bonuses in the event of the death of a family member. This leave shall not deducted from the annual leave.

**Article -68-**

Female members of the Public Security Forces shall be granted maternity leave for a period of forty days with full salary, allowances, and bonuses. This leave shall not deducted from annual or sick leave.

**Article -69-**

Muslim female members of the Public Security Forces whose husbands pass away shall be granted a thirty-day leave with full salary, allowances, and bonuses. This leave shall not be deducted from annual leave. Additionally, they may be granted an additional unpaid leave for a period not exceeding three months and ten days after the expiration of the paid leave.

**Article -70-**

The period of absence from work due to the quarantine prescribed by the competent medical authority, or to testify before any court or any other absence related to public interest if outside the scope of job duties, shall be considered as full salary leave with allowances and bonuses. This period shall not be deducted from annual leave.

**Article -71-**

Maternity leave and absence due to quarantine shall be approved based on a report from the medical committee stipulated in Article 62 of this Law.

**Article -72-**

Taking into account the provisions of articles 93, paragraph 7, and 99 of this Law, any member of the Public Security Forces who is absent from work or fails to return, even after an authorized leave, shall be deprived of their salary for the entire period of their absence. This shall not prejudice any disciplinary procedures or disciplinary trial that may be taken against them.

The General Security Director shall deduct the duration of absence from the entitled annual leave balance of the absent member of the Public Security Forces if they provide an excuse for the absence after their return to work.

**Chapter Six**

**Duties of Public Security Forces Members**

**Article -73-**

Officers, non-commissioned officers and members of the Public Security Forces, as well as the informants, shall take the following oath before assuming their duties upon their initial appointment:

((I swear by Almighty Allah, I swear by Almighty Allah, I swear by Almighty Allah to be loyal to Bahrain and faithful to its rights, devoted to its glorious King, obedient to all legitimate orders issued to me by my superiors. I will safeguard my honour and weapon, perform my duties with honesty and integrity, respecting the country's laws and people's rights. I solemnly declare that Allah is witness to my words))

The oath shall be taken before the Minister of Interior for officers, and the General Security Director shall be present. For other members of the Public Security Forces, the oath shall be taken before the General Security Director.

**Article -74-**

Members of the Public Security Forces shall be considered to be continuously engaged in their duties and can be called upon at any time. They shall be required to:

1- Not leave work or stop performing their duties for any reason without permission from their superiors.

2- Execute legitimate orders related to their job duties issued by their superiors.

3- Perform their assigned tasks with accuracy, honesty, and dedication, and allocate official working hours to perform their job responsibilities.

4- Maintain the dignity of their position and exhibit behaviour that aligns with the respect due to it.

5- Maintain positive relationships with superiors, colleagues, and subordinates, treat citizens respectfully, and uphold the honour and good reputation of their service.

6- Safeguard the assets and interests of the Public Security Forces, the Ministers of Interior, and the state.

7- Develop necessary knowledge and expertise to carry out their powers and perform their duties.

8- Plan their work, or the work of the Directorate, region, department, or centre where they are stationed, and organize it to achieve the objectives within set deadlines.

9- Train and encourage their colleagues, assisting them in developing their talents and competence.

10- Accurately and honestly evaluate the work and conduct of their colleagues.

**Article -75-**

Members of the Public Security Forces shall be prohibited from engaging in any political activities, attending political or party meetings, participating in electoral campaigns, or taking actions aimed at criticizing the government. They shall also be prohibited from participating in any demonstrations or disturbances, distributing political or non-political publications, signing petitions or messages that could harm the government's reputation. Additionally, they shall not be allowed to join organizations, associations or unions other than those designated for public security, except with written permission from the Minister of Interior.

**Article -76-**

Members of the Public Security Forces shall also be prohibited from:

1- Disclosing or discussing classified information, explanations, data, or statistics about matters that are confidential by nature or under special instructions, even after their service ends.

2- Keeping official documents or removing them from designated files, whether as originals or copies, even if they relate to work they were personally assigned.

3- Providing any statements about their job duties through newspapers or other publishing methods, unless authorized by their competent superiors.

4- Writing in newspapers or publishing through any means of publication an opinion, research, article or illustration without written permission from the Director General of Public Security and after he has reviewed an exact copy of what will be published.

5- Buying, selling, renting, or leasing any property to the Public Security Forces or the Ministry of Interior, even through public auctions.  This prohibition shall not apply to renting residences for living purposes or purchasing food or clothing from places designated by the Ministry of Interior for this purpose for members of the Public Security Forces.

6- Engaging in trade or industry, whether in their own name or in other names. This prohibition shall not apply to buying shares and bonds or owning factories or shops if they are inherited or bequeathed, provided they do not engage in any managerial work in them.

7- Performing paid work for others. This prohibition shall not apply to guardianship, representation, or proxy for absentees for a wage for one of their relatives up to the fourth degree in cases where the minor, incapacitated or absent person is not subject to the administration of minor's funds. Additionally, a member of the Public Security Forces may supervise an endowment if eligible or if the endowment is conditioned for them by the endower. They may also act as custodians over funds in which they have an interest or ownership, or funds owned by any of their relatives up to the fourth degree, provided that the Director General of Public Security is notified in writing.

8- Engaging in activities or appearing in a manner that conflicts with their military dignity.

9- Accepting gifts or grants, either personally or through others, or accepting any financial assistance or borrowing from any person or company connected to contracts or having relations with the Ministry of Interior and its directorates and divisions.

10- Acting as an agent in any matter related to their official duties.

**Article -77-**

It is not permissible for any member of the Public Security Forces to marry without obtaining permission from the Director General of Public Security. Bahraini members of the Public Security Forces shall also be prohibited from marrying non-Bahraini individuals without special permission from the Minister of Interior.

**Article -78-**

Members of the Public Security Forces with lower ranks shall be subject to those with higher ranks. When ranks are equal, the newer member in rank shall be subject to the older member.

**Article -79-**

The appointment of members of the Public Security Forces in any government entity or in the private sector shall be prohibited without written approval from the Minister of Interior.

**Part Four**

**Disciplinary Penalties and Disciplinary Prosecution**

**Article -80-**

Any among the members of the Public Security Forces who violates the duties stipulated in this law, the decisions issued by the Minister of Interior, the instructions issued by the Director General of Public Security, commits a crime, engages in prohibited acts, deviates from their duty in their official duties, adopts unethical behaviour, or appears in a manner that could undermine the dignity of the position shall be subject to disciplinary action or shall be tried before disciplinary or ordinary courts.

**Article -81-**

The following crimes shall be considered military crimes in applying the provisions of this Law when committed by a member of the Public Security Forces:

First: Crimes stipulated in the Military Provisions Law of 1968.

Second: Crimes stipulated in the Penal Code and other criminal laws if committed by a member of the Public Security Forces in the following situations:

1- While performing official duties or while wearing the official uniform, or for reasons related to the duties of the position.

2- While present at the workplace or in the barracks.

3- While present at the Bahrain Defense headquarters and its various units or in its barracks.

The disciplinary court referred to in Article 88 of this Law is competent to consider military crimes and is bound by the penalties prescribed in the Penal Code and other criminal laws for these crimes.

Traffic violations and offences shall be exempted from these crimes and shall be within the jurisdiction of ordinary courts.

However, if he contributes to the commission of the crimes stipulated in clause Second as a perpetrator or accomplice of a person not subject to the provisions of this Law, the ordinary courts shall have jurisdiction to hear the lawsuit in respect of all participants in the crime.

**Article -82-**

Disciplinary crimes shall be defined by a decree, and they fall under the jurisdiction of disciplinary courts.

The penalties imposed by disciplinary courts for disciplinary crimes shall be the same disciplinary penalties specified in Article 83 of this Law or the punishment of imprisonment.

**Article -83-**

The disciplinary penalties imposed on members of the Public Security Forces shall be as follows:

1- Reprimand and blame.

2- Warning.

3- Deferral of annual increase once.

4- Deprivation of annual increase once.

5- Deferral of promotion for a period not exceeding one year.

6- Deduction from salary for a period not exceeding two months, and the deduction executed for this penalty shall not exceed one-quarter of the basic monthly salary.

7- Deferral of annual increase for more than one year.

8- Deprivation of annual increase more than once.

9- Deferral of promotion for more than one year.

10- Deduction from salary for a period not exceeding six months.

11- Demotion in rank.

12- Dismissal, which is termination of service.

13- Dismissal, which is termination of service with demotion to the rank of the member of the force to the rank of police officer, along with the resulting effects, including pension or service gratuity entitlement.

Penalties specified in clauses 7 to 13 cannot be imposed except by the disciplinary court. Other penalties can also be imposed by the Director General of Public Security or his authorized deputies, in accordance with Article 87.

**Article -84-**

An officer of the Public Security Forces may be suspended from duty if the interest of the investigation so requires. The decision to suspend an officer shall be issued by the Minister of Interior. For other members of the forces, the decision to suspend shall be issued by the Director-General of Public Security.

Suspension of a member of the public security forces from work shall result in the suspension of the payment of half of his salary starting from the date of the suspension. The matter must be submitted to the Minister of Interior in all cases to decide on the continuation of the suspension of the payment of half of the salary or its disbursement. If the offer is not made within a month from the date of the suspension, the salary must be disbursed in full until the Minister of Interior decides what shall be followed in this regard. If the force member is acquitted, the investigation is suspended or he is punished with a reprimand or warning, the withheld portion of the salary shall be paid back. If the force member is subjected to a more severe punishment, the relevant authority shall determine the course of action concerning the withheld salary.

The suspended force member shall return to work immediately after the suspension period ends.

The authority that issued the suspension may revoke it at any time, allowing the member of the Public Security Forces to return to his duties.

**Article -85-**

Without prejudice to the provisions of the Law of Criminal Procedures, the member of the Public Security Forces may be subject to arrest (pre-trial detention) if the interest of the investigation so requires. The arrest order shall be issued by the Minister of Interior for officers and by the Director-General of Public Security for other members of the Public Security Forces.

The arrest order shall be for a period not exceeding sixty days. The member of the Public Security Forces shall be released after this period if not brought to trial. If the trial commences during that period, the competent court handling the case shall decide on their release.

The authority that issued the detention order may release the member of the Public Security Forces at any time, as long as they have not been brought to trial.

**Article -86-**

If an arrest order is issued for a member of the Public Security Forces or if imprisonment is executed based on a criminal judgement in accordance with the law, they shall be suspended from their duties for the duration of their imprisonment. Half of their salary shall be withheld in the event of an arrest order or imprisonment executed based on a non-final criminal judgement. They shall be deprived of their entire salary if imprisoned based on a final criminal judgement.

Upon the officer's reinstatement to their duties, their salary arrangement shall be presented to the Minister of Interior if the officer is an officer or to the Director-General of Public Security if they are any other member of the Public Security Forces, in order to decide the appropriate course of action. In case the member of the force is acquitted, the investigation is dropped, or a reprimand or warning is imposed, half of the withheld salary shall be disbursed to them.

**Article -87-**

The Director of the Directorate, Region, or Department to which the member of the Public Security Forces is assigned shall conduct an initial investigation into the allegations against the member. The findings shall be presented to the Director-General of Public Security. If the Director-General finds the investigation thorough and includes questioning the member of the Public Security Forces and examining their defence, no further action shall be taken. However, if deemed necessary, the Director-General shall order the formation of an investigation authority consisting of officers, provided that the rank of the authority's head is higher than that of the accused.

The investigation authority shall undertake the procedures in accordance with the provisions of the Law of Criminal Procedures. The investigation documents, along with the authority's recommendations, shall be submitted to the Director-General of Public Security. In cases where the act ascribed to the member of the Public Security Forces constitutes a military offence or a disciplinary violation, a Decision shall be issued by the Director-General to refer the case to the Disciplinary Court. If the act constitutes a civilian offence, the case shall be forwarded to the Public Prosecutor's Office for further handling.

In circumstances not covered by the above, if the actions of the member of the Public Security Forces amount to a disciplinary breach, the Director-General of Public Security, with the approval of the Minister of Interior, shall have the authority to either impose disciplinary penalties or authorize the referral of the breach to the Disciplinary Court.

The Director-General of Public Security may delegate the signing of disciplinary penalties, falling under his jurisdiction, to his deputies or assistants, whether in their entirety or partially.

**Article -88-**

The Disciplinary Court shall be established by a Decision issued by the Director-General of Public Security, presided over by one of the deputies or assistants, with the membership of officers holding the rank of major, and a member who is an officer or a civilian holding a recognized law degree from a university or higher institute. It shall always be ensured that the rank of the Court's President is higher than that of the accused.

The Court shall convene at the time and place determined by its President and follows the rules and provisions stipulated in the Code of Criminal Procedure or any other applicable law at the time of the trial.

**Article -89-**

It is permitted to file a grievance with the Minister of Interior against the decisions and judgements issued by the disciplinary sanction or by the Disciplinary Court within fifteen days from the date of their notification to the member of the public security forces or from the date of their issuance if the member is present at the trial.

The Minister of Interior may affirm, amend, or substitute the penalty or judgement, replacing them with a lighter penalty or judgement, and may order their annulment and the preservation of records. Regarding matters originating from the Disciplinary Court, the Minister may order a retrial before another court, specifying the reconstituted court that will hear the case. The judgement issued in case of retrial shall be final.

**Article -90-**

The implementation of the order to arrest a member of the Public Security Forces, as well as the execution of penalties involving deprivation of liberty issued against them, shall take place in designated facilities established for this purpose. The specification and organization of these facilities shall be determined by a Decision issued by the Minister of Interior.

**Part Five**

**Chapter One**

**Termination of Service**

**Article -91-**

Members of the Public Security Forces shall be considered to be in service as long as they are actively engaged in their duties, on authorized leave, on official assignment, delegated, or referred to ordinary or disciplinary courts, or serving a penalty that does not warrant dismissal or discharge from service.

**Article -92-**

The service of a member of the Public Security Forces ends for one of the following reasons:

1- Loss of Bahraini citizenship.

2- Acceptance of resignation.

3- Retirement.

4- Dismissal.

5- Expulsion.

6- Lack of physical fitness.

7- Unauthorized absence for more than three months.

8- Death.

**Article -93-**

Resignation shall be written, unconditional, and service shall not end until notification of its acceptance is made. Resignation shall not be accepted during times of war, martial law, emergencies or while under investigation, ordinary trial, or disciplinary proceedings until a final decision is reached regarding the allegations against the resigning member.

**Article -94-**

Members of the Public Security Forces shall retire upon reaching the legal retirement age stipulated according to the applicable retirement law.

**Article -95-**

Members of the Public Security Forces shall be dismissed from service by the same instrument with which he was appointed for one of the following reasons:

1- Failure to successfully complete the probationary period according to Clauses 20 and 25 of this Law.

2- Receiving reports of poor performance according to Clauses 40 and 42 of this Law.

3- If dismissal is decided for the public interest.

4- Issuance of a final judgement by the Disciplinary Court for dismissal.

Minister of Interior's approval shall be required in the first and third cases, if the authority to issue the dismissal decision originally lies with the Director of the Public Security Forces.

Dismissal shall entail the termination of the service of the member of the Public Security Forces.

**Article -96-**

A member of the Public Security Forces shall be dismissed from service for one of the following reasons:

1- Issuance of a final judgement by the disciplinary court for dismissal.

2- If sentenced by ordinary or disciplinary courts to a criminal penalty or a restricted freedom penalty in a crime affecting honour or trust, unless the sentence is suspended. However, if the judgement is issued for the first time, it shall not lead to the dismissal of the member of the Public Security Forces unless the Minister of Interior, by his decision, determines that the member's continued service contradicts the requirements of the position and the nature of the work.

3- If dismissal from service is mandatory or permissible under the Penal Code, even temporarily, for a certain period unless the sentence is suspended.

The provisions of the second paragraph of Clause ((2)) above shall apply if the judgement is issued for the first time. Dismissal entails the termination of the service of the member of the Public Security Forces, with a reduction in rank to the rank of a police officer and the resulting effects, even regarding the pension or service-related compensation.

**Article -97-**

Without prejudice to the provisions of Article 64 of this Law, the service of a member of the Public Security Forces shall end upon proving his incapacity to perform the assigned tasks, based on a medical report issued by the specialized medical committee, provided that he has exhausted all his sick and annual leaves before the service termination decision is issued.

**Article -98-**

The service of a member of the Public Security Forces shall not end according to Clause 7 of Article 92 of this Law except after conducting an investigation and obtaining the approval of the Minister of Interior, provided that no disciplinary measures or investigation procedures have been taken against him, and he has not been referred to trial before ordinary or disciplinary courts for this reason.

**Second Chapter**

**Reinstatement to Service**

**Article -99-**

A member of the Public Security Forces shall not be reinstated into service except if he is fit in all aspects. A member of the Public Security Forces shall not be reinstated into service if he has been dismissed according to Clause 4 of Article 95 or if he has been dismissed from service according to Article 96 of this Law.

Similarly, a member of the Public Security Forces whose service has ended due to illness shall not be reinstated if three years have passed since its conclusion.

**Article -100-**

When an officer is reinstated into service in cases where reinstatement is permissible, the following shall be considered:

1- If the end of service was due to resignation, interruption of work, health reasons, failure to successfully complete the probation period, or due to confidential reports, the officer shall be reinstated to their previous rank and salary, and their seniority shall be calculated from the date of their reinstatement into service.

2- If the end of service was for reasons other than those mentioned above, the officer shall return with the seniority of the rank of their colleagues who were at the same rank when their service ended, and with the same salary, provided that the period between the end of their service and their reinstatement does not exceed two years. If it exceeds this period, they shall return to their previous rank and salary, and their seniority shall be calculated from the date of their reinstatement into service.

**Article -101-**

When reinstating non-commissioned officers, police officers and informants into service, the decision of their reinstatement, rank and salary shall be determined and their seniority shall be calculated from the date of their reinstatement.

**Part Six**

**Chapter One**

**Miscellaneous Provisions**

**Article -102-**

Taking into account the provisions of Legislative Decree No. 19 of 1976 regarding Orders, as amended by Legislative Decree No. 10 of 1979, the Minister of Interior may grant members of the Public Security Forces badges, the forms, fees, specifications, and other provisions related to them shall be determined by a decision from the Minister of Interior.

**Article -103-**

All members of the Public Security Forces shall be responsible for all equipment, weapons, and funds entrusted to them during and beacause of their duty.

**Article -104-**

The Ministry of Interior shall establish a fund called the ((Public Security Forces Rewards Fund)) which shall include among its resources the proceeds of fines imposed on members of the Public Security Forces, fees for private security services paid by private establishments and other resources to be determined in a decision issued by the Minister of Interior regulating this fund, its disbursements, management procedures and matters related to its activities.

**Article -105-**

The Minister of Interior shall issue the decisions and systems pertaining to the following:

1- The system and management of the Public Security Forces, in matters not explicitly covered by this Law.

2- The identification and organization of detention and arrest rooms.

3- Procedures for taking measurements, photographs and fingerprints of detainees.

4- Establishment of security zones, departments and centres.

5- Organization of clubs and canteens under the Ministry of Interior.

6- Conditions and provisions regarding the employment of non-Bahrainis, contract templates for agreements concluded with them, and the competent administration within the Ministry of Interior for entering into these contracts, in accordance with the provisions of international agreements concluded between their countries and the Kingdom of Bahrain.

**Article -106-**

The Director of the Public Security Forces, with the approval of the Minister of Interior, shall issue the necessary orders to implement the decisions and systems referred to in the previous article, ensuring they are not contradictory to them.

**Chapter Two**

**Transitional Provisions**

**Article -107-**

All Bahraini members of the Public Security Forces shall remain in the ranks in which they are at the time of entry into force of this Law.

**Article -108-**

The service of non-Bahraini members of the Public Security Forces who are in their positions at the time of the enforcement of this Law shall continue. The conditions and provisions issued by the decision of the Minister of Interior regarding the employment of non-Bahrainis, as well as the provisions of contracts concluded with them or the templates which are issued by the decision of the Minister of Interior, shall apply to them and to those appointed after the enforcement of this Law. This shall be done while taking into consideration the provisions of the agreements concluded between their countries and the Kingdom of Bahrain. The previous period of their service shall be taken into consideration in applying the provisions of the aforementioned agreements or contracts.

**Article -109-**

Until the decisions, regulations, and orders stipulated in this Law are issued, all effective decisions, regulations, and orders at the time of its entry into force shall apply, provided they do not contradict its provisions.