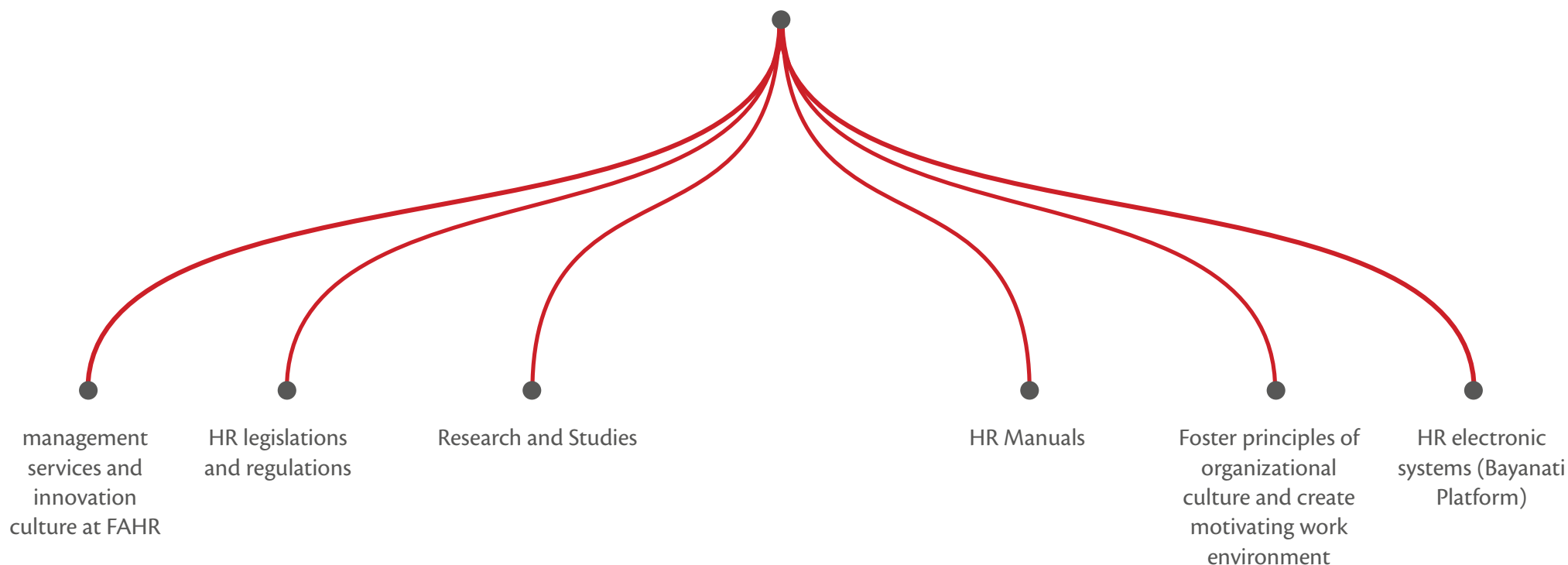




Key Achievements of the Human Resources Strategic Plan in the Federal Government 2011 - 2018

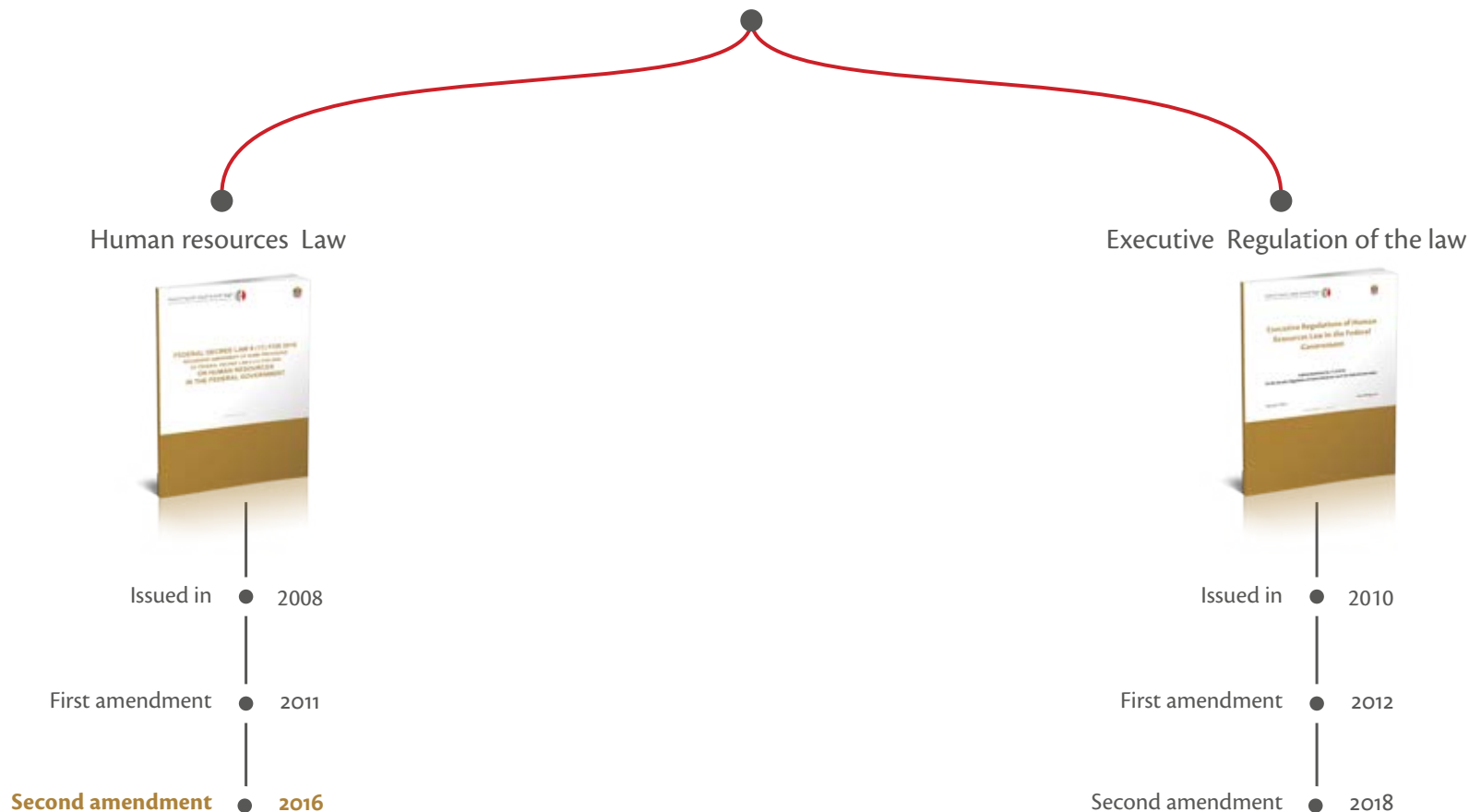


Key Achievements in Strategic Cycle 2011-2017





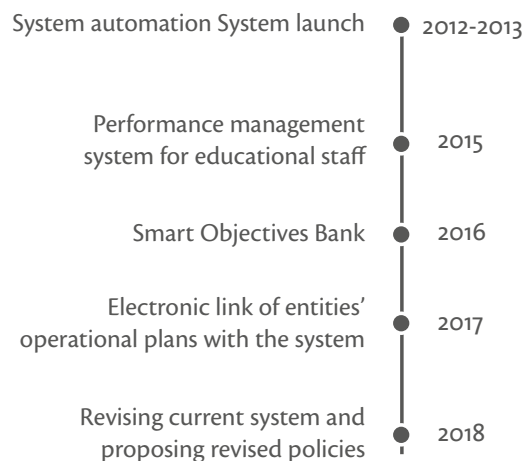
Human Resources legislation and regulations That have been launched in the federal government



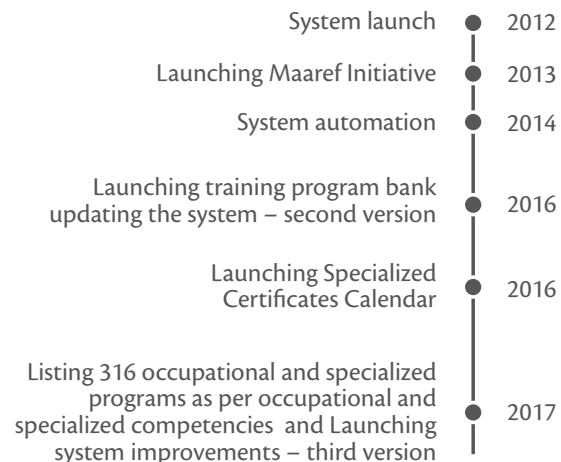


Human Resources legislation and regulations That have been launched in the federal government

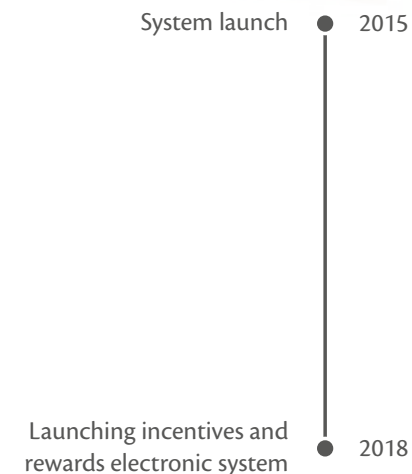
Performance management system



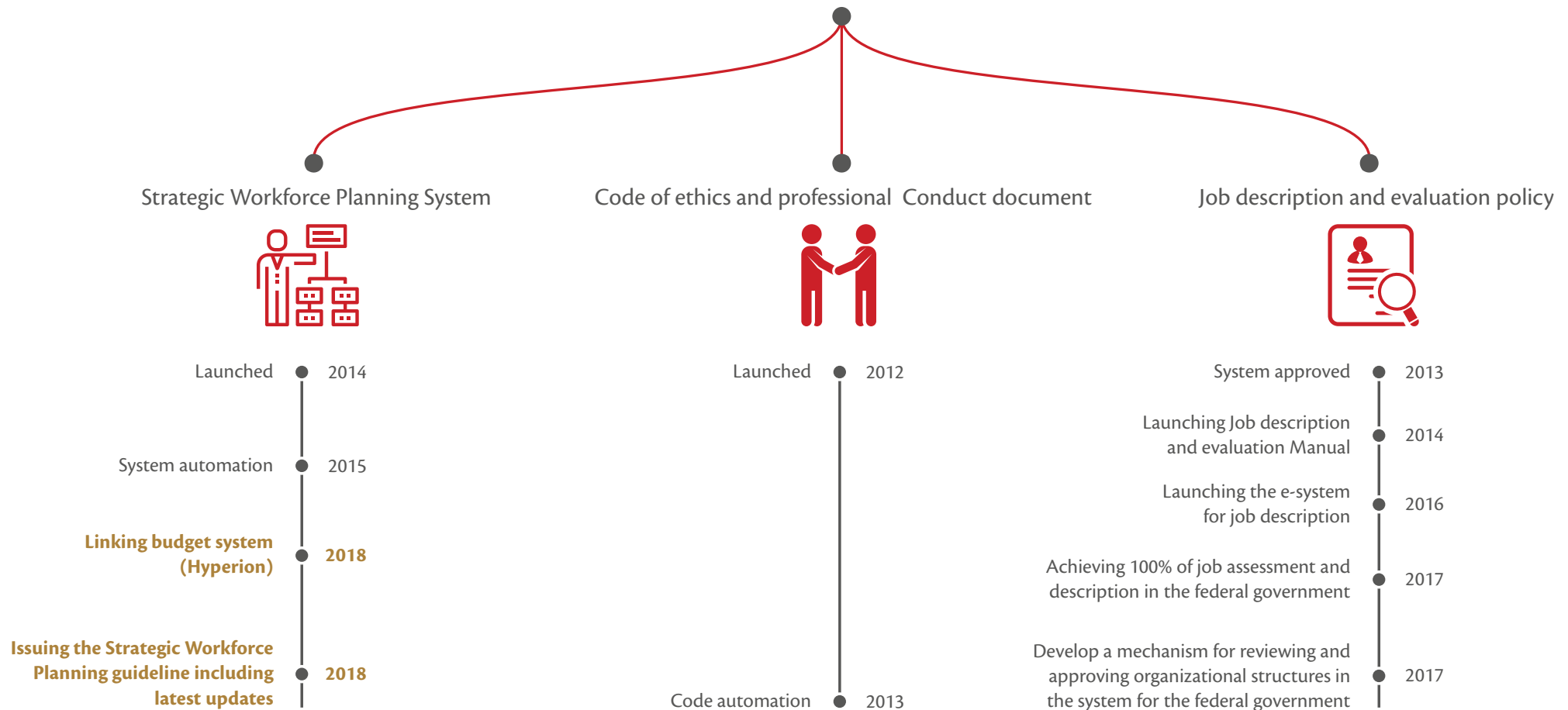
Training and development system

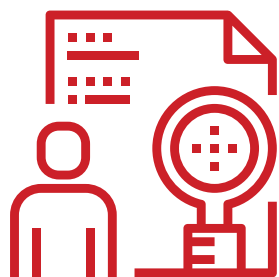


rewards and Incentives system



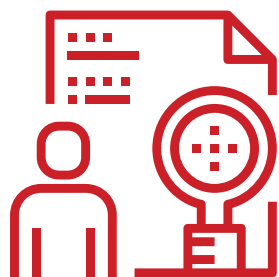
Human Resources legislation and regulations That have been launched in the federal government





Researches and studies

- Preparatory studies for annual meetings held for the UAE Government
 - A comparative study of Human Resources Legislation in the UAE Government
 - A comparative study of Human Resources E-systems in the UAE Government
 - A mechanism for measuring the maturity of Human Resources Practices (HRMI)
- A study to develop continuous learning strategy
- A study on the matrix of the proper application of Human Resources Legislation and regulations in the federal government
- A study on productivity and efficiency in the federal government
- Studies on Provident Fund scheme
- A study on updating of grades & salary scale in the federal
- A study on the higher education's allowances for federal government employees
- A study on criteria of organizational structures efficiency
- Studies on the mechanism of granting a housing allowance in the federal government
- Mechanism for measurement of productivity according to the federal entities' strategic plan outcome
- A study on the impact of technological developments on public posts and the advanced skills required from educational institutions in the public sector.
- A study on teleworking
- A study on criteria of determining staff grades for leadership positions in federal entities
- A study on the amendment of job performance system and the overall framework of behavioral competencies in the federal government
- A study on the workforce competence in the federal government
- A study on human resources regulations for academic cadres in the government universities
- The overall workforce management framework in the federal government



Researches and studies

- Studies on Balanced Score Cards in the federal government
- Studies on Emiratization in the federal government
- Studies on Military retirees
- periodic studies on application of Human Resources Legislation and regulations
- Studies pertaining to amending the articles of the Law or the Regulations
- A study on modifying the contracts of experts and consultants
- Comparative studies on salary scale schedule in the federal government
- Studies pertaining to gender balance in the federal government
- A study on statistics and data of federal government employees for modifying the statistical system
- A study on regularization /changing the status of staff obtaining education degrees after recruitment
- A study on employees welfare of the federal government
- A comparative study on data of government graduates and Emirati job seekers
- A study on benchmarking HR indicators
- A study on succession planning in the federal government
- Analytical studies on analyzing HR indicators based on results of the happiness & positivity study in the federal government
- A study concerning Payroll and studies on specialized cadres (including medical & educational staff)
- A study on the amendment of higher ceiling of the private contract
- A study on possibility to allow accompanying the spouse in official missions abroad
- A study on staff holders of university qualifications in the federal government
- A study on granting children's schooling allowances for Emirati employees in the federal government
- A study on demographics of future workforce in the federal government (generations study)
- A study on shifting to the future government
- A study on people of determination (special needs) in the federal government



Human Resources Guidelines



HR Enablers Indicators (BSC)

Approval and management of HR enablers in the federal government in coordination and cooperation with the PMO

2014

Review and issue the HR enabler matrix

2016

Developing the HR Indicators Board (Dashboard)

2018



Guide on development of performance of HR departments

Applied. Including HRBSC

2014

Prepare annual report on HR indicators results in the federal government

2015

Automating the HRBSC in Bayanati smart system (BI)

2016

Updating Balanced Scorecards based on outcomes of HR procedures & practices development matrix

2018



HR Policies and Procedures guide

Launched

2014

Launch the HR re-engineering project

2015

Align procedures with Bayanati system

2016



Behavioral competency guides

Launched

2011

A study on Developing behavioral competences

2018



Specialized competency Framework

Launch the manual, including 99 technical competencies related to 20 job families

2016

Projecting specialized competencies in the training and development E-system

2016



Human Resources Guidelines



Federal Government
Skills Bank



Employee Attraction
& Retention Guide



Employees' wellbeing in
the federal government



Guidelines for Health and Safety in
Workplace in the Federal Government

Launching the manual
Customization 2018

Launching the manual 2017

Launching the manual 2018

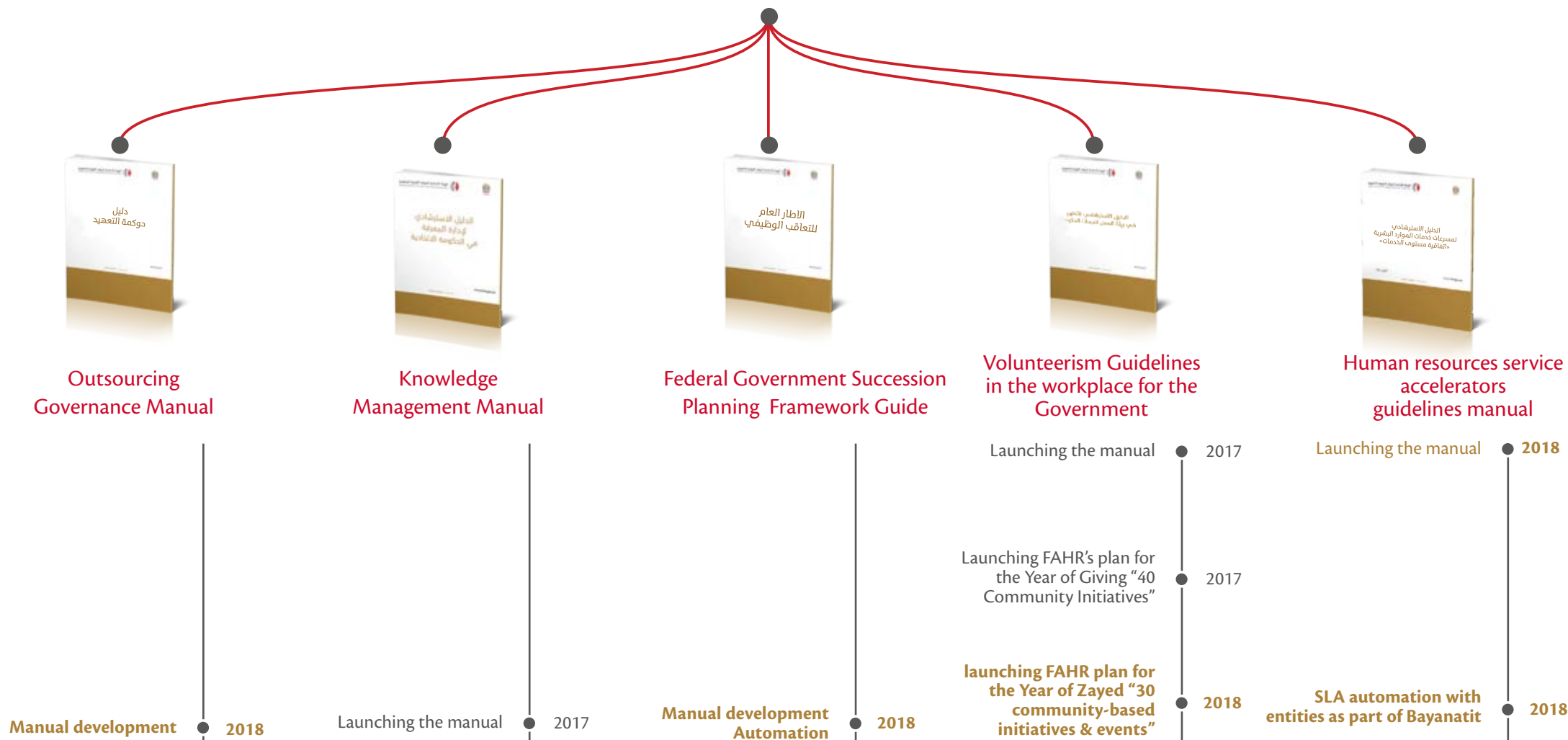
Launching the manual 2015

Specialized certificates for
health and safety
employees in the federal
government 2015-2016

Adopting the manual as a
functional guide in
occupational health and
safety definitions by the
National Disaster and
Crisis Authority 2018



Human Resources Guidelines





Disseminating the principles of institutional culture and creating a motivational working environment



UAE Human Resources Award

Launched under the auspices of H.H. Sheikh Mansour Bin Zayed

Launching the 2nd cycle

Updating award categories and criteria

Launching the 3rd cycle

Launching the 4th cycle

Launching the 5th cycle

Development of the Award's standards based on the concept of human resources practices maturity in the federal government (HRMI)



Maaref (Preferred training partners)

Launched

16 approved training partners according to specific criteria

Launching the special program for federal government employees (316 professional training programs)

Launching the first stage of the e-learning portal

Launching the Project Management professional

Maaref Partners Forums



Qudurat (preferred assessment partners in the federal government)

Launched

Partnership agreements with 12 specialized companies

Launching the e-portal of Qudurat



Imtiyazat Program (discounts for Federal Government Employees)

Launched

150 offers as part of the program

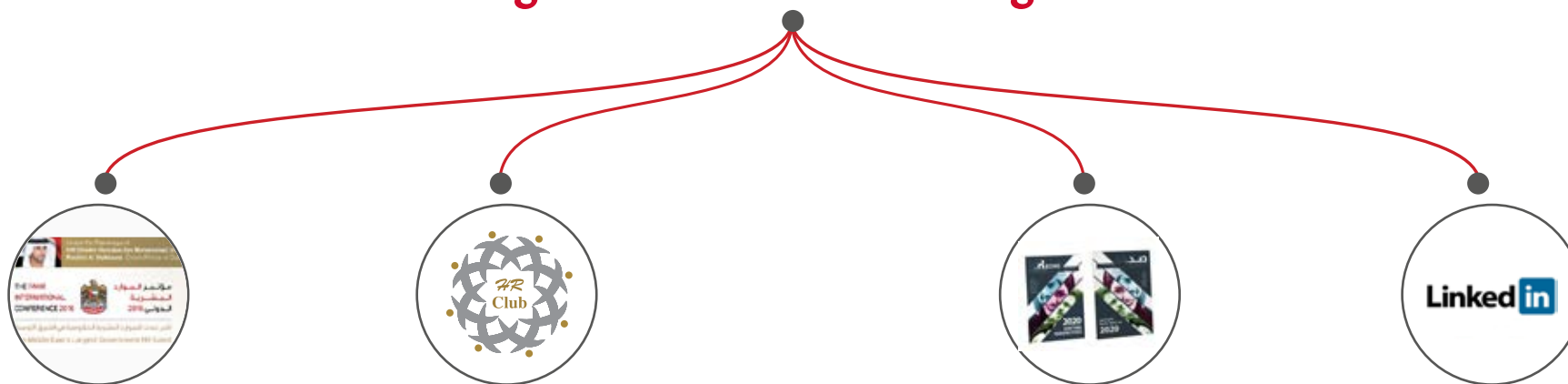
Entering into partnership with third parties to develop Imtiyazat initiative

Launch Imtiyazat smart app

Launching the second edition of the new smart application



Disseminating the principles of institutional culture and creating a motivational working environment



International HR Conference

HR Club

HR Echo Magazine, specialized HR magazine

Online forum of HR experts

Launched under the auspices of H.H. Crown Prince of Dubai 2011

It is the biggest and most specialized HR event in the region

Annual participation of more than 500 persons

International and specialized HR speakers

8 conferences were held until 2018 2018

Launched 2010

Annual sponsorship to cover club's expenses. 2016

More than 12,000 members in the club and more than 6,000 attendees 2017

Holding sessions by the Club in the local governments 2018

Launched 2014-2018

Concluding agreements with partners such as SHRM, CIPD, AHRI, BCG, and Colorado University.

Number of versions (8) 2018

Creating online HR forum. 2015

More than 2757 HR specialized members

Launching Skills Bank in partnership with LinkedIn 2015

More than 40 subjects for discussion as part of the forum 2017

An increase in the percentage of the forum's members by 20%, more than 3000 2018



Disseminating the principles of institutional culture and creating a motivational working environment



Developing and applying the Emiratization Program in the federal government



Sheikh Mansour Bin Zayed Award for Best Scientific Research in the Field of Human Resources



Employees' wellbeing for FAHR

Launching Masar program to support secondary school graduates

2011

Adopt the Emiratization and replacement plan according to the approved Emiratization mechanism (fast track, medium term, long term)

2014

Continuous studies on Emiratization targeted jobs and the application of the Emiratization plan

2014

Study on the labor market and graduates

2016

The number of students that joined the federal government under Masar program is 69

2016

First edition

2017-2018

Honoring the winners of the first edition and launching the second edition

2018

Health initiatives

Community initiatives

Occupational safety initiatives

Green environment initiatives

Opening a nursery serving several federal entities

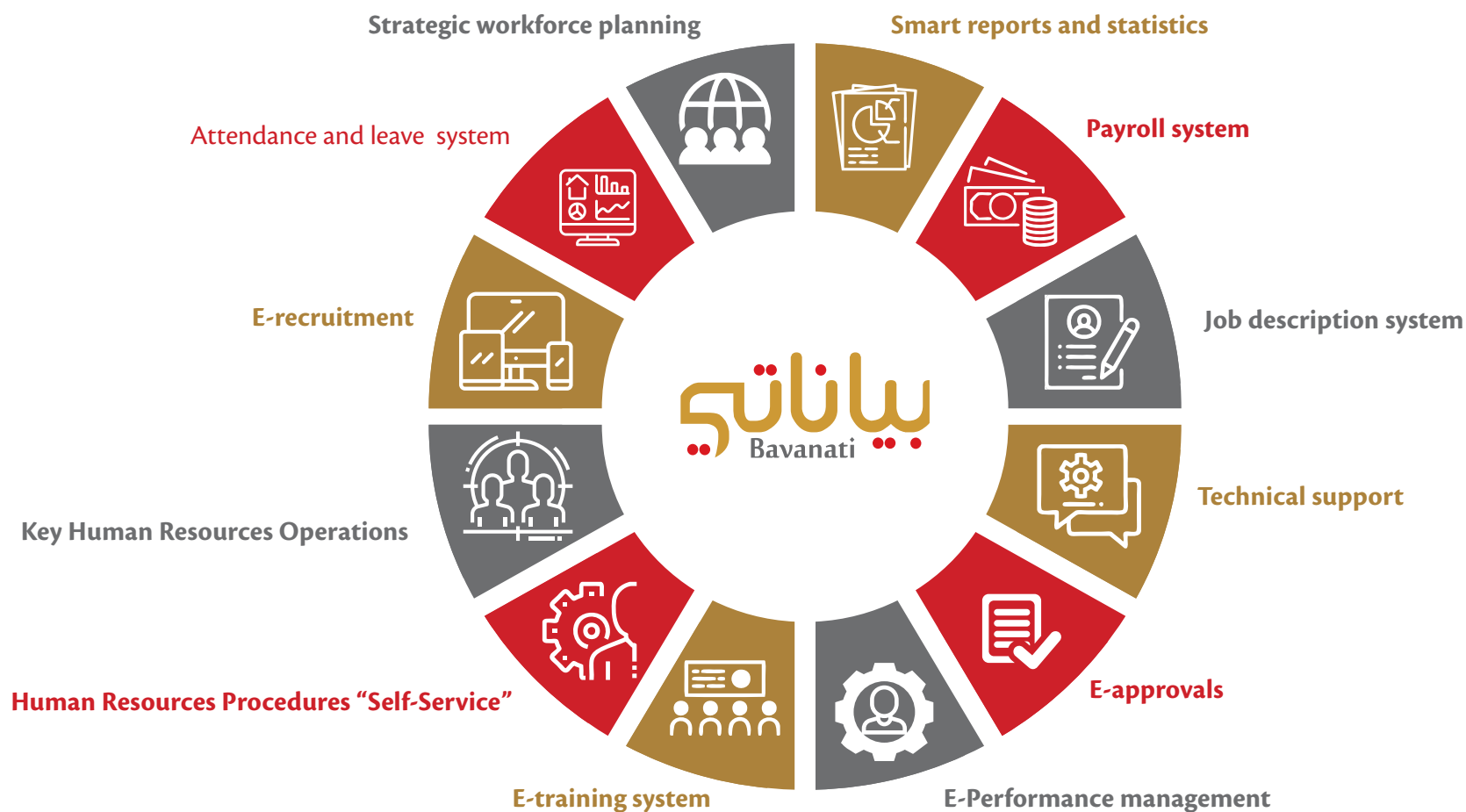
2017

Implementing the Year of Giving plan

2018



Management of Government HR information system “Bayanati”





Management of Government HR information system “Bayanati”



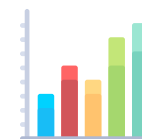
Planning:

Assistance in the planning and management of human and financial resources



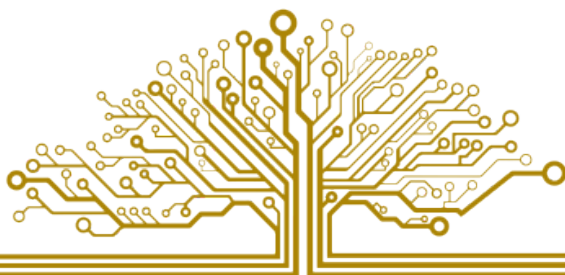
Data:

Provide a unified and integrated database for all federal government employees to support decision makers and overcome obstacles facing human resource development and policy development



Statistics:

Provide accurate and timely statistics that reflect the realities of the federal government



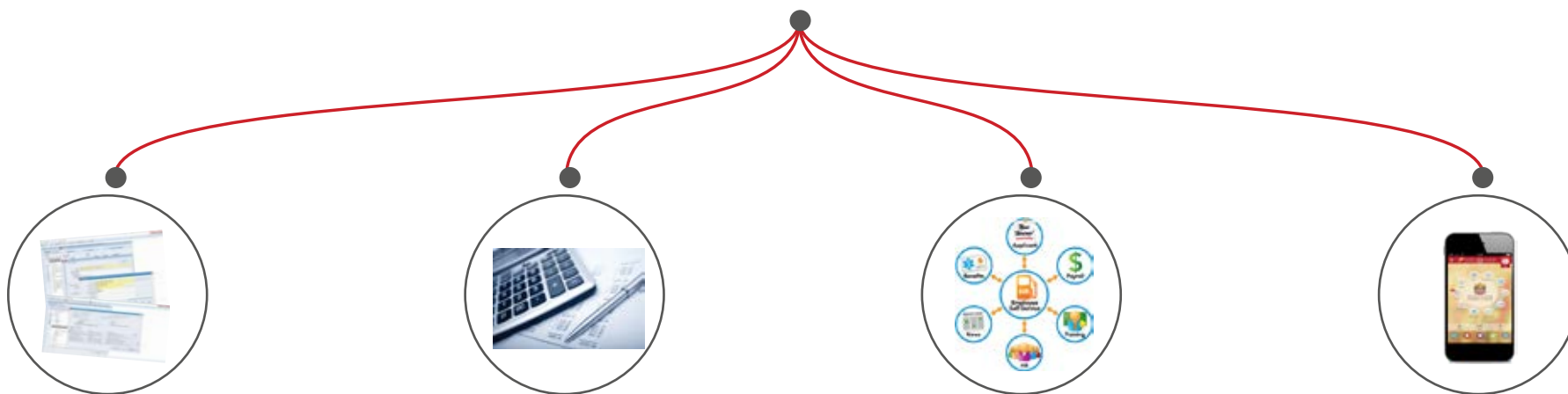
Best Government Service 2015, GCC E-Government Award

The system aims at providing and managing an electronic and smart platform to the federal authorities of Emirati government as it contains many services, procedures and systems of human resources in accordance with the recent concepts, coping with both the vision of wise leadership and accelerated development of federal government's business.



Online HR systems(Bayanati Platform)

Bayanati Systems

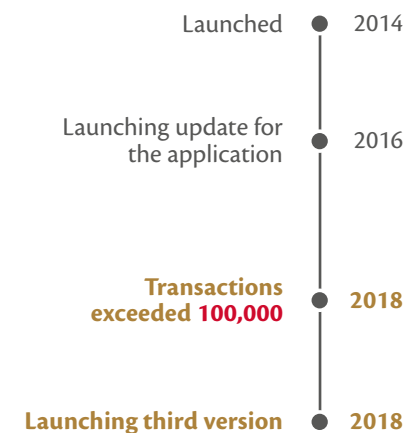
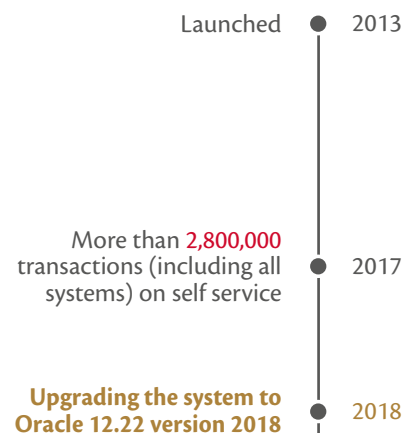
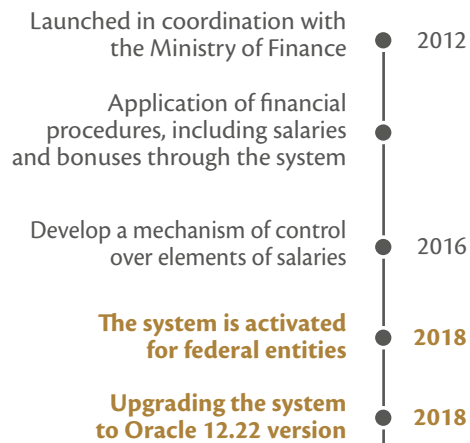
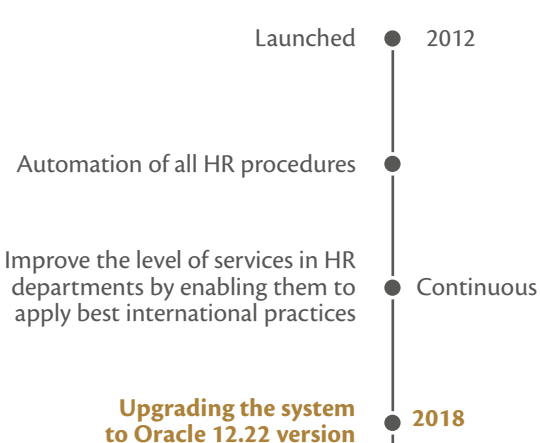


HR procedure system
(Core HR)

Payroll System

Self-Services

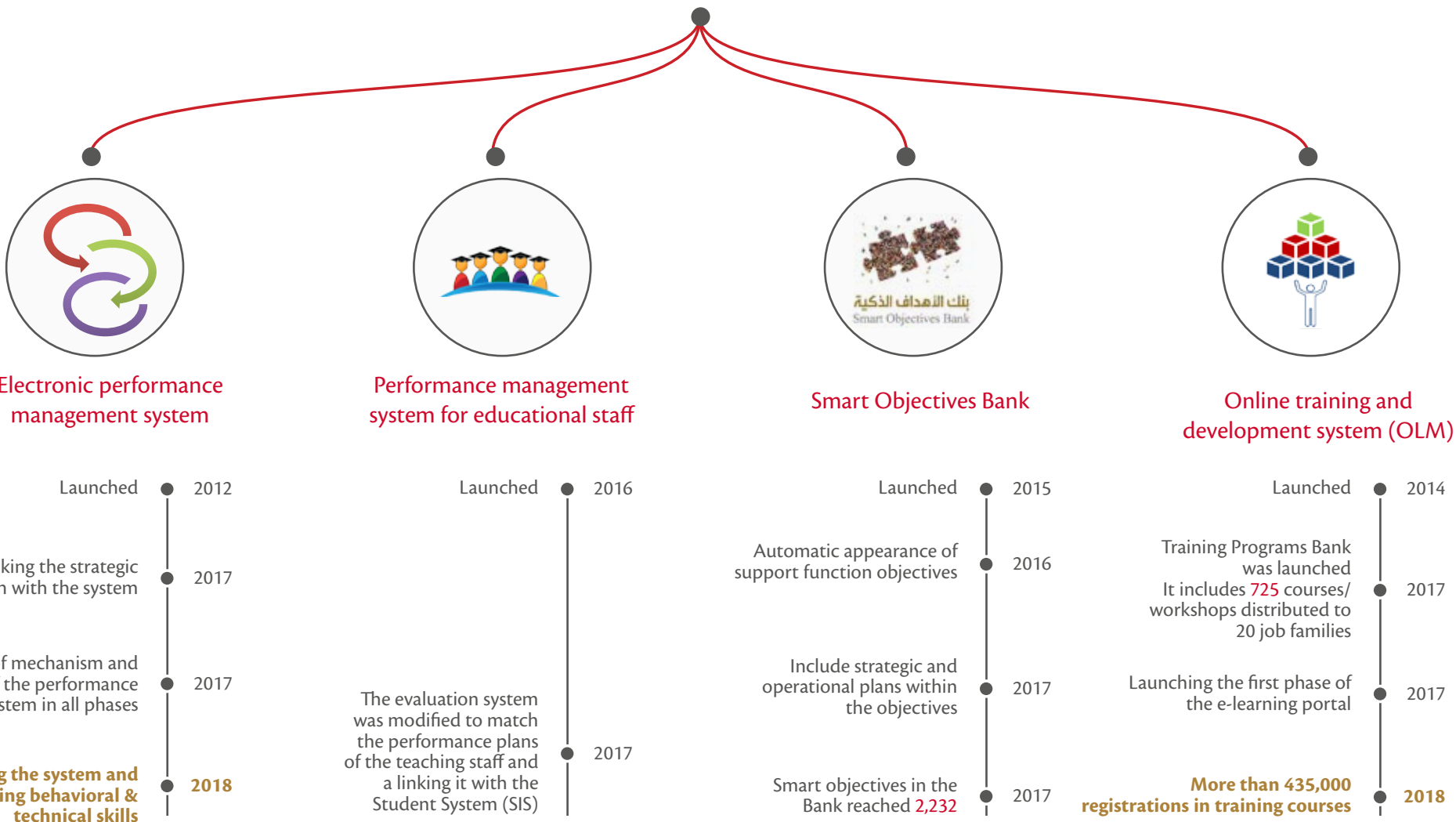
FAHR's smart app
FAHR's smart app serves 57 entities and
provides 26 services for government employees





Online HR systems(Bayanati Platform)

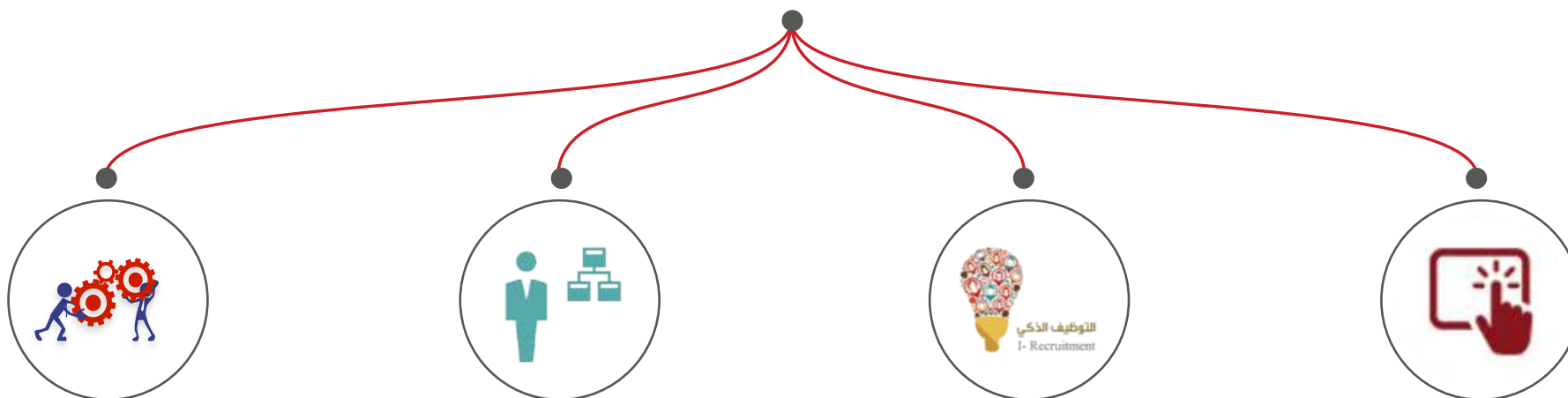
Bayanati Systems





Online HR systems(Bayanati Platform)

Bayanati Systems



Electronic System for Strategic Workforce Planning

Electronic job description and evaluation system

Electronic recruitment system (i-recruitment)

Linking the time and attendance system

Launched 2015

Improved human resources planning and capacity-building

Determining the gap between labor supply and demand

Connecting the budget system (Hyperion) 2018

Automate the procedures related to the job description requests submitted by government entities to FAHR in order to ensure rapid response and documentation of approvals and accreditation

2016

Upgrading the system to match the system for enhancing job competencies

2018

Launched to provide an electronic platform to advertise vacancies and complete the recruitment process

2015

More than **90,000 CVs** have been submitted

2018

It aims to link the database in Bayanati system to the time and attendance system database for easy implementation of official working hours compliance policies

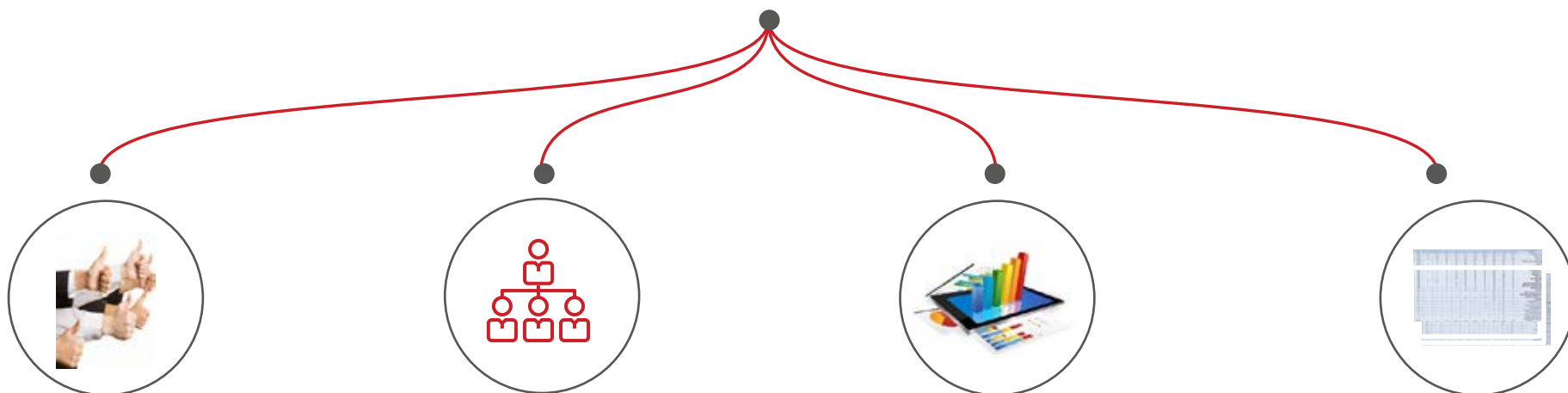
Launching bilateral connectivity with federal entities

2018



Online HR systems(Bayanati Platform)

Bayanati Systems

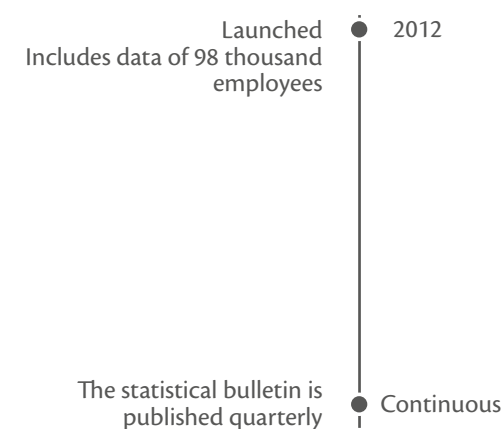
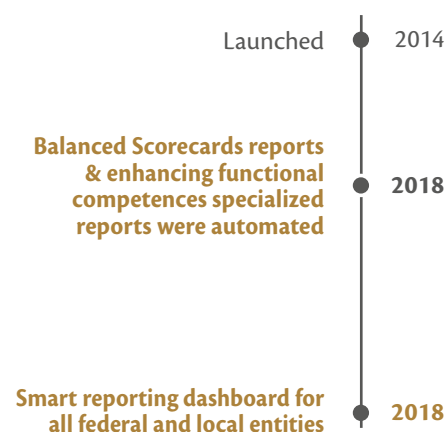
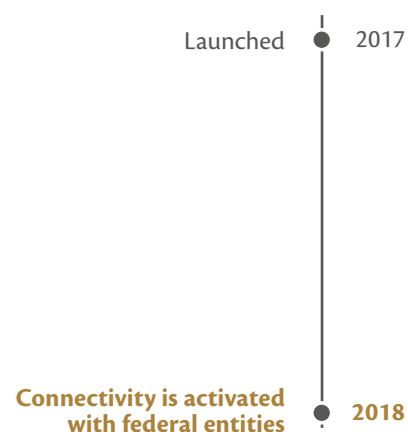
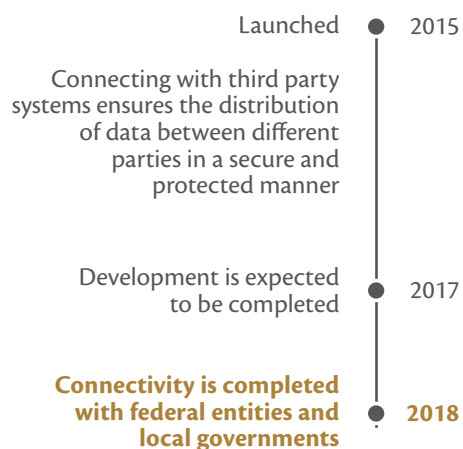


Enterprise service Bus

Organizational Structures System

Business intelligence system (BI)

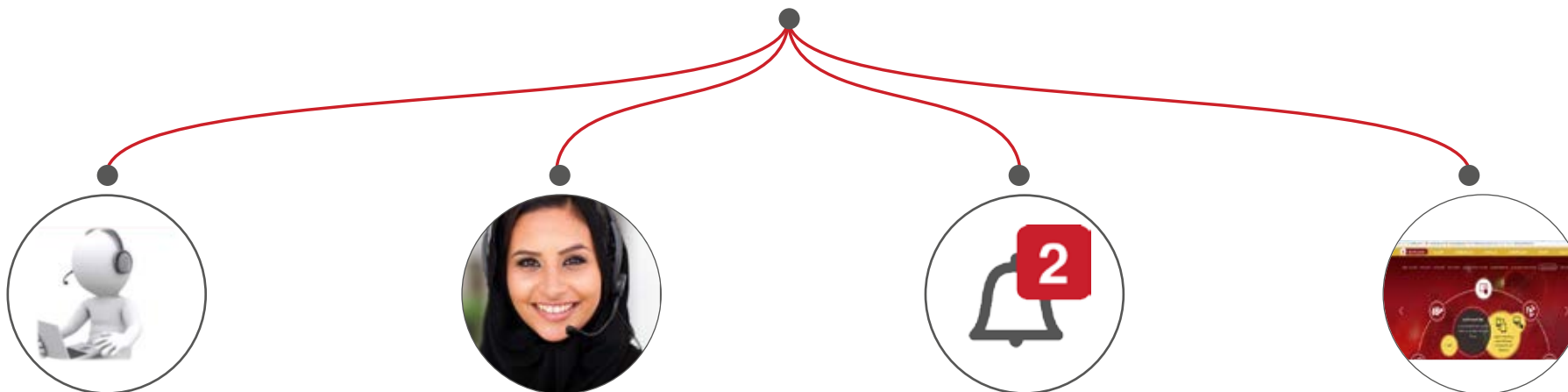
Unified database and the statistics system (Discoverer)





Online HR systems(Bayanati Platform)

Bayanati Systems



Service Desk System

Call Center

Notification system (Emails and SMS)

Bayanati website

Launched 2014

Organize the process of recording and managing the resolution of support requests in accordance with SLA

Applied at all federal entities operating Bayanati

Automatic or directed distribution of calls 2012

More than 20,000 calls are accepted on annual basis 2018

New look was launched 2015

More than 32 million notifications until 2018

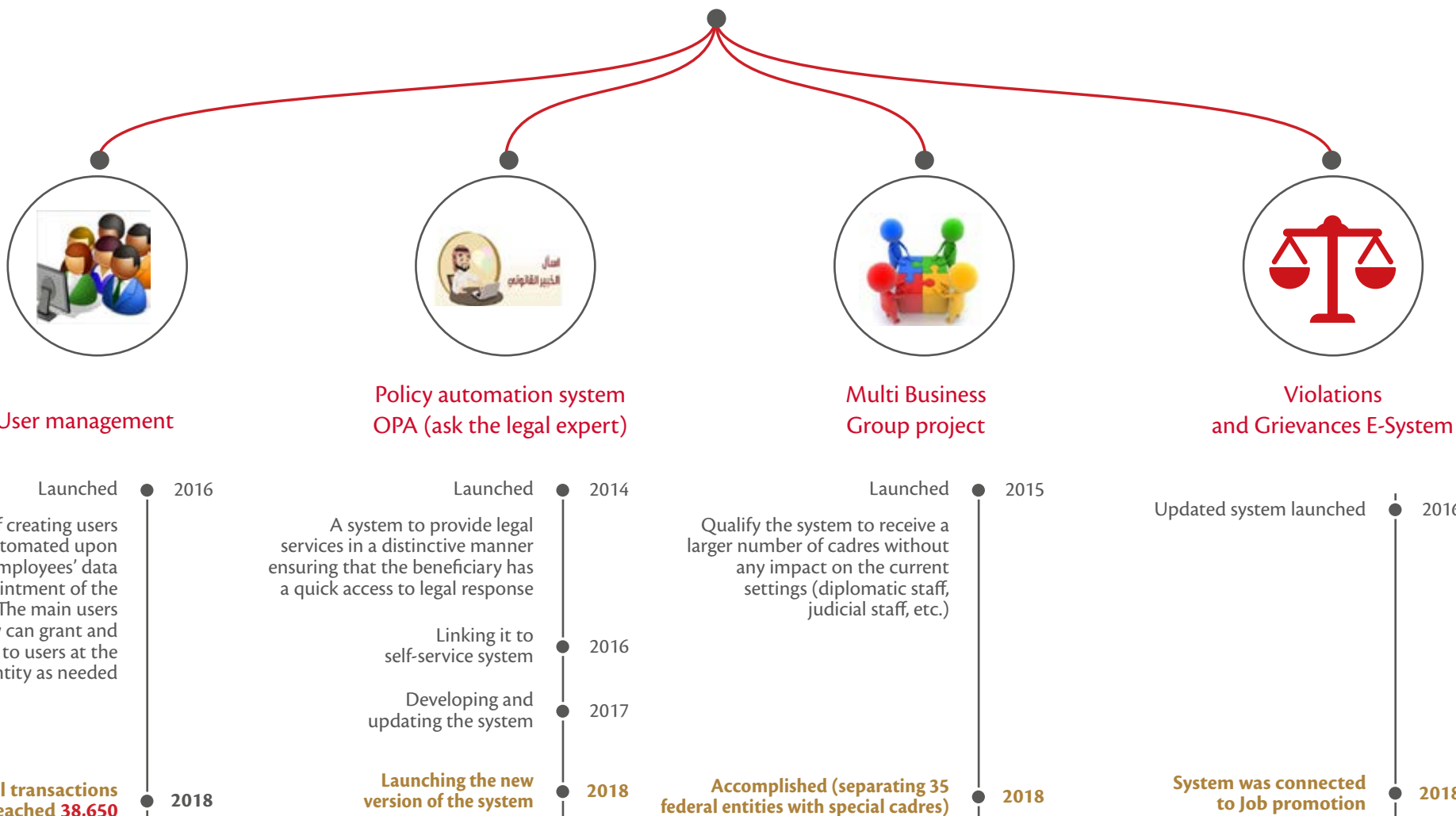
New look was launched 2015

Updating the user manual for the systems in bayanati website 2018



Online HR systems(Bayanati Platform)

Bayanati Systems





Online HR systems(Bayanati Platform)

Bayanati Systems



**E-certification of To Whom
It May Concern certificates**

Obtain salary certificates online and on the spot



E-signature project



**Electronic archiving of employees'
documents**

Enables employees to access documents such as
(passport copy, ID, etc)

Launched ● 2016

System launched 2017

More than 213,000
transactions
completed ● 2018

System was activated for federal entities ● 2018

launched ● 2016



Thank You,,,

الهيئة الاتحادية للموارد البشرية الحكومية
Federal Authority For Government Human Resources



Federal Authority

Unified Call Center 600525524



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