



UAE Wage Protection System (WPS) Reform 2026

Effective from 01 June 2026

The UAE Ministry of Human Resources & Emiratisation (MOHRE) has issued Ministerial Resolution No. (0340) of 2026, repealing Ministerial Resolution No. (598) of 2022, which had previously consolidated earlier WPS regulations.

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Key Changes and Enforcement Stage Timeline

Area	Ministerial Resolution No. (598) of 2022	Ministerial Resolution No. (0340) of 2026
A. Key Changes		
Salary due date	Employer-driven (contract-based)	Fixed: 1st day of each Gregorian month (for the preceding working month)
Delay trigger	After 15 days from due date	Immediate delay after due date
WPS compliance for new joiners	An additional 30-day grace period	No grace period
Compliance threshold (employer)	≥ 80% wages paid	≥ 85% wages paid
Approach from the authorities	Flexible and reactive, case-to-case basis	Standardised and enforcement-driven
Wage payment delegation	Silent & not addressed	Permitted with delegate details to be shared with the authorities (employer retains liability of WPS compliances)
B. Enforcement Stage Key Timeline*		
MOHRE notifications	Day 3 – Day 10	From Day 2 onwards
New work permit application suspension	Day 17	Day 5
Fines/reclassification (within 6 months)	Upon repeated violation	Day 11 (upon repeated violations)

* The above timeline applies to all non-compliant establishments. However, a different timeline may apply to establishments with more than 25 employees.

Employers must align payroll cycles well within the fixed due date and ensure timely and accurate salary payments. The shortened enforcement timelines increase the risk of rapid regulatory and legal action in cases of non-compliance, including those arising from delays or errors in outsourced payroll arrangements.

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