

FAHR Key Achievements in Strategic Cycle 2014 -2016

Main Strategic Initiatives for Cycle 2017-2021

December 2015

FAHR Strategy 2013-2016

We want to be one of the best countries in 2012



Vision

Human capital in the federal government to achieve global leadership

Message

Empowerment of human capital in the federal government to achieve institutional outstanding performance through effective collaboration with partners to develop and support the implementation of integrated solutions for human resources according to international best practices

Values

Loyalty, professionalism and integrity, leadership and excellence in performance, responsibility, effective communication and partnership

Strategic Goals

(1)

Establishing a modern legislative system of integrated human resource management in the federal government according to international best practices

(2)

Empowerment of national competencies and the development of federal human

(3)

Effective planning of human capital to raise the level of productivity in the federal bodies

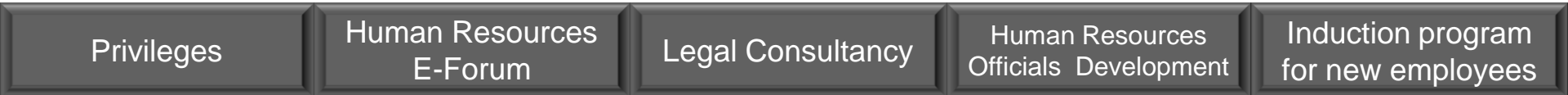
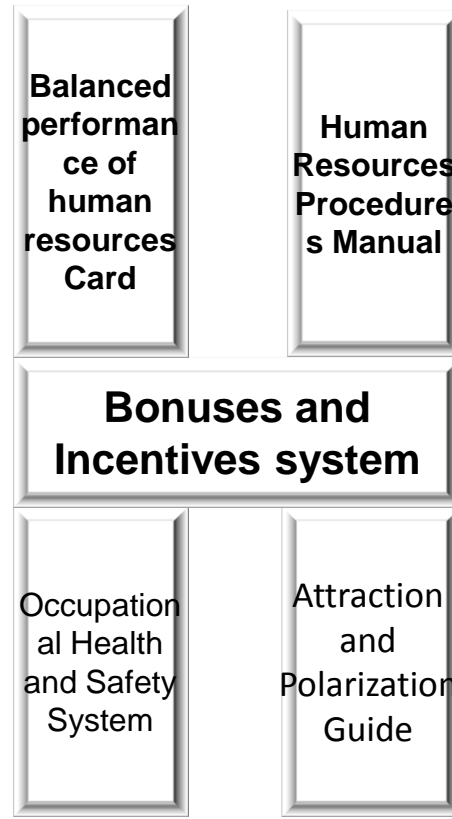
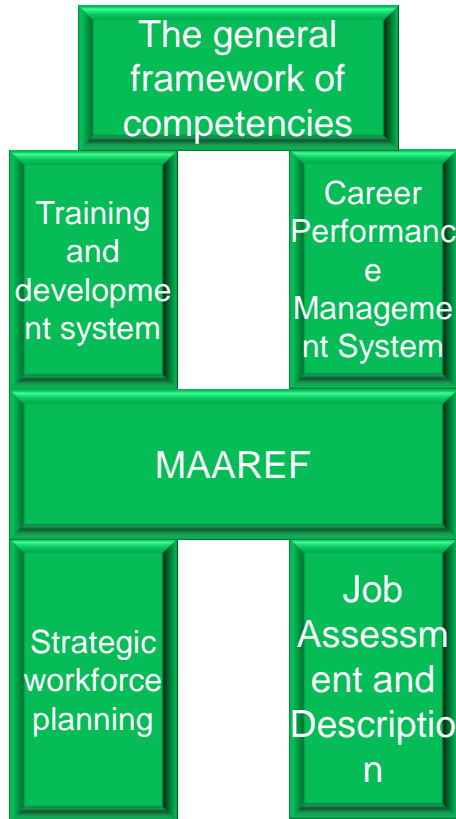
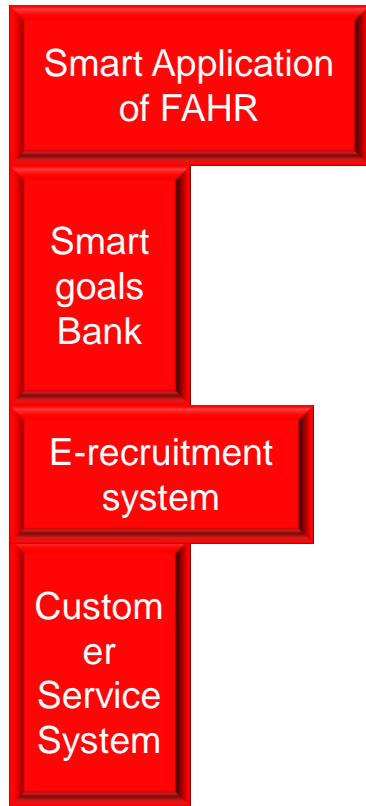
(4)

Generalization of the principles of corporate culture and creating a stimulating work environment

(5) Ensuring that all administrative services are in accordance with the quality, efficiency and

transparency standards

The Most prominent Achievements of the Authority 2010-2015



The Most prominent Achievements of the Authority 2010-2015

First Goal: Establishing a modern legislative system of integrated human resource management in the federal government according to international best practices

7. Issuance of Human Resources Procedures Manual
8. Implementation and monitoring of staff performance management system
9. Evaluation of the application and job descriptions system
10. Preparation and issuance of studies and research in the field of human resources
11. Launching the federal government health and safety guide
12. Specialized competencies Guide
1. Preparation of a proposal on the establishment of the Global Entrepreneurship Center for Human Resources
2. Updating human resources information management system (BAYANATI)
3. Launching the smart application of FAHR
4. Launching the online recruitment system
5. Launching the smart goals Bank
6. Launching of the electronic system of manpower planning

The Most prominent Achievements of the Authority 2010-2015

Second Goal: Empowerment of national competencies and the development of federal human capital

1. Development and implementation of the resettlement program in the federal government
2. Implementation of a project to evaluate the capacity of staff partners in the federal government (QUDARAT)
3. Following up the training and development system in the federal government
4. Implementation of balanced performance of human resources departments in the federal government card
5. Implementation of the favorite knowledge partners project in the federal government (MAAREF)
6. E-training system
7. Specialist certification programs for the development of human resources officials

The Most prominent Achievements of the Authority 2010-2015

Third Goal: Effective planning of human capital to raise the level of productivity in the federal bodies

1. Implementation of the strategic workforce planning system in the federal government
2. Developing the attraction and polarization guide and maintain staff
3. Starting a study of restructuring the human resources operations in the federal government

The Most prominent Achievements of the Authority 2010-2015

Fourth Goal: Ten principles of corporate culture and creating a stimulating work environment

- professionals of human resources
7. Implementation of honoring federal government program staff (TESTAHAL)
 8. The issuance of the Human Resources scientific journal (HR Echo)
 9. The application of the privileges program for staff of the federal government
1. Launching rewards and incentives system in the federal government
 2. Launching skills bank to the staff of the federal government
 3. Organizing HR Club forums
 4. Organization of Emirates Award of human resources in the federal government
 5. Organization of international conferences and exhibitions of human resources
 6. Launching the e-forum for experts and

The Most prominent Achievements of the Authority 2010-2015

Fifth Goal: Ensuring that all the administrative services are in accordance with the quality, efficiency and transparency standards

7. MASSAR Program (the sponsorship of the new graduates)
8. Studying the satisfaction for all groups (customers, employees, community, suppliers)
9. Launching the “Maqassert” card initiative
10. Suggestions System (Develop with Us) and (MY GOV)
11. Getting the ISO of information security
12. Issuing monthly Human Resources magazine
1. Getting the best body to improve its performance award) within the Mohammed bin Rashid Award for Excellence in Government Performance
2. Launching career wellness program
3. Launching Knowledge Management Initiative
4. 12:12:12 initiative to serve the community
5. Application of the assignments system
6. Development of FAHR official website

The Most prominent Achievements of the Authority 2010-2015

Establishing a culture of innovation to FAHR staff

1. Launching “Innovation Oasis”
2. Launching “Innovation” webpage
3. Launching an innovation contest
4. The launch of innovation and “Wellness” morning session
5. Innovation and creativity workshops
6. Smart Display

FAHR Strategy 2017-2021

We want to be one of the best countries in 2012



Vision

Happy and innovative governmental competencies leading UAE to global leadership

Message

Achieving career harmony and enhancing the competitiveness of the UAE government by enabling efficiencies and optimum use of systems and innovative solutions of the human capital

Values

Loyalty, integrity and professionalism, leadership and team spirit, determination and perseverance, participation and cooperation

Strategic Goals

(1)

Activation and integration of the legislative system of the government human capital

(2)

Enabling and enhancing the governmental talents

(3)

Create a happy and stimulating environment to the government human capital

(4)

Strengthening the global leadership for government human resources

(5)

Ensuring that all administrative services are in accordance with the quality, efficiency and transparency standards

(6)

Establishing a culture of innovation in institutional work environment

FAHR Strategy 2017-2021

First Goal: The activation and integration of the legislative system of the government human capital and raising the efficiency of electronic and smart transformation for human resources systems

- (BMC Remedy)
8. Grievances and objections system
 9. Smart Reporting System (BI)
 10. Electronic performance management system (EPMS)
 11. Electronic training system (OLM)
 12. Strategic workforce planning system
 13. Policies Automation System (OPA)
 1. Updating FAHR smart application
 2. E-learning system for human resources systems
 3. E-recruitment system
 4. E-Clock in-out calculation system
 5. Self-service system
 6. Electronic archiving system for human resources procedures
 7. BAYANATI-Customer service system

FAHR Strategy 2017-2021

First Goal: The activation and integration of the legislative system of the government human capital and supporting the implementation of work systems and policies of the government human capital

- maintain staff in the federal government guide
- 6. Succession and career guide
- 7. Management of enablers of human resources in the federal government in cooperation with the Cabinet Office
- 1. Strategic workforce planning system
- 2. Job evaluation and description system
- 3. Federal authorities compliance to law and regulations of human resources (HR Audit)
- 4. Improving human resources in the federal government guide (HR BSC)
- 5. Attractions and polarization and

FAHR Strategy 2017-2021

First Goal: The activation and integration of the legislative system of the government human capital and updating and development of systems and policies of the government human capital

5. Review of work options systems policy
6. Review of the compensation system for the staff of the federal government
7. Review and development of human resources operations in the federal government guide
1. Review of Human Resources Law in the federal government
2. Review of the regulations of human resources in the federal government
3. Review of re-deployment system application guide
4. Review of rewards and incentives system

FAHR Strategy 2017-2021

First Goal: The activation and integration of the legislative system of the government human capital and development and issuance of studies and research in the field of government human capital

- bonuses options for specialized functions
- 5. Preparation of the study on the degree of salaries and benefits in the federal government
- 6. Preparation of other studies (vacations, Bradford ... etc.)
- 1. Preparation of a study to improve the extended service options in the federal government
- 2. Updating the productivity study in the federal government
- 3. Preparation of the study on outsourcing support services in the federal government
- 4. Preparation of the study on technical

FAHR Strategy 2017-2021

First Goal: The activation and integration of the legislative system of the government human capital and follow-up of joint activities between FAHR and strategic partners in the government

5. Between FAHR and the National Defense e College
6. Between FAHR and the Audit Bureau
7. Between FAHR and other authorities
1. Between FAHR and the Ministry of Presidential Affairs
2. Between FAHR and the Cabinet Office
3. Between FAHR and the Cabinet's General Secretariat
4. Between FAHR and the National Service and Backup Authority

FAHR Strategy 2017-2021

Second Goal: Enabling and sustaining the government human talent and the development and implementation of government human talent management program

1. Developing a framework of human talent management in the federal government
2. Following-up the implementation of government skills Bank
3. The implementation of government human resources specialist certification program

FAHR Strategy 2017-2021

Second Goal: Enabling and sustaining the government human talent and the development and implementation of the resettlement program in the federal government

1. Following-up the implementation of resettlement plan in the federal government
2. Following-up the implementation of sponsorship of high school graduates (MASSAR)

FAHR Strategy 2017-2021

Second Goal: Enabling and sustaining the government human talent and the development and implementation of the project to measure the capacity of staff in the federal government (QUDARAT)

federal government

1. Following-up the implementation of QUDARAT system
2. Preparing a proposal to establish a center «capabilities» to evaluate the capabilities of the staff of the

FAHR Strategy 2017-2021

Second Goal: Enabling and sustaining the government human talent and the development and implementation of the Favorite Knowledge Partners Project in the federal government (MAAREF)

1. Expanding the base of favorite training partners and diversification in the federal government
2. Following-up and implementation of training programs within MAAREF
3. Updating the proposal to set up the Federal College for Training

FAHR Strategy 2017-2021

Second Goal: Enabling and sustaining the government human talent and the development of UAE HR Award in the federal government

1. Reviewing and updating the UAE HR award standards in the federal government
2. Following-up the application of UAE HR Award in the federal government

FAHR Strategy 2017-2021

Second Goal: Enabling and sustaining the government human talent and the development and implementation and follow-up of career performance management system

1. Updating and following-up the current system application
2. Reviewing and developing career goals Bank

FAHR Strategy 2017-2021

Second Goal: Enabling and sustaining the government human talent and the development and follow-up of implementation of training and development system

1. Developing a reference guide about the different forms of training
2. Updating and following-up the current system application

FAHR Strategy 2017-2021

Third Goal: Creating a happy and stimulating environment to the government human capital and analyzing the results of job satisfaction studies in collaboration with the Cabinet's Office

1. Launching periodic satisfaction studies in coordination with the Cabinet's Office
2. Making a study of recommendations for corrective actions to the results of job satisfaction

FAHR Strategy 2017-2021

Third Goal: Creating a happy and stimulating environment to the government human capital and sustaining the wellness in the federal government

1. Following-up the implementation of rewards and incentives system in the federal government
2. Following-up the application of the wellness guide and positive work environment for employees in federal agencies
3. Implementation and following-up the application of health and safety guide in the federal government
4. Launching the Happy Score Card
5. Developing Change Management guide
6. Following-up “Maqassert” Initiative in the federal government

FAHR Strategy 2017-2021

Third Goal: Creating a happy and stimulating environment to the government human capital and sustaining awareness of the community and the role of government employees

1. Developing community service for government employees guide
2. Following-up the implementation of community service guide in the Federal Government

FAHR Strategy 2017-2021

Third Goal: Creating a happy and stimulating environment to the government human capital and development and issuance of studies and research in the field of the government human capital

1. Expansion of network privileges program for the staff of the federal government
2. Updating and following-up the implementation of the privileges program at the federal government level

FAHR Strategy 2017-2021

Fourth Goal: Promoting global leadership in the government human resources and the creation and dissemination of knowledge on the government human resources

1. Management and organization of Training and Development Exhibition
2. Management and organization of the International Conference for Human Resources
3. Issuance of Echo Magazine
4. Management and organization of meetings of the Human Resources Club
5. Management of the Human Resources E-Forum
6. Management and following-up the dissemination of legal knowledge on human resources

FAHR Strategy 2017-2021

Fourth Goal: Promoting global leadership in the government human resources and the establishment of an international organization of human capital

1. Putting a general framework for the International Association for human capital
2. Developing models of excellence in human resources at the regional level
3. Developing a proposed award for entrepreneurship in human resources at the regional level

FAHR Strategy 2017-2021

Fourth Goal: Promoting global leadership in the government human resources and following-up and documentation and dissemination of productivity matrix in the federal government

1. Putting a general framework of a matrix measuring productivity in the federal government
2. Following-up and dissemination of the results of the measuring productivity matrix in the federal government

FAHR Strategy 2017-2021

Fourth Goal: Promoting global leadership in the government human resources and developing a mechanism to document the state's best practices of human resources and global dissemination

1. Putting a general framework for documentation and publication mechanism
2. Partnerships with the concerned authorities to provide and disseminate practices
3. Following-up and developing documentation and publishing operations

FAHR Strategy 2017-2021

Fifth Goal: Ensuring that all the administrative services are in accordance with quality, efficiency, transparency and management of financial resources efficiently and effectively

1. Budget
2. Salaries
3. Internal Audit

FAHR Strategy 2017-2021

Fifth Goal: Ensuring that all the administrative services are in accordance with quality, efficiency, transparency and management and following-up of procurement and contracts

1. Human resource planning, recruitment and polarization
2. Staff training and development
3. Other Human Resource Management Services

FAHR Strategy 2017-2021

Fifth Goal: Ensuring that all the administrative services are in accordance with quality, efficiency, transparency and the application of quality and organizational excellence standards

1. Quality Management
2. Customer Relations Department
3. Preparation to participate in Sheikh Khalifa Excellence Award

FAHR Strategy 2017-2021

Fifth Goal: Ensuring that all the administrative services are in accordance with quality, efficiency, transparency and providing the latest information technology services

1. Developing of electronic systems and applications
2. Providing technical support to users (helpline)
3. Network management and information security

FAHR Strategy 2017-2021

Fifth Goal: Ensuring that all the administrative services are in accordance with quality, efficiency, transparency and the internal and external communication

1. Planning and coordination of internal and external communications
2. Media activity management

FAHR Strategy 2017-2021

Fifth Goal: Ensuring that all the administrative services are in accordance with quality, efficiency, transparency and the application of best global practices in leadership

1. Ministers, General Manager and executives offices
2. Minister Advisers and General Manager

FAHR Strategy 2017-2021

Fifth Goal: Ensuring that all the administrative services are in accordance with quality, efficiency, transparency and putting/developing the strategic plan and performance measurement

1. Putting and developing the operational and strategic plan
2. Identifying key performance indicators and performance measurement

FAHR Strategy 2017-2021

Fifth Goal: Ensuring that all the administrative services are in accordance with quality, efficiency, transparency and providing the best legal services

1. The preparation of studies and legal advice
2. Management of legal affairs

FAHR Strategy 2017-2021

Fifth Goal: Ensuring that all the administrative services are in accordance with quality, efficiency, transparency and providing common services to all organizational units with high efficiency

1. Other common services
2. Maintenance
3. Recurring expenses

FAHR Strategy 2017-2021

Sixth Goal: Establishing a culture of innovation in the institutional environment and building employees' capacity in the field of innovation

1. The involvement of employees in the training workshops or specialized certificates or conferences related to innovation or best practices
2. Organizing events and attracting speakers in the field of innovation
3. Raising the levels of awareness of the culture of innovation and marketing principles of innovation

FAHR Strategy 2017-2021

Sixth Goal: Establishing a culture of innovation in the institutional environment and the option of the latest tools and means of innovation within FAHR

1. Launching innovative contest
2. Developing an innovation corner in the monthly magazine of Human Resources
3. Developing suggestions system in an innovative way
4. Launch the electronic innovation channel (Website)

FAHR Strategy 2017-2021

Sixth Goal: Establishing a culture of innovation in the institutional environment and improving the work processes so as to promote innovation

1. Developing partnerships with local and international bodies to promote a culture of innovation in the field of human resources
2. Promoting innovation channels

FAHR Strategy 2017-2021

The Most Prominent Indicators of the Authority within its Strategic Cycle 2017-2021

1. First Goal: The activation and integration of the legislative system of the government human capital
 - The proportion of smart and e-transformation in the Intelligent human resources systems made by FAHR for the government
 - The overall rate of human resources systems compliance to the requirements of the federal government in accordance with the approved plan
 - The overall rate of the level of application of HR systems in the targeted federal agencies
 - The overall rate of satisfaction of the federal authorities on human resources policies systems

FAHR Strategy 2017-2021

The Most Prominent Indicators of the Authority within its Strategic Cycle 2017-2021

2. Second Goal: Enabling and sustaining the government human talents
 - The proportion of resettlement in the Federal Government
 - The proportion of the improvement in the overall rate of the results of the federal authorities in the Human Resources Award
 - The overall rate of the level of application of performance management system in the federal government
 - The overall rate of the level of application of training and development system in the federal government

FAHR Strategy 2017-2021

The Most Prominent Indicators of the Authority within its Strategic Cycle 2017-2021

3. Third Goal: Creating a happy and stimulating work environment for the government human capital
 - The overall rate of the level of application of training and development system in the federal government
 - The overall rate of job rotation for the staff of the federal government
 - The rate of satisfaction with the privileges program

FAHR Strategy 2017-2021

The Most Prominent Indicators of the Authority within its Strategic Cycle 2017-2021

4. Fourth Goal: Promoting the global leadership of the government human resources
 - The proportion of the cost of the workforce of the total federal government budget
 - Average cost per employee
 - Overall satisfaction rate for the dissemination of knowledge initiatives in government human resources