

Frequently Asked Questions

Allowance Harmonization in Dubai
Effective January 1, 2025

1. What is the purpose of allowance harmonization?

- The purpose of allowance harmonization is to create consistency and to ensure that team members are supported with a fair and competitive benefits structure

2. When will the harmonization happen?

- The harmonization will be effective January 1, 2025. This means all current heritage allowances will cease effective December 31, 2024.

3. How will the new Dubai allowance be implemented?

- The new Dubai allowance will be applicable to all colleagues and implemented by grade. The allowance will be paid monthly via payroll.

4. What are the allowance amounts per grade?

Grade	New Dubai Allowance (AED)	
	Annual	Monthly
15	120,000	10,000
14	120,000	10,000
13	120,000	10,000
12	80,000	6,666
11	80,000	6,666
10	40,000	3,333
9	40,000	3,333
8	40,000	3,333
7	40,000	3,333
5	40,000	3,333

5. Which allowances will be retired?

- All current heritage allowances, which include housing allowance, school allowance and car allowance.

6. Which team members will be affected by the retirement of heritage allowances?

- All team members currently receiving heritage allowances will be affected. However, the implementation of the Dubai allowance will not result in any colleagues being placed in a lesser financial position.

7. Will the annual salary be adjusted for the excess amount from the heritage allowances?

- Yes, the annual salary will be adjusted to include the difference amount from the current heritage allowances and the new Dubai allowance.

8. How will this change influence total target compensation?

- The total target compensation will either be increased or remain the same.

9. How will this change influence annual salary increase?

- Any annual salary increases effective March 1, 2025, will continue to be considered on a discretionary basis.

10. How will this change influence bonus target?

- March 2025: Bonus target is calculated as of the December 31, 2024 annual salary. In March 2026: Bonus target is calculated as of December 31, 2025 annual salary.

11. When will the new compensation statements be available?

- The updated compensation statements will be provided to you in December 2024.

12. Will the home rental loan still be available for all colleagues in Dubai?

- Yes, the home rental loan will be available for all in Dubai.

13. What is the home rental loan?

- The home rental loan is a lump sum payment the Company pays to you via payroll to assist you with rental payment. The Company makes the payment to you upfront and will subsequently deduct the specified sum in 12 monthly instalments from your salary as agreed in the rental loan agreement as per the terms and conditions.

14. How do I apply for the home rental loan?

- Please download and fill in the [form](#). Once complete, please return this form signed by your people leader and Dubai Office Head to [mySolutions Portal](#) along with a copy of the Loan/Rental Agreement and Tenancy Contract for processing. This form will not be processed without a copy of a valid rental agreement.

15. Where can I seek further support?

- If you have any questions or concerns, please reach out to your Regional People Expert, Reem Aljehani or head to [mySolutions Portal](#).