<u>Circular No (03) for 2015</u>

<u>On Launching</u> Smart Reporting System on Government HRMIS (BAYANATI)

To: All Ministries & Federal Government Entities

The Federal Authority for Government Human Resources (FAHR) would like to send you kind regards, wishing you all the success in your endeavors.

In line with the ongoing efforts to enhance the quality of services provided by the Federal Authority for Government Human Resources to the federal entities operating the Human Resource Management Information System (BAYANATI); and to meet the need of these entities for statistical reports based on smart indicators for measuring HR efficiency and enablers;

The Federal Authority for Government Human Resources has pleasure to inform you that a smart reporting system has been deployed at the level of all federal authorities operating BAYANATI System, which allows users to obtain real-time charts supported by detailed data according to information entered into the BAYANATI System to measure a set of key indicators and enablers of special interest to decision-makers. These are:

- Strategic indicators in performance management (employee turnover, Emiratization percentage)
- Operational indicators in performance management (Trainees, training hours)
- Indicators on HR enablers (Emiratization, replacement, workplace violations and grievances, occupational injuries, sick leaves, promotions)
- Indicators on compliance with HR Law and Executive List (uploading contracts, promotions, violation, etc)

- Balanced Scorecard indicators (abiding by approved training budget, job description, etc)

- Emiratization indicators (Emiratization percentage by groups, Emiratization percentage by occupational categories, replacement)

- Performance Management System indicators (Compliance with time plan, providing electronic performance documents)

- Indicators on Training & Development System and 'Ma'aref' Initiative (employee satisfaction, abidance by training schedule, implementing individual development plans, training budget, etc)

- Indicators on Sheikh Khalifa Government Excellence Award (Emiratization by groups, trainees, national population growth, etc)

- Indicators on Emirates HR Award (percentages of BAYANATI System and its affiliate systems)

Employees already nominated by your entities can start using the system by visiting the smart reporting link (http://obiee.fahr.gov.ae:9704/analystics:*), using their self-service username and password

For User Guide to Smart Reporting System, please visit:
http://obiee.fahr.gov.ae/bayanati/portal/assets/c8b227af/

Thank you for your cooperation.

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* Please use browser Firefox with Adobe Flash

- Technical Support contact center: 600525524
- Technical Support Office: http://bayanatisd.fahr.gov.ae:8081/arsys