

**Cabinet**  
**Decree No. (411) of 2012 AD**  
**approving an excellence bonus for workers at the Tax Authority**  
**and approving certain provisions thereon**

**The Cabinet,**

**Upon review of:**

- The Constitutional Declaration and amendments thereto;
- The Law of the Financial System of the State, and the budget, accounts, and stores regulations and amendments thereto;
- Law No. (12) of 2010 AD on issuing the Labour Relations Law and the implementing regulations thereof;
- Law No. (20) of 2010 AD approving the general budget for 2012 AD;
- National Transitional Council Resolution No. (174) of 2011 AD on determining the structure of the transitional government and amendments thereto;
- National Transitional Council Resolution No. (184) of 2011 AD on approving the transitional government;
- (Former) General People's Committee Decree No. (814) of 1990 AD on establishing the Tax Authority;
- Cabinet Decree No. (68) of 2012 AD approving the organisational structure and competencies of the Ministry of Finance and organising its administrative unit;
- Minister of Finance Letter No. (470) dated 02/08/2012 AD;
- General Director of the Tax Authority Letter No. (2329) dated 11/09/2012 AD, Letter No. (2395) dated 17/09/2012 AD, and Letter No. (2424) dated 20/09/2012 AD;
- The decrees of the Cabinet in its thirty-third ordinary meeting of 2012 AD;

**has decreed:**

**Article (1)**

Workers at the Tax Authority shall be granted an excellence bonus as a percentage of the base salary in accordance with the following:

- I. A bonus of 75% shall be issued to those holding the following positions:
  1. General Director of the Authority
  2. Deputy General Director of the Authority
  3. Directors of the Authority's General Directorates
  4. Directors of Authority offices
  5. Heads of Authority divisions and units
  6. Experts and advisers at the Authority not included in any other category set in this Decree
  7. Directors and deputy directors of general directorates in the regions
  8. Directors of branch directorates in the regions
  9. Heads of offices and divisions at general and branch directorates in the regions
  10. Treasurers at the Authority, general and branch directorates in the regions and the offices affiliated thereto.

- II. A bonus of 50% shall be issued to those holding the following positions:
1. Members of the Authority's Legal Office
  2. Administrative, financial, and technical employees, bookkeepers, and drivers at all departments, offices, and divisions at all general and branch directorates in the regions and the offices affiliated thereto.
- III. A bonus of 25% shall be issued to those holding the following positions:
1. Information desk workers
  2. Café and cleaning staff

#### **Article (2)**

The bonus set in the preceding Article shall be suspended in the following cases:

1. Transfer
2. Delegation
3. Secondment

#### **Article (3)**

Any provision that conflicts with those of this Decree shall be repealed.

#### **Article (4)**

This Decree shall come into force on 1 January 2013 AD and shall be published in the Official Gazette.

**The Cabinet – Libya**

**Issued on: 14 Dhu al-Qaada 1433 AH**

**Corresponding to: 01/10//2012 AD**