



Human Resources and  
Social Development

## **Organization the Treatment of State Employees who are Seconded outside the Kingdom**

(The Council of Ministers Resolution No. (1696) dated 24/09/1396 H was issued regulating this subject, which was notified through a letter from the Office (Diwan) of the Chairman of the Council of Ministers No. (0/31451) dated 15/10/1394 H).

**(Circular)**

HRH the Minister of the Interior

Greetings:

The Council of Ministers decided in its Resolution No. (1696) dated 24/09/1396 H the following:

The Council of Ministers:

After reviewing the document attached thereto sent by the Office of the Chairman of the Council of Ministers No. (23956) dated 8/10/1393 AH, including the letter of His Excellency the Minister of State for Financial Affairs and National Economy No. 15294 /12 and the date of 27/09/1393 AH regarding the manner of organizing the treatment of state employees who are seconded outside the Kingdom.

After reviewing the recommendation of the Regulations Committee No. (42) dated 5/4/1394 AH, which was based on the Consultants Division memorandum No. (62) dated 3/2/1394 AH, including the response of His Excellency the Minister of State and Head of the General Personnel Bureau No. (31696) on 3/7 / 1393 AH based on the inquiry letter of His Excellency the Minister of State for Financial Affairs and National Economy No. (93/83/12) dated 4/1/1393 AH regarding the manner of organizing the treatment of state employees seconded outside the Kingdom, as well as those on scholarships in light of Council of Ministers Resolution No. (12) in 1383 AH, which includes the following:

1. Council of Ministers Resolution No. (12) in 1383 AH was cancelled by the issuance of the new personnel Law and its regulations. Moreover, the representation allowance regulation shall be for permanent personnel who represent the Kingdom abroad.
2. His Excellency also believes that Article (15) of the provisions related to the secondment of employees, which provides that the seconded personnel shall receive half of his salary from the entity where he works, and shall be treated in terms of allowances and financial benefits as a student on scholarship by the Ministry of Education ....etc. The seconded personnel may be treated as a student on scholarship by the Ministry of Education including medical treatment cases.
3. Regarding state personnel who are seconded in entities outside the Kingdom, the government may bear the hospitals expenses for the purpose of treatment of emergency diseases that afflict the personnel during the secondment subject to the approval of the Council of Ministers to this rule.

The Minister of State for Financial Affairs and National Economy stated in his letter mentioned above sent to the president of Office of the Chairman of the Council of Ministers that includes that the Ministry of Finance received inquiries from some government authorities on the manner of treating the personnel seconded during his secondment. Since Article (39) of the new personnel law regulations provided the payment of a monthly treatment allowance for Ministry of Foreign Affairs personnel assigned to work outside the Kingdom and the like. It did not provide any provision for delegates from other entities.

His Excellency believes that the opinion of the President of the General Personnel Council is appropriate for the government to bear the expenses of treatment for Personnel seconded abroad as a general rule, while setting controls for this rule as follows:

1. The disease is sudden during traveling and resulted in the hospitalization of the seconded personnel to keep his life or an organ of his body, and that shall be evidenced in the hospital report. Treatment shall not include dental and cosmetic

operations and general treatments conducted in outpatient clinics or a general examination even if it is performed in the hospital.

2. Completion of statutory disbursement grounds in force.

For the purpose of unifying the measures, His Excellency believes that these medical expenses shall be disbursed from the budget of the Ministry of Health after confirming the validity of the medical reports.

After conducting search, survey, and referring to the new personnel law and its regulations, the Division did not find a text that addresses the presented subject. Therefore, it approves the proposal of each of His Excellency the Minister of State for Financial Affairs and National Economy and His Excellency the Minister of State and the President of the General Personnel Council in substantive terms, but prima facie, it considers that the wording shall be as follows:

Treatment expenses shall be disbursed to the seconded personnel outside the Kingdom if the following conditions are fulfilled:

1. The disease is sudden while the seconded is outside the Kingdom and during the secondment period.
2. The seconded personnel medical condition necessitates treatment of this disease during the secondment period.
3. The initial medical reports do not prove that the treatment shall take or exceed the remaining period of secondment. In such case, the seconded personnel must discontinue his secondment and return to the Kingdom for treatment at home, unless the medical reports prove that his health condition prevents that.
4. Disbursement shall be made from the budget of the Ministry of Health in order to unify the statutory measures, if it ensured that the conditions are met and that the legal grounds are completed.

#### **It has been decided the following:**

Treatment expenses shall be disbursed to the seconded personnel outside the Kingdom if the following conditions are fulfilled:

1. The disease is sudden while the seconded is outside the Kingdom and during the secondment period.
2. The seconded personnel medical condition necessitates treatment of this disease during the secondment period so that it is not possible to postpone the treatment until the return to the Kingdom after the end of the mission for which he was seconded.
3. Treatment shall not include dental and cosmetic operations and general examinations even if they are performed in the hospital unless they are performed because of the treatment of a disease to which the description in the two preceding paragraphs applies.
4. Disbursement shall be made from the budget of the Ministry of Health in order to unify the statutory measures, if it ensured that the conditions are met and that the legal grounds are completed.

Edited and for these purposes.

Since His Majesty my Lord agreed thereto, I hope to complete necessary actions accordingly.

Please accept, Your Highness, my greetings

President of Office of the Chairman of the Council of Ministers

Saleh Alabad

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