GRATUITY CALCULATION

Employee

LAST BASIC SALARY (AED/MONTH)
BASIC

START DATE
START

LAST WORKING DAY
END

UNPAID LEAVE DAYS
UNPAID DAYS

Step	Value
Service days (inclusive)	
Service years (days / 365)	
Daily basic wage (10,000 / 30)	
First 5 years: 5 × 21 days = 105 days	
Remaining 2.51 years x 30 days = 75.29 days	
Cap: 2 years' wage (24 × 10,000)	

Gratuity payable (AED)

Example. Full-time employee on a fixed-term contract, foreign national. Part-time staff: pro rata to contracted hours (Cabinet Resolution 1 of 2022). Staff in the voluntary savings scheme: gratuity freezes from the date they joined it.

Fill in the blanks, delete what does not apply. Not legal or tax advice: check current FTA / MoHRE rules.