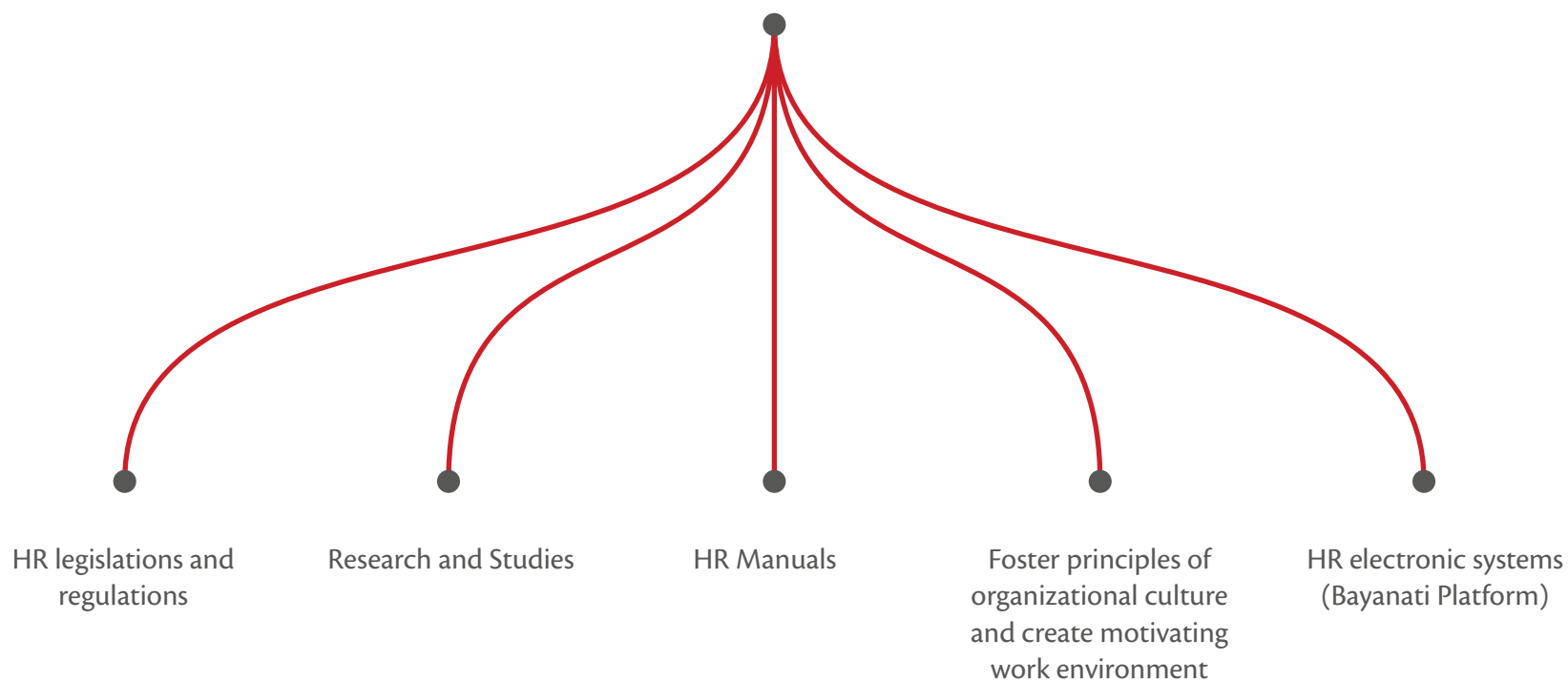




# Key Achievements of the Government Human Resources Strategic Plan 2011- (First Half) 2018

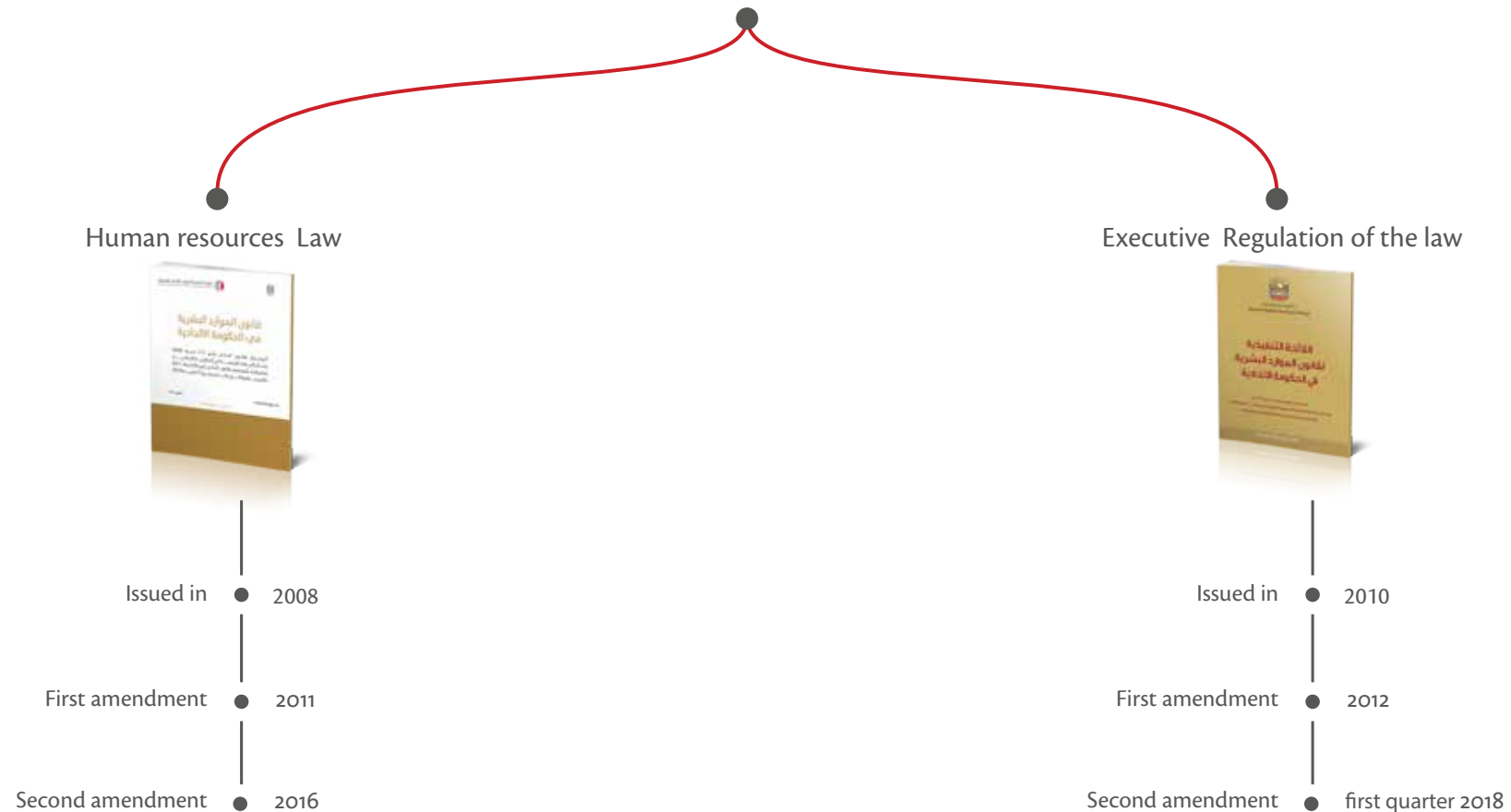


## Key Achievements in Strategic Cycle 2011-2017



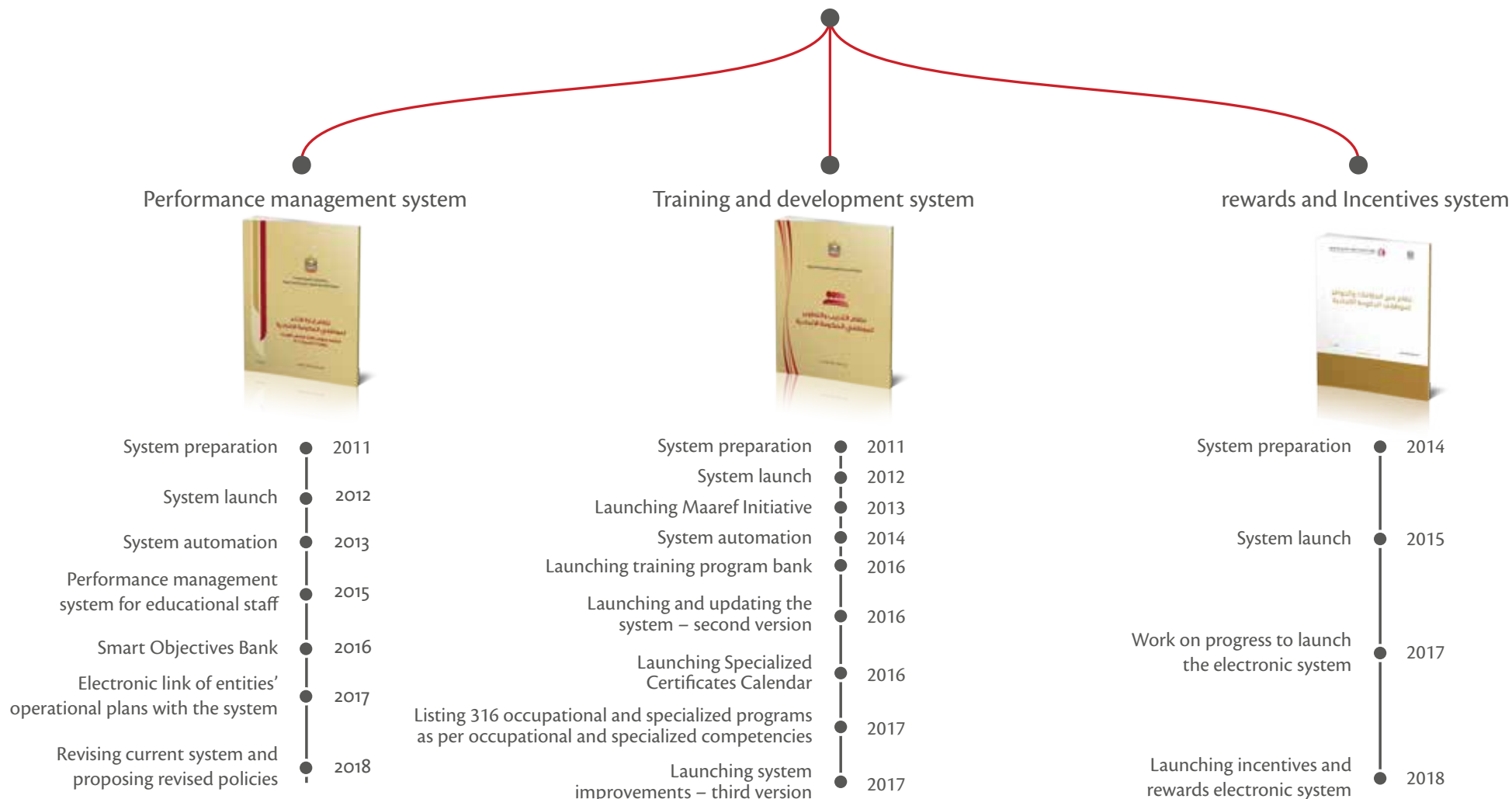


## HR Legislations and Regulations launched in the federal government

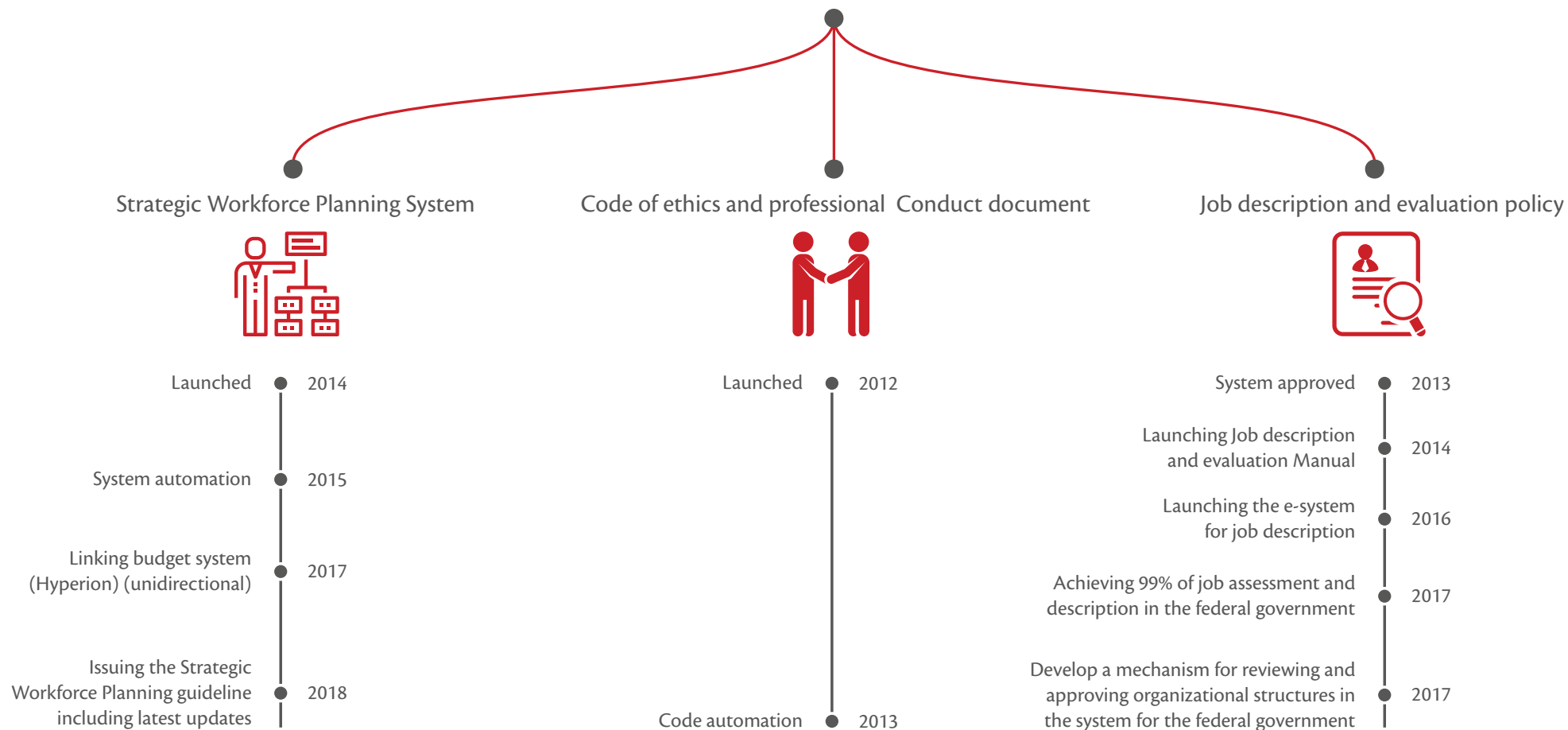


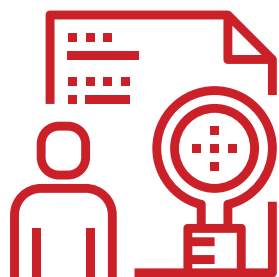


## HR Legislations and Regulations launched in the federal government



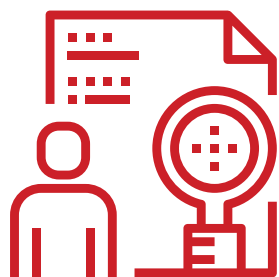
# HR Legislations and Regulations launched in the federal government





## Research and Studies

- Preparatory studies for the annual meetings of the Government of the UAE
  - Comparative study on human resources legislations in the UAE Government
  - Comparative study on electronic HR systems in the UAE Government
  - Measuring the maturity Matrix of human resources
- The transformation of future government study
- Productivity and efficiency in the federal government Study
- Saving fund project
- HR indicators benchmark
- The comparison of salary scale in the federal government
- Postgraduate allowance for federal government employees study
- job succession planning in the federal government study
- productivity measurement based on strategic plan results of government entities'
- gender balance in the federal government
- Demographic features of future federal government workforce (generation study)
- Comparative study on the data of government universities' for the Emirati graduates job seekers
- Federal government employees' wellbeing program
- Study statistics and details of federal government employees to amend the statistical system
- employees of determination needs in the federal government



## Research and Studies

- A study related to payroll and specialized cadres (including medical cadres and educational staff)
- Study the impact of technological developments on public jobs and on the advanced skills required in government educational institutions
- Studies for balanced scorecards in the federal government
- Studies related to Emiratization in the federal government
- The financial impact of attaining the academic qualifications during the employment tenure (reconciliation study)
- The criteria for determining the job grades for leadership positions in federal entities
- Flexible working options
- Study on appointing military retirees who works for the federal government
- Periodic studies on the implementation of human resources legislations and regulations
- Studies related to the amendment of the HR law articles and the regulations
- The impact of amendment of experts and consultants' contracts
- The impact of adjusting special contract salary cap
- Study on escort leave for the spouse's in official missions abroad
- Study the efficiency of workforce in the federal government
- Distribution of Human surplus in the federal government



## HR Manuals



**HR Enabler indicators (BSC)**



**HR Department Performance Development Manual**



**HR Policies and Procedures Manual**



**Behavior Competencies Manual**



**Technical Competencies: framework in the Federal Government**

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

2014

Issue the federal government entities' performance report according to HRBSC for 56 entities

2016

Review and issue the HR enabler matrix

Prepared

2013

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

Issue the federal government entities' performance report according to HRBSC for 56 entities on an annual basis

Prepared

2013

Launched

2014

Launch the HR re-engineering project

2015

Align procedures with Bayanati system

2016

Launched

2011

Review and development

2018

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

2016

Reflect the technical competencies at the training and development system

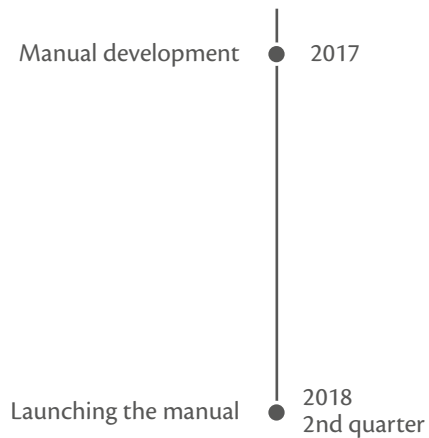
2016



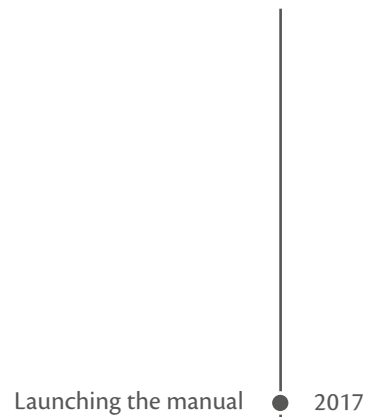
## HR Manuals



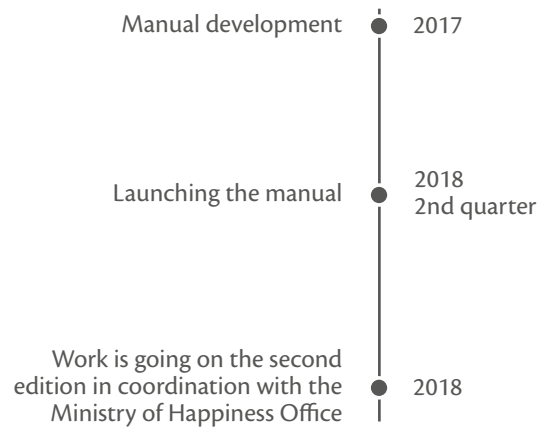
Federal Government  
Skills Bank



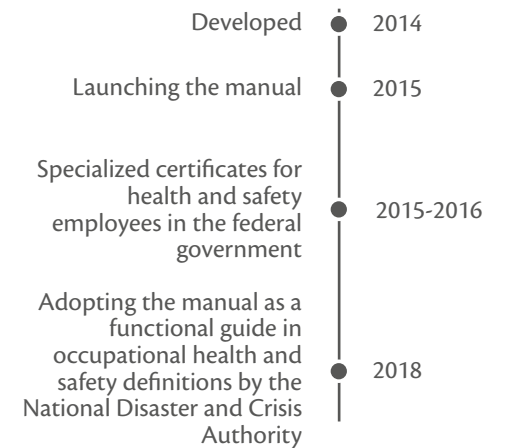
Employee Attraction  
& Retention Guide



Employees' wellbeing in  
the federal government



Guidelines for Health and Safety in  
Workplace in the Federal Government





## HR Manuals



Outsourcing  
Governance Manual



Knowledge  
Management Manual



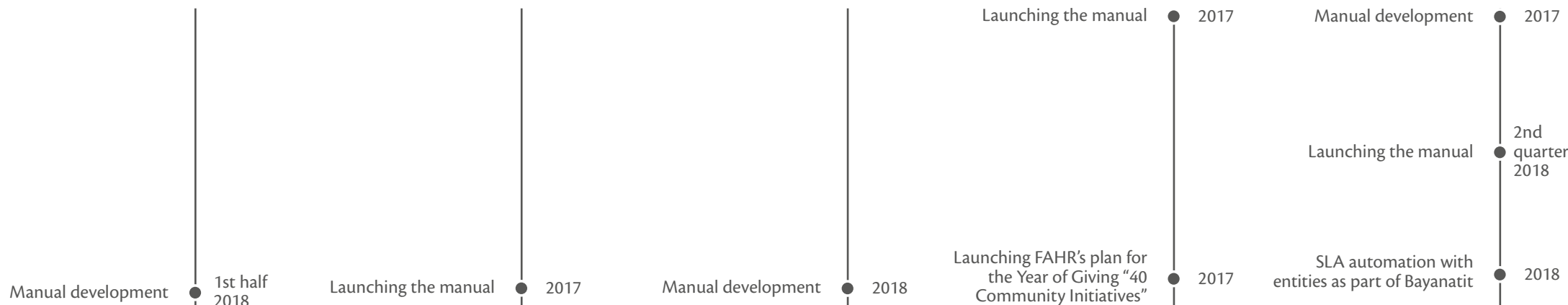
Federal Government Succession  
Planning Framework Guide



Volunteerism Guidelines  
in the workplace for the  
Government



Human resources service  
accelerators  
guidelines manual





## Foster organizational culture principles and create motivating work environment



### Emirates Award for Human Resources in the Federal Government

Launched under the auspices of H.H. Sheikh Mansour Bin Zayed	2014
Launching the 2nd cycle	2015
Updating award categories and criteria	2016
Launching the 3rd cycle	2016
Launching the 4th cycle	2017
Launching the 5th cycle	2018



### Maaref (Preferred training partners in the federal government)

Launched	2013
16 approved training partners according to specific criteria	2015
Launching the special program for federal government employees (316 professional training programs)	2016
Launching the first stage of the e-learning portal	2017
Launching the Project Management professional	2017



### Qudurat (preferred assessment partners in the federal government)

Launched	2015
Partnership agreements with 12 specialized companies	2016
Launching the e-portal of Qudurat	2017



### Imtiyazat Program (discounts for Federal Government Employees)

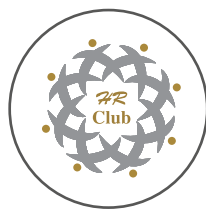
Launched	2013
150 offers as part of the program	
Entering into partnership with third parties to develop Imtiyazat initiative	2016
Launch Imtiyazat smart app	2017



## Foster organizational culture principles and create motivating work 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

2018

8 conferences were held until 2018

Launched

2010

Annual sponsorship to cover  
club's expenses.

Regular meetings of HR specialists  
more than (41) meeting

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

Agreements were  
concluded with partners  
like, SHRM, CIPD, AHRI

2018 2nd  
quarter

Number of versions (8)

Creating online HR forum.

2015

More than 2500 HR  
specialized members

2015

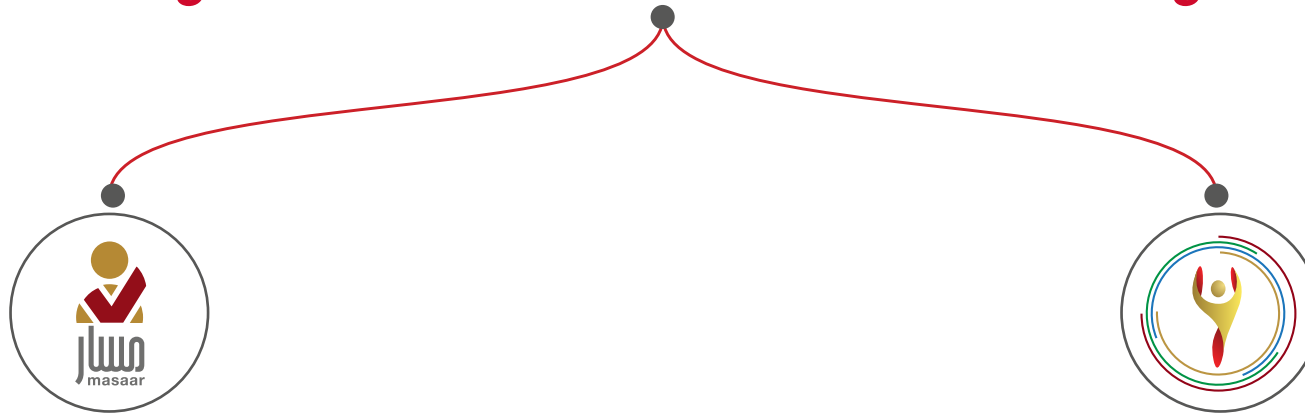
Launching Skills Bank in  
partnership with LinkedIn

2017

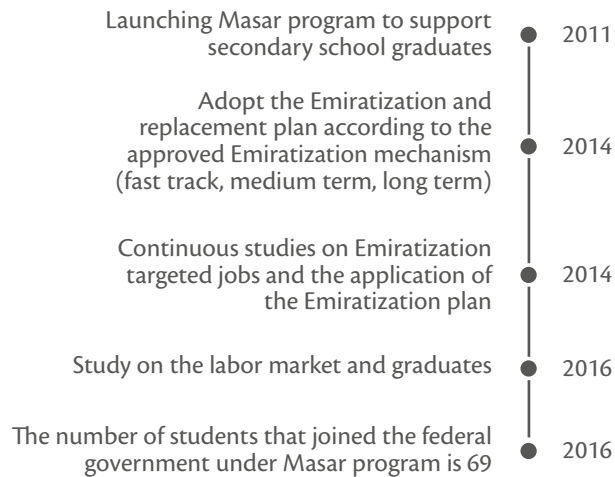
More than 40 subjects  
for discussion as part of  
the forum



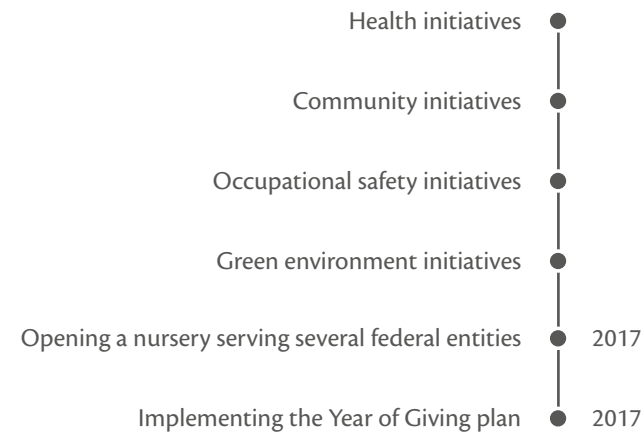
## Foster principles of organizational culture and create motivating work environment



### Developing and applying the Emiratization Program in the federal government

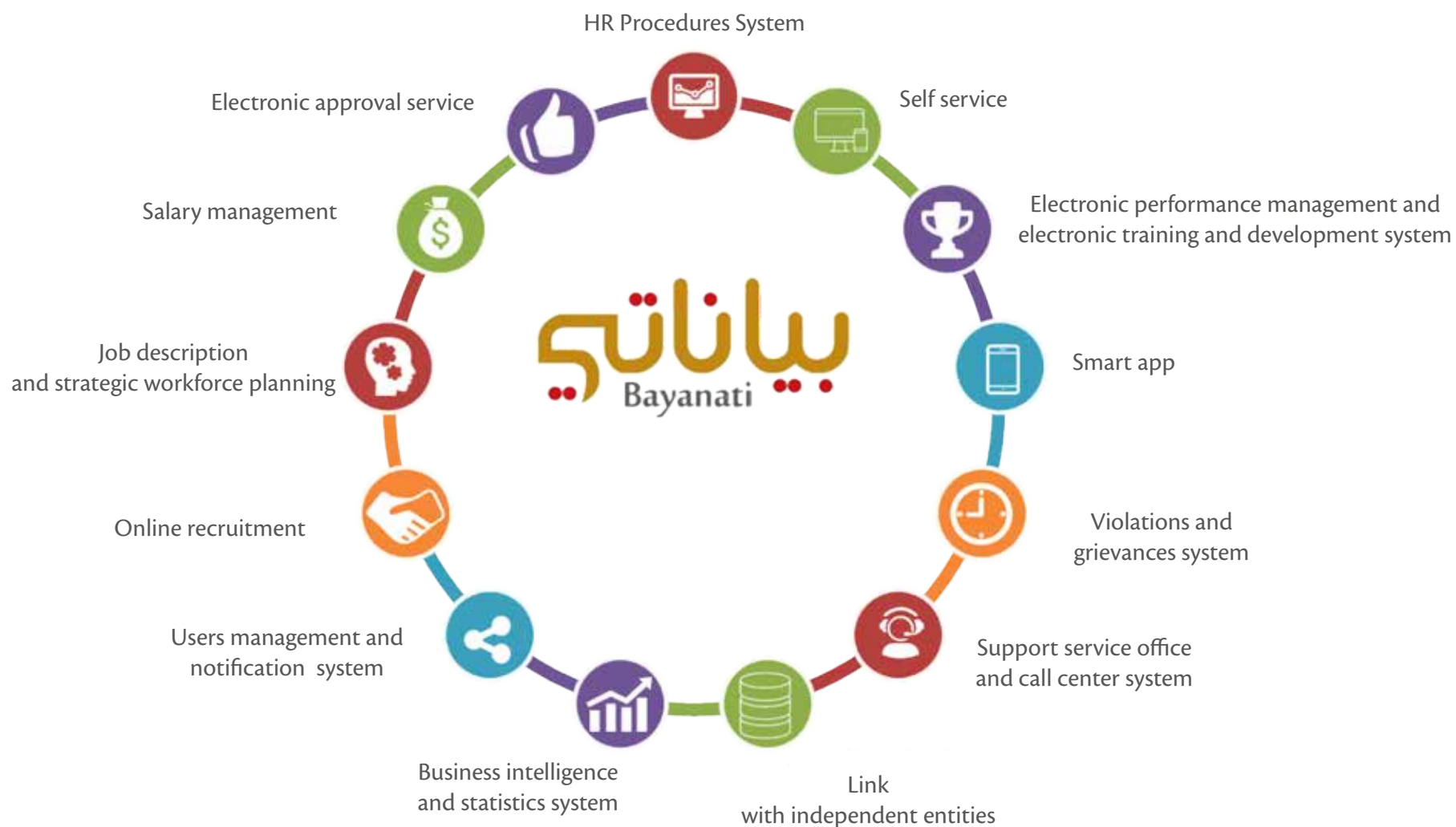


### Employees' wellbeing for FAHR





## 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



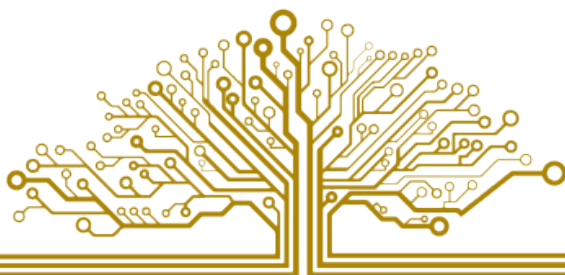
### Data:

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



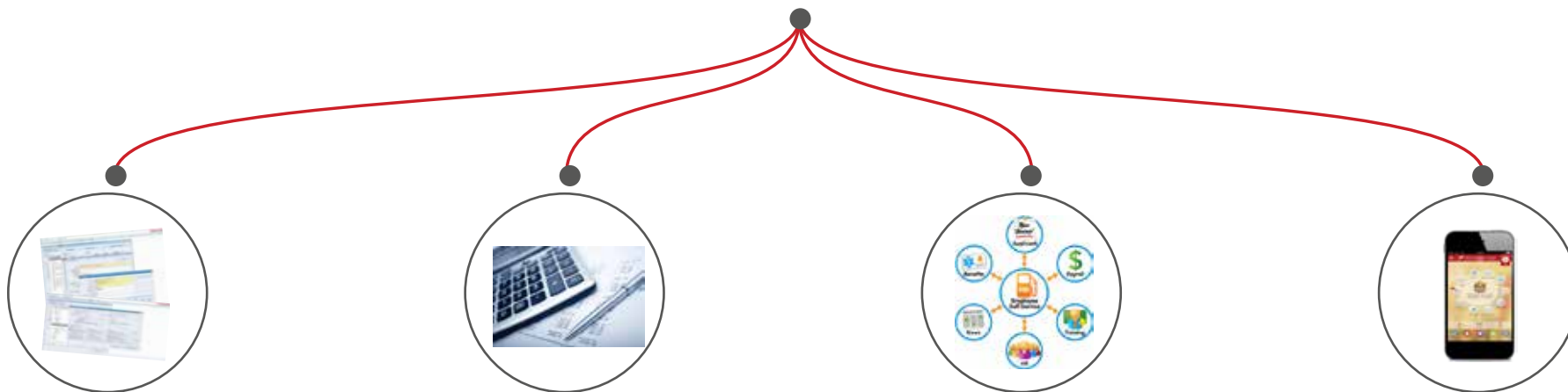
Best Government Service 2015, GCC E-Government Award

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

Launched 2012

Automation of all HR procedures

Continuous

Launched in  
coordination with  
the Ministry of  
Finance

Application of  
financial procedures,  
including salaries  
and bonuses  
through the system

Develop a  
mechanism of  
control over  
elements of salaries

Launched 2013

More than **1,800,000**  
transactions (including all  
systems) on self service

Launched 2014

Launching update for  
the application

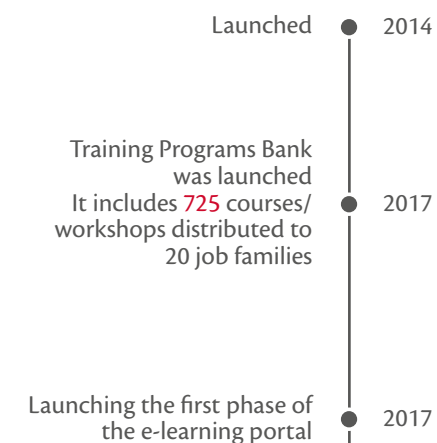
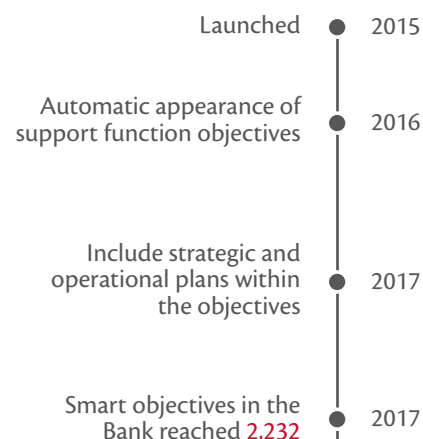
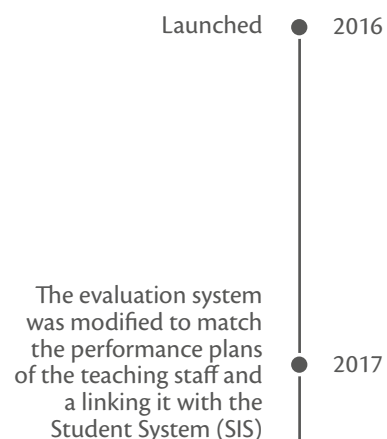
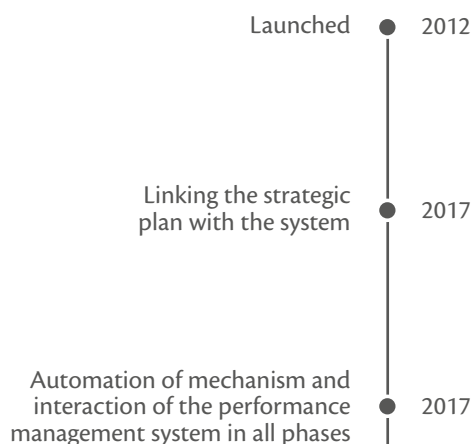
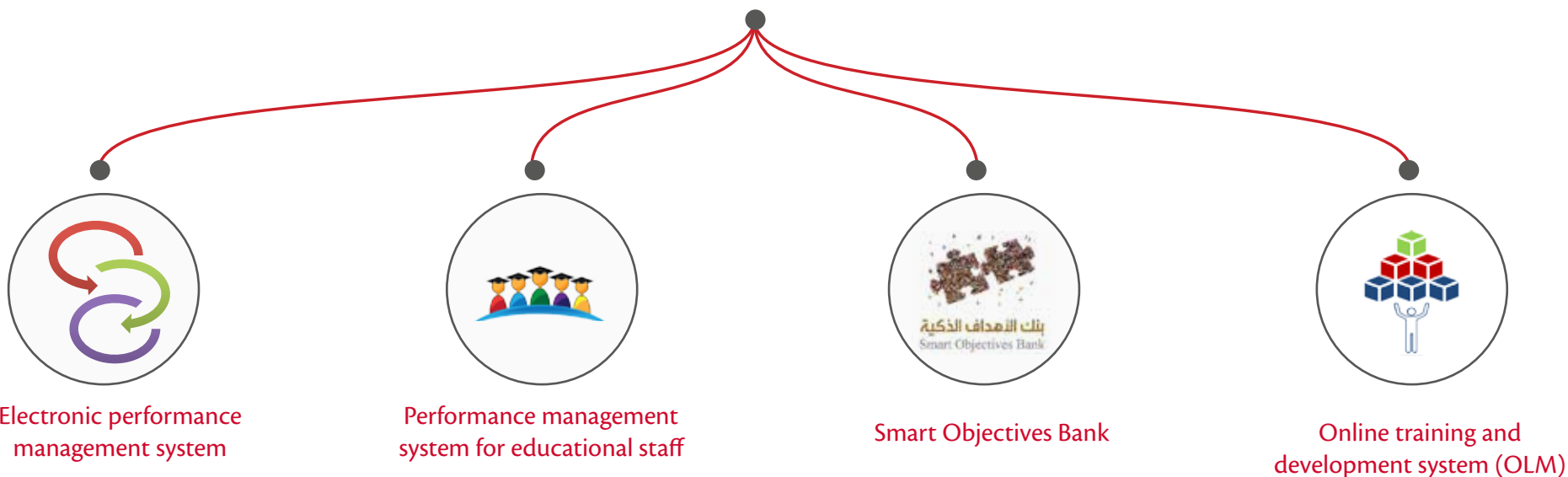
Transactions exceeded  
**75,000**

Launching second version



## Online HR systems(Bayanati Platform)

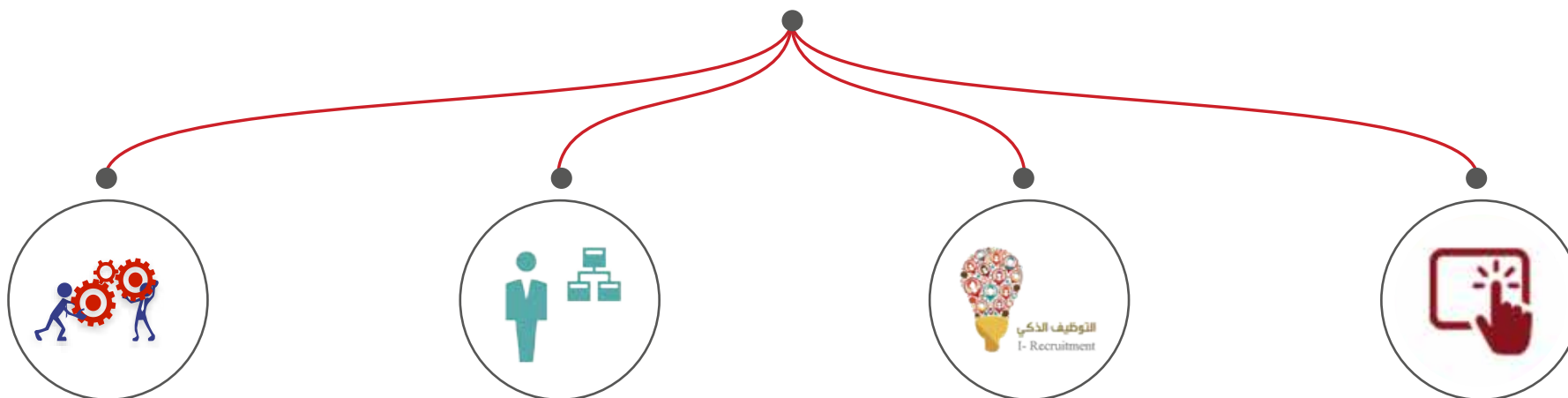
### Bayanati Systems





## Online HR systems(Bayanati Platform)

### Bayanati Systems



#### Electronic System for Strategic Workforce Planning

Launched 2015

- Improved human resources planning and capacity-building
- Determining the gap between labor supply and demand

Work is underway in linking the budget system (Hyperion) 2017

#### Electronic job description and evaluation system

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

#### Electronic recruitment system (i-recruitment)

Launched to provide an electronic platform to advertise vacancies and complete the recruitment process 2015

56,000 CVs were submitted 2017

#### Linking the time and attendance system

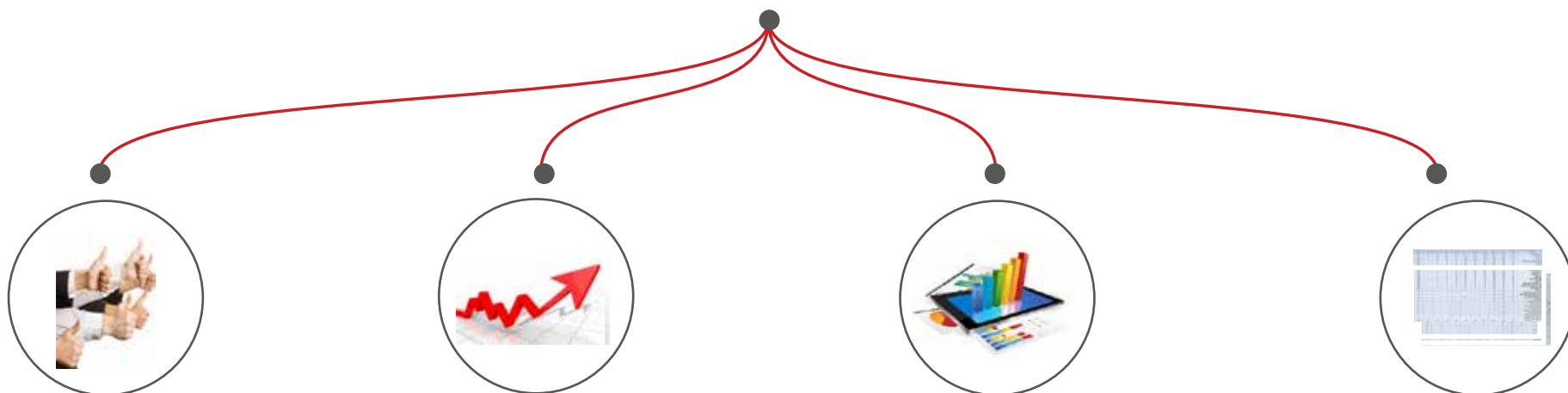
It aims to link the database in Bayanati system to the time and attendance system database for easy implementation of official working hours compliance policies

Launching the dual linkage 2016



## Online HR systems(Bayanati Platform)

### Bayanati Systems



#### Enterprise service Bus

#### Portal of HR indicators in the federal government

#### Business intelligence system (BI)

#### Unified database and the statistics system (Discoverer)

Launched ● 2015  
Connecting with third party systems ensures the distribution of data between different parties in a secure and protected manner

Development is expected to be completed ● 2017

Linking was completed with 14 independent entities ● 2017

Launched for independent entities with human resources electronic systems

Includes 18 HR enablers ● 2015

Launched

The system presents the results of the HR enablers performance indicators and the Emirates Human Resources Award ● 2014

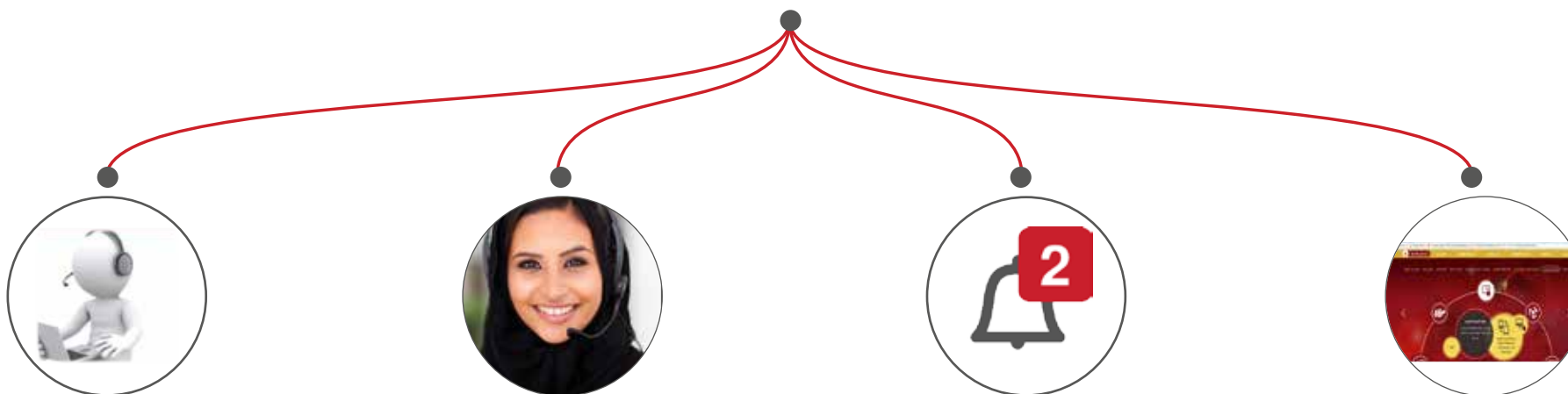
Launched ● 2012  
Includes data of 98 thousand employees

The statistical bulletin is published quarterly ● Continuous



## 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

Operate active voice messages by receiving customer orders 2014

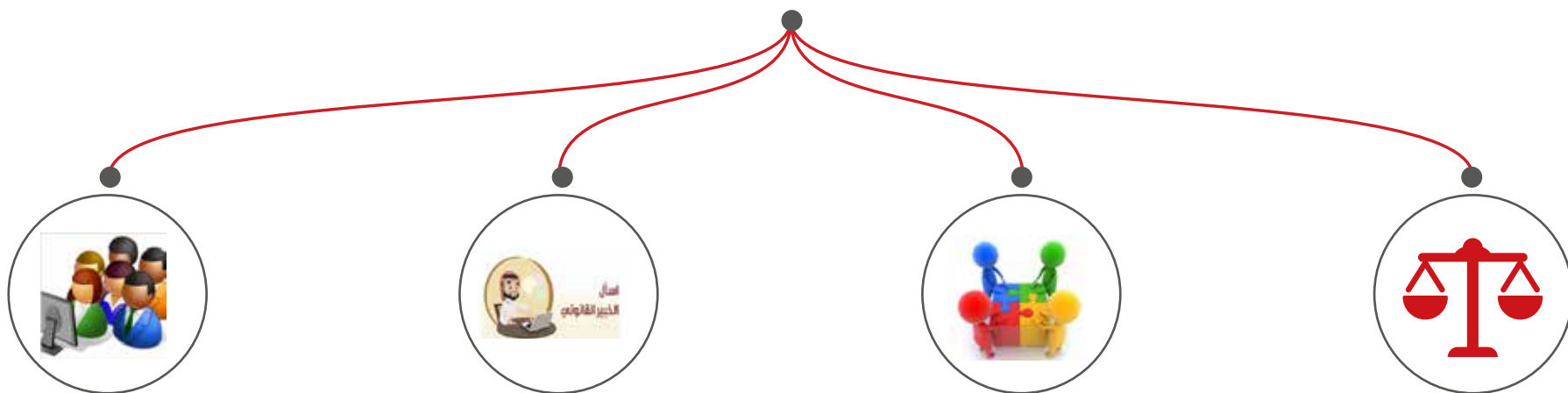
New look was launched 2015

New look was launched 2015



## Online HR systems(Bayanati Platform)

### Bayanati Systems

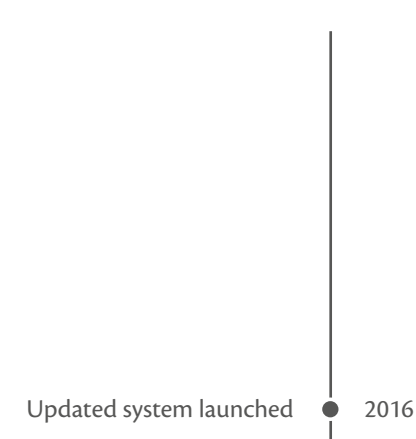
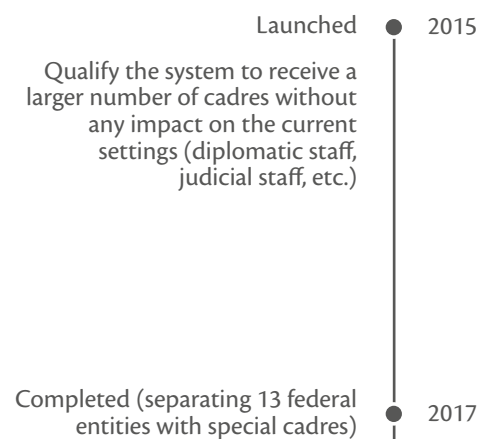
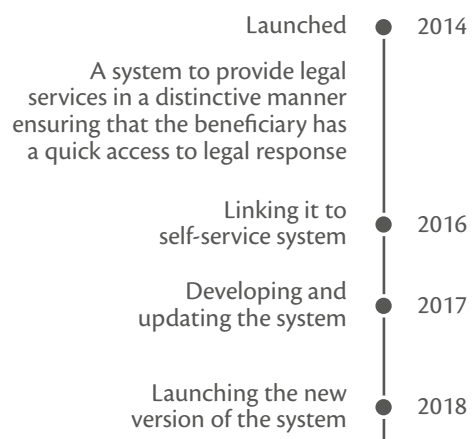
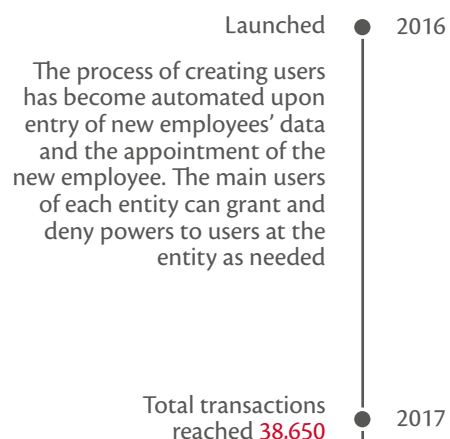


User management

Policy automation system  
OPA (ask the legal expert)

Multi Business  
Group project

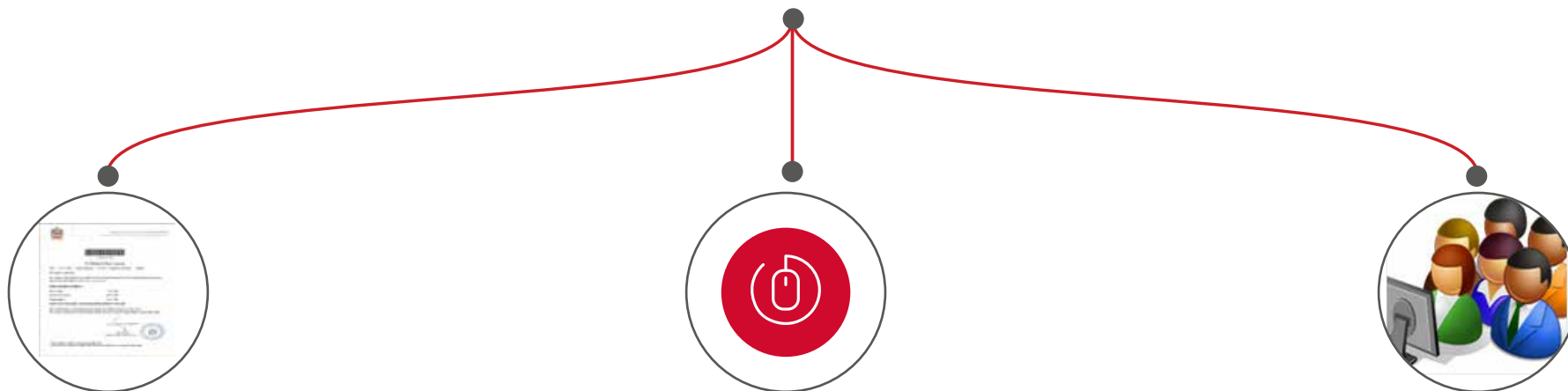
Electronic violation  
and grievance system





## Online HR systems(Bayanati Platform)

### Bayanati Systems



Electronic authentication 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

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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