

# Employees are entitled to sick leave 3 months after probation



## LEGAL VIEW Ashish Mehta

*As advised by the doctor, I took medical leave for two weeks following a surgery. However, my employer is refusing to approve my medical leave even though I submitted a sick certificate issued by Dubai Health Authority (DHA). Can the employer deduct my salary? What are the other consequences?*

Pursuant to your queries, we assume that you have completed probation period of your employment with your employer. An employee is entitled to 90 days of continuous or non-continuous days of medical leave in accordance with Article 83 of the Federal Law No. 8 of 1980 regulating Employment Relations in the UAE (the 'Employment Law') which states:

> The employee shall not be entitled to any paid sick leave during the probation period.

> If the employee has completed more than three months after the probation period in the continuous service of the employer and falls ill, he shall be entitled to sick leave not

# 90

days of continuous/non-continuous sick leave can be taken by employees

exceeding 90 days whether continuous or otherwise, in respect of every year of service. Such leave shall be calculated as follows.

> The first 15 days with full pay.

> The next 30 days, with half pay.

> Any subsequent periods, without pay."

Further, we assume that you have reported your illness to your employer within two days and furnished a medical certificate issued by Dubai Health Authority to your employer in accordance with Article 82 of the Employment Law, which states: "Where an employee contracts an illness otherwise than as a result of an employment injury, he shall report his illness within a maximum of two days and the employer shall thereupon

take the necessary steps to have him medically examined immediately for the purpose of verifying his illness."

Based on the aforementioned provisions of the employment law, your employer is not entitled to deduct your salary save the aforesaid provisions of Article 83 of the Employment Law.

**Lodge complaint against repair centre, get your device back**  
*I purchased an iPad Pro in India. I later realised that the iCloud service was locked permanently, as per Apple Inc. policy. While I was back in Dubai, I saw an advertisement from a repair centre, which claimed it could unlock the iCloud service on the device. I gave my device to the centre who assured they can repair it. They informed me that it will never be mended and have not returned the device yet. I want to know if I can take any legal action against the centre? I have a receipt slip and the WhatsApp number of the centre.*

You could claim back your device from this service centre as you have an original receipt issued by this service centre. Further you also

## Know the law

In case a repair centre is unable to mend your device and refuses to return it, you can file a complaint with the consumer protection division of the department of economic development, Dubai or the police to claim it back.



have WhatsApp chats with the services centre. In the event this service centre fails to return your device, you may approach the consumer protection division of the department of economic development, Dubai and file a complaint against the repair centre. Further, you may consider filing a police complaint against the centre.

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