



Federal Authority For Government Human Resources

Annual Report

2012





United Arab Emirates

Federal Authority For Government Human Resources



Annual Report 2012

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Communications

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“Our country has taken remarkable steps in all fields to follow suit in achievement and management of challenges, thanks to the loyalty of its sons and daughters and their sincere efforts, the effectiveness of its institutions, their systems and laws, and the rationality and wisdom of its domestic and foreign policy”.

**H.H Sheikh,
Khalifa Bin Zayed Al Nahyan**

President of the State “May God protect him”



“Be optimistic about the future and participate in making it, you stand on solid ground and rely on great achievements the prominent of which is the knowledge and science that you have acquired, and the competence and experience that you enjoy, you are the most precious wealth of this nation, its inexhaustible capital, your country awaits and expects a lot more efforts from you, and I am quite confident of your dedication and love in the service of your country and your hard work to boost and promote its position”.

**H.H Sheikh,
Mohammed Bin Rashid Al Maktoum**

**Vice President, Prime Minister
and Ruler of Dubai “May God protect him”**



Contents

Chairman message	10
Director General Message	12
The Organizational Set-up of the Authority	15 - 21
Authority in brief	16
Vision	18
Mission	19

Values	19
Strategic Goals of the Authority	20
Organizational Structure of the Authority	21
Introduction	22
Summary of Annual Report 2012	24
Photo Library	38

Our Emirates is developed because of the Vision of its Leadership

and great achievements



**Ladies and gentlemen,
Peace, Merci and Blessings be upon you,**

A year after another, the United Arab Emirates realizes new achievements to be added to the series of its great achievements reaching up to the international advanced positions at all levels, thanks to God, and then the efforts and directives of the Wise Leadership represented by H. H. Sheikh Khalifa Bin Zayed Al Nahyan, President of the State “May God protect him”, and his brother H. H. Sheikh Mohammed Bin Rashid Al Maktoum, Vice President, Prime Minister and Ruler of Dubai, and their Highness Rulers and Sheikhs of the Emirates.

The United Arab Emirates has become one of the stigmatized developed countries due to its concern with Human Capital as means and goal considering it the main drive and the first pushing power of the sustainable development train, and the achievement of the desired prosperity and well being believing that the development and progress of the societies can not be achieved without the existence of a qualified Human Resources capable of realizing the Federal Government Strategy, the United Arab Emirates Future Visions and the aspirations and expectations of the Wise Leadership for a better future.

The achievements realized so far are a product of the integration and cooperation of the Federal and Local Governments institutions with all their components and corporations including the Federal Authority for Government Human resources as a source of Human Resources legislations, policies, systems and programs at the Federal Government.

Since its establishment, the Authority has been able to make a quantum leap at the level of Human Resources Departments at the Federal Ministries and Bodies in more than one aspect, as in 2012 for example, the Authority amended the Human resources Law for the Federal Government and issued a special executive regulation of the same, operated the Human Resources Information management System “Bayanati” with all its advantages as one of the best International Human Resources practices, launched the Performance Management, Training and Development Systems for the Federal Government employees and other vital initiative and motivating projects which helped in qualifying the Human Capital capable of giving and achieving.

Humaid Al Qatami,
Minister of Education
Chairman of the Federal Authority for Government Human Resources

Authority leads the culture of change



Dear Readers,

Peace, Merci and Blessings be upon you,

I have the great pleasure and honor to present to you this new issuance of Human Resources Annual Report issued by the Federal Authority for Government Human Resources which summarizes a full year of giving and achievement, a year that witnessed launching by the Authority of a number of strategic systems, projects and initiatives which have had great impact and effectiveness in the development of human capital and in enhancing its role, in compliance with the aspirations and expectations of the Wise Leadership, Human Resources Strategy and the United Arab Emirates Vision 2021, and in execution of the contents of the Human Resources Strategy at the Federal Government 2011 - 2013, which we proceed with its execution.

What the Authority has done and is doing at the level of the Federal Ministries and Bodies establishes for the culture of new work in compliance with the wise vision and directives of the United Arab Emirates Leadership, that has emphasized on the importance of the United Arab Emirates Human Resources in all fields to push ahead the process and journey of progress which the country is witnessing its chapters with the letters of excellence and glittering of achievement, and that has never hesitated to adopt the best Human Resources practices and systems, and to provide the requirements and necessities of this vital sector at the top of which is education and training.

The year 2012, literally formed a quantum leap, not only at the Authority's level, but also at the level of the Federal Ministries and Bodies, as the Human Resources Law for the Federal Government has been amended and the new Executive Regulation issued, in addition to the launch of Human Resources Information Management System "Bayanati", Performance Management, Training and Development Systems, and the launch of the Guidance Framework for the Introductory Program of the New Employees, preparation of the Unified Regulation of the Independent Bodies, and the development and follow up of the execution of the United Arab Emirates Government Leadership Programme,

and setting of Human Resources Strategy at the Federal Government for the years 2014 - 2016 which forms a roadmap for work at ministries, and the activation of Human Resources Club, as well as a number of other various projects and initiatives.

These projects and other initiatives related to Emiratization and Human Capital management, the development and raising and motivation of its competence are just examples as the Authority still has a lot of projects, thoughts and initiatives which will make the targeted change to the best in the field of the Federal Ministries and Bodies work.

I would also like to express my pride and glory of the achievements realized during the last year, and I announce the Authority's commitment to maintain this level of dynamic and vitality in the development of Human Resources policies, legislations and systems in order to serve the nation and its people, and to realize the directives of the Wise Leadership which aim at realizing excellence in all fields, and in order to support the Federal Ministries and Bodies for the purpose of leading to the culture of change.

Finally, I take this opportunity to extend my thanks to the Authority's employees who are loyal to their country for their diligence, hard work, sincere efforts and creative ideas for the sake of developing the nation, and I say to them let's work in one team spirit, exert our efforts and get prepared to proceed with facing the challenges which may confront us within the coming years, as you are the foundation of the great achievements and you deserve to be like that. May God help us all to the best service of our nation and its people

Dr. Abdul Rahman Al Awar

**Director General of Federal Authority
for Government Human Resources**

**The Organizational
Structure of the Authority**

Authority in brief

The accelerating challenge has not been far away from the future vision of the Wise Leadership of the United Arab Emirates, but it has been at the center of its attention to develop human capital and promote it to the highest possible levels. Accordingly, H. H. Sheikh Khalifa Bin Zayed Al Nahyan, President of the State “May God protect him”, issued a decree in 2008 for the establishment of an independent Federal Authority affiliated to the Council of Ministers under the name of Federal Authority for Government Human Resources, the aim of which was to develop Human Resources at the Federal Government based on the modern principles and the international standards applicable in the field of Human Capital Management.



Since its establishment, the Authority has been able to provide a sophisticated example in the development of Human Capital as it has introduced Human resources laws and legislations, and launched initiatives and specialized systems, and helped the Federal bodies in the proper implementation of the above mentioned initiatives and systems in order to promote and boost the performance of Human Resources at the Federal Government for the service of Human Resources and the realization of the United Arab Emirates Vision 2021 and embodiment of the Wise Leadership directives and the Federal Government Strategy.

Vision

Human Resources that possess high capabilities in Federal Government and assuming a vital role in achieving the vision of the Government of United Arab Emirates

Mission

- Enhancing capabilities of all employees of the Federal Government Entities.
- Enabling U.A.E. Nationals to assume specialized technical and leading positions and roles.
- Creating a culture based on distinctive performance and high productivity.
- Developing HR Departments and supporting the same with high technologies.

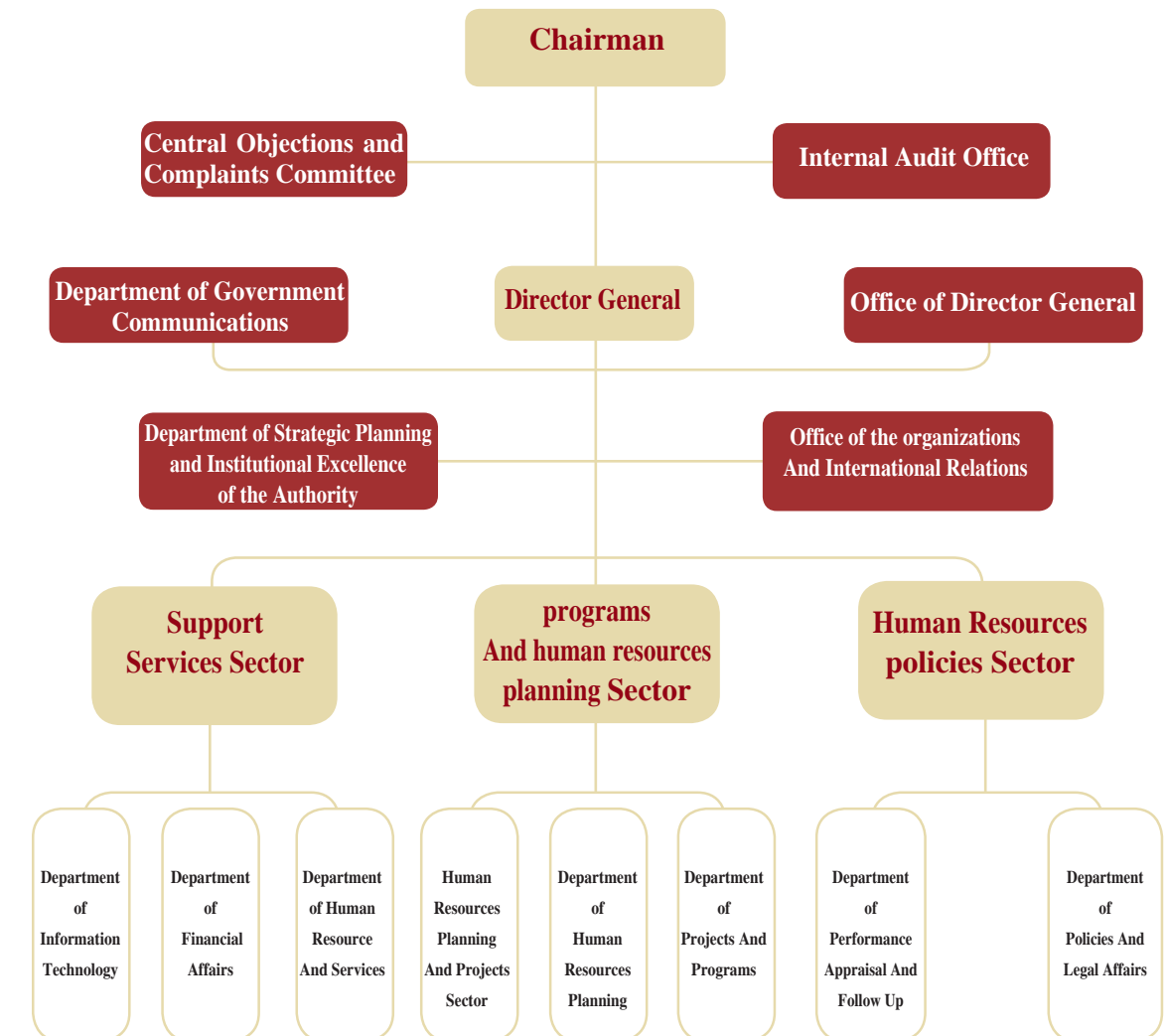
Values

- **Commitment and Professionalism:**
To demonstrate high standards of personal commitment and professionalism necessary for getting the job done in the best way.
- **Accountability and Loyalty:**
To possess a strong sense of accountability and loyalty that ensure cooperation within the powers assigned to perform the work in the Federal Government.
- **Leadership and Excellence:**
To develop a sense of initiative and excellence needed to achieve leadership at all levels of work, in pursuit of an enhanced performance.
- **Fairness and Equality:**
To abide by the principles and practices of fairness, transparency and equality in all transactions, internally and externally.
- **Efficient Communication:**
To encourage open door policies internally and activate communication channels with Customers to foster cooperation.

Strategic Goals of the Authority

- Enhance capabilities of Federal Government employees and develop their skill levels;
- Attract, motivate and retain qualified human resources to take up key positions;
- Develop Human Resource policies, programs and systems within the Federal Government; and
- Ensure the provision of all centrally rendered services according to quality, efficiency and transparency standards.

Organizational Structure of the Authority



Introduction

Federal Authority for Government Human Resources has the great pleasure to present to you the annual report of the year 2012 which represents a full year of harvest of giving, hard work and diligence, in order to achieve the prospects and aspirations of the Wise Leadership, the United Arab Emirates Vision 2021 and the Human Resources Strategy at the Federal Government.

The year 2012 was full of stigmatized achievements for the Authority, not only at the internal level, but also at the level of the Federal Government including the legislations, policies, Human Resources systems, programs and initiatives levels, as around one third of the provisions of the Human Resources Law at the Federal Government have been amended along with its new explanatory executive regulation.

At the Human Resources Systems level, the first and second stages of Human Resources Information Management System “Bayanati” has also been launched, in addition to launching of Performance Management System and Training and Development System for the Federal Government employees which are the most prominent achievements of the Authority so far, and work is still underway on various programs, studies and initiatives, such as, for example but not limited to (UAE Government Leadership Programmes which is managed by the Authority, Human Resources Club, Emiratization Study, Job Rotation and “Imtiazat” Initiative for the Federal Government employees).

The Authorities seeks through this report to highlight its most prominent achievements in implementing the best Human Resources practices at the Federal Government level and Human Resources Capital up to the best Institutional Performance levels to keep pace with the reality and its developments, future and its variables through investing all available opportunities and possibilities in order to create a motivating work environment and raise the levels of job satisfaction.

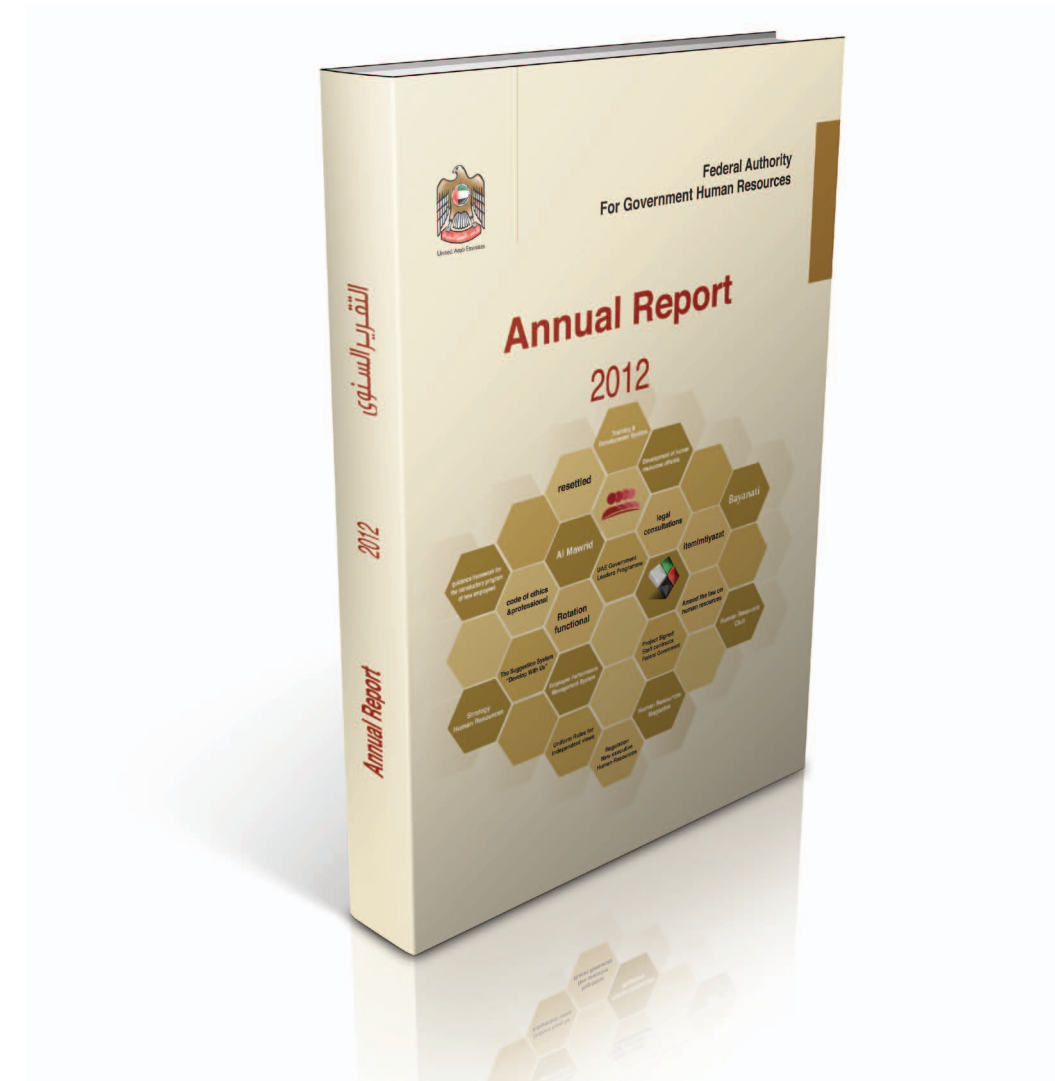
The Authority presents this report to the partners, customers and the society in consolidation of the principle of participation and transparency to familiarize them with the latest developments pertinent to its most prominent initiatives and vital projects achieved during the year 2012 which is difficult to include them in full in this report, therefore, those interested can refer to them in full details through the specialized publications issued by the Authority and its website: (www.fahr.gov.ae).

Summary

of Annual Report 2012

Federal Authority for Government Human Resources made great strides during 2012 in the field of implementing the best Human Resources practices at the Federal Government level, and accomplished great stigmatized achievements, as it proceeded working on continuous initiatives and projects, developed them and launched other new ones which help in making a quantum leap in the work of Human Resources Departments and human development at the level of the United Arab Emirates Federal Government, based on the directives of the Wise Leadership and Human Resources Strategy 2011 - 2013 in order to achieve the United Arab Emirates Vision 2021.

With confident steps and working with the spirit of one team, and the combined efforts of the faithful people to this country, the achievements appeared one after another. Below we stop at some of the achievements in this summary, as their details can be referred to through the Authority's website" www.fahr.gov.ae.



“Bayanati System”

The Authority continued working with Human Resources Information Management System “Bayanati” and has given it special concern due to its dimensions at the State’s level, as it provides great services to Human Resources Departments at the Federal Ministries and Bodies, and to employees themselves, due to the fact that it covers all Human Resources procedures, wages and salaries, and helps in automating them, as of the employee appointment until his/her retirement, and it establishes a unified database at the Federal Government level which supports decision-takers and promotes Human Resources based on the modern concepts and international standards.

The most prominent events of 2012 related to the System executed by the Authority in partnership with Ministry of Finance is the successful operation of the first and second phases which include (the basic Human resources procedures and self service), and working is underway to launch the two last stages (Performance Evaluation System and Training, and the application of the System to independent Authorities).

Emiratization at the Federal Government Sector

The Authority has given the issue of Emiratization which tops the concerns of the Wise Leadership of the United Arab Emirates, big concern, particularly, following the announcement by the Wise leadership the year 2013 as the year of Emiratization, and the launch of “Abshir” Initiative for recruiting the UAE Nationals and creating 20 thousand job opportunities for them within the coming five years.

This concern is reflected on the preparation of a comprehensive study conducted by the Authority on Emiratization during 2012 and an operational plan concerning the same at the Federal Ministries and Bodies, and has set up programs and plans for Emiratization at the Government Sector and following up execution of the same.

The results of the study concluded to the rise of the percentage of Emiratization at the Federal Government Sector in 2012 from 2% compared to the year 2011 to reach 55% of the total number of jobs which exceeded 48 thousand jobs.

Performance Management System for the Federal Government employees

It is one of the best practices and development of Human Resources, and it was officially implemented by the Authority at the beginning of 2012 at the Federal Government level, as it links the individual employee’s objects with those of the institution, and hence, the Human resources Strategy at the Federal Government and the United Arab Emirates Vision 2021.

The Performance Management System is a process by which the performance of the employee is evaluated in comparison with the key objectives and indicators of the performance.

The System seeks: (To link the performance with awarding the achievement and distinctive results, improvement and increase of productivity of the employees, encouragement of individual achievements under the umbrella of collective work). In coincidence with the launching of the System, 240 training sessions were held at the Federal Ministries and Bodies that implement the System from which over 6000 employees benefited. The Ministries also trained employees on the three stages of the System which include (Performance Planning, Progress Review and Performance Evaluation).

“The General Framework for competences and behavioral walls at the Federal Government”

It is a framework prepared by the Authority in coincidence and compliance with the Performance Management System for the Federal Government employees launched with the System as a main pillar to the System and to the other relevant systems, and it includes nine competences, three of which are leadership, six are basic and are subject to measurement that should be available in the employees of the Federal Government.

The general Framework aims at granting the direct superiors and employees a comprehensive understanding to the concept of competences, and to explain how to use them, and it also helps them in understanding and

acquiring the basic and leadership skills, behaviors and capabilities which enable them to effectively perform their jobs and manage their professional development.

Training and Development System for the Federal Government employees

The Authority prepared a training and development system for the Federal Government employees, and launched it at the beginning of 2012 as an integral part of the Human Resources Development System in coincidence with the launch of the Performance Management System which is linked with the same, and its outputs are considered as inputs for Training and Development System.

Since its launch, the Authority trained around 250 training officials and employees at the Federal Ministries and Bodies on how to implement the System, and the roles and responsibilities of the concerned parties. The System aims at raising the competence of job bodies and provides them with skills and qualifications for the purpose of realizing the performance competence. Training forms which the System included vary (from training courses, study leaves, job rotation, development assignment, secondment, job shadow programs, conferences, symposiums to job succession).

Amendment of Human Resources Law

Being considered as the spinal column for the work of the Federal Ministries and Bodies to which it applies, and the main nerve of other Human Resources systems and policies, the Authority amended, in consultation with the concerned ministries and bodies, around one third of the provisions of Human Resources Law including 37 articles out of 118 articles, therefore, H. H. Sheikh Khalifa Bin Zayed Al Nahyan, President of the State, issued the Decree by the Federal Law No. 9 of 2011 regarding amendment of some provisions of the decree by the Federal Law No. 11 of 2008 regarding Human resources Regulations at the Federal Government.

This amendment complies with the accelerating development witnessed

by the United Arab Emirates and its Vision 2021, and the directives of the Government which aim at raising the effectiveness of such legal legislations for the purpose of developing human capital.

Issuance of the new Executive regulation of Human Resources Law

Decisions of amendments of Human Resources Law were followed by the approval by H. H. Sheikh Mohammed Bin Rashid Al Maktoum, Vice President, Prime Minister and Ruler of Dubai of the new Executive Regulation of Human resources Law mid-year 2012, which was recommended by the Authority, and H. H. issued the resolution No. (13) of 2012 regarding the New Executive Regulation of Human Resources Law.

The Authority involved all Federal Ministries and Bodies in the suggestion of the amendments on the regulation, as it conducted a number of advisory workshops for the purpose of presenting the regulation to Directors and employees of Departments of Human Resources, in addition to Department of Legal Affairs at those bodies, and explained the details of the same to them.

Bill of signing contracts of employees of the Federal Government

Eager to framing the job relationship between the employee and the Federal Bodies, and in execution of the regulations of the decree by the Federal Law No. (9) of 2011 amending to some regulations of the decree by the Federal Law No. (11) of 2008 regarding Government Human resources, Federal Authority for Government Human Resources requested in 2012, all the Federal Ministries and Bodies to sign the recruitment contracts for all old and new National and non-national Federal Government employees.

The Authority followed up the performance indicators to make sure of the execution of the bill and insertion of all electronic signed contract in Human resources Information Management System (Bayanati), and it prepared special reports to be submitted to the concerned authorities as

the percentage of the contracts signed at the Federal Ministries and Bodies reached 61% at the end of the year.

UAE Government Leadership Programme

The UAE Government Leadership Programme was established in 2008 under the directives of H. H. Sheikh Mohammed Bin Rashid Al Maktoum, Vice President, Prime Minister and Ruler of Dubai for the purpose of enabling the federal bodies to realize the strategic objectives of the State Government, and ensuring the enhancement of the officials' abilities, and maintaining human cadres with high capabilities.

One of the most prominent transformations that took place during 2012, is the addition of a fourth leadership category which is Young Leaders Category under the directives of H. H. Sheikh Mohammed Bin Rashid Al Maktoum, Vice President, Prime Minister and Ruler of Dubai, so that the categories become four: (Strategic, Executive, Future and Young Leaders). The same year witnessed graduation of the second batch of the Executive leaders by H. H.

In addition to that, the UAE Government Leadership Forum was launched at the end of 2012 as an interactive and scientific platform that gathers participants, officials and specialists under one roof, as well as the launch of the General Framework for Management of Distinguished Competences at the Federal Government.

Human Resources Strategy 2014 - 2016

Preparation by the Authority of the second session of Human Resources Strategy for the years 2014 - 2016 was complementary to the successes achieved in the first session of the Strategy for the years 2011 - 2013.

The Strategy aims at ensuring the achievement of all works of the Federal Government under a number of principles focusing on UAE Nationals first which should be an effective responsibility, and should be characterized with flexibility and creativity, and looks forward to the future, as it includes this Federal Government Strategy in its entirety from the bottom to the top of the hierarchy, and it is followed up and developed by the Authority that also submits periodical reports on the achieved progress.

The Strategy submitted by the Authority in 2012 to the Council of Ministers for approval, identified five main objectives and 15 sub goals which will be achieved through launching 22 approved initiatives.

Unified Regulation for Independent Bodies

The Unified Regulation for Independent Bodies is considered as a bold initiative and a pioneer idea adopted by the Council of Ministers and assigned the Authority to prepare it during 2012 for the purpose of unifying the legislative frameworks and standards of Human Resources at the level of the Federal Government in compliance with the United Arab Emirates Vision 2021.

The Authority prepared the regulation and submitted it to the Council of Ministers for approval at the end of last year following a series of workshops and advisory meetings with the concerned bodies, and other meetings for discussing the regulation with the independent bodies concerned with the implementation process.

“Al Mawarid” and Professional Conduct Document

It is one of the initiatives that aim at developing employees' abilities and enhance their responsibility towards the tasks assigned to them as the E-training portal “Al Mawarid” was launched during 2012 in coincidence with the launch of the Professional Conduct and Ethics of Public Service Document along with its soft copy.

The Document is considered as a translation to the vision and trends of the Federal Government which aim at consolidating the ethics of the public service and professional conduct, and the development of the role of Human resources in realizing the objectives.

First Arab Conference on Human Resources

The organization of the First Arab Conference on Human Resources in 2012 in collaboration with Arab Administrative Development Organization comes as a translation to the attempts which seek to provide interactive platforms for exchanging knowledge on the most prominent developments

and challenges which confront the Human Resources Sector, as it was held in Dubai under the auspices of H. H. Sheikh Mohammed Bin Rashid Al Maktoum, Vice President, Prime Minister and Ruler of Dubai and with participation of 400 local and international experts and specialists in the field of Human Resources.

The conference focused on highlighting the role of Human Resources Department in the perfect utilization of human capital and focusing on the importance and necessity of investing Human Resources in terms of qualification, training and motivation.

Sponsorship and participations

Within its initiatives that aim at enhancing its position in the field of human capital development, the Authority sponsored in 2012 Middle East Training Exhibition under the title of “The Leaders of Tomorrow” organized by “Terrapin Middle East” company in Dubai in the presence of hundreds of training, education and Human Resources specialists. The Authority also participated in the Human Resources Summit held in 2012 in Dubai which gathered elites of Human Resources specialists organized by “IIR” company.

The Authority is working recently in collaboration with Arab Organization for Administrative Development on organizing the Second Arab Human Resources Summit in March 2013.

Human Resources Club is a platform for thought and knowledge

The Human Resources Club was established two year back as one of the Authority’s initiatives through which the Authority sought to form a platform for exchanging knowledge between Human Resources specialists and officials at the public and private sectors for exchanging thoughts, experience and solutions which help in promoting the general level and enhancing the role of Human Resources Departments in making the desired change.

The Club whose its participants exceeded 1500 continued its dynamic activities during 2012 as it organized forums and specialized symposia

on more than one topic attended by hundreds of specialists and persons concerned with Human Resources at the Government and private sectors.

A guidance framework for the introductory program of new employees at the Federal Government

Eager to introduce the new employees at the Federal Government to their duties, responsibilities and rights, the Authority launched the guidance framework for the new employees at the Federal Government during a special workshop it held in Dubai in the presence of around 120 representatives of the Federal Ministries and Bodies working at Human Resources, Legal Affairs and Training Departments.

The Authority aims through this framework at assisting the Federal Ministries and Bodies to set frameworks, policies and mechanisms for receiving and integrating the new employees appointed at the Authority.

The framework includes the general rules of the program, the roles and responsibilities to be held by all parties within the institutional system.

Development Program for Human Resources Officials

The preparation and implementation by the Authority of the Development Program for Human resources officials at the Federal Ministries and Bodies came as a result of its keenness on creating leaders capable of conveying the culture of Human resources to places of their work. The program consists of three levels: (The Basics of Human Resources, Applications and Systems and Human Resources leaders Programs).

Within this framework, the Authority conducted a series of training workshops on the “Principles of Human Resources” in close collaboration with Abu Dhabi Education and Vocational Training Center from which tens of Human Resources employees benefited at the Federal Ministries and Bodies.

“Imtiazat”

Due to its continuous seeking towards achieving its strategic objectives in an innovative and a modern manner characterized with creativity, the Authority launched “Imtiazat” initiative for the Federal Government employees from which more 70 employees working at the Federal Government will directly benefit as the Authority will accordingly enter into partnerships with the service private sector and commercial establishments, and under which the second party undertakes to offer special privileges to the Federal Government employees such as varied discounts on prices of goods and services offered by the them.

In this regard, the Authority concluded in 2012, a partnership with Juma Al Majid Foundation in its capacity as an agent for Hyundai company under which Hyundai offers discounts to the Federal Government employees on prices of Hyundai cars or any services related to the company, and the Authority is still seeking more partnerships which benefit the Federal Government employees.

Study of job rotation

Job rotation is considered as one of the challenges that confront Human resources but it is also considered a tributary to pump the new distinguished competences at the federal bodies, and to contribute in the proper realization of strategic objectives. To follow up this process, the Authority prepared a specialized study covering 2012 based on data from Human Resources Information Management System “Bayanati”, and covered 18 Federal Ministries and Bodies as it highlighted the trends of job rotation and the realities and circumstances that should be taken into consideration.

The most prominent results of the study in 2012 are: the increase of the percentage of job rotation to 3,61% compared with 5,9% in 2011, and also the total number of service leavers amounted to 1,272 employees out of which 747 are UAE citizens, as the male percentage represents 42% while the number of appointment amounted to 1,450 at these bodies whose their employees number amounts to 35,178.

Legal Consultancy Team is a beacon of legislations

It is one of the most distinguished teams in its field of work, and it was formed at the end of 2010 to provide legal consultancies, and to study the cases coming from the Federal bodies’ employees and Human resources and Legal Departments regarding Human Resources laws, legislations and policies at the Federal Government. The team aims at unifying the legal opinions on all matters submitted to the Authority.

The team dealt with 313 legal inquiries last year, out of which 129 inquiries from ministries, 104 from other Federal bodies and 78b via emails.

Authority’s annual celebration (Thanks giving is a must)

It is an annual occasion though which the Authority celebrates the achievements of its employees, and honors its strategic partners and everybody who helped the Authority to realize its objectives and who deserves to be honored. In this framework, the Authority organized its annual celebration for 2012 under the title of “Thanks giving is a must”.

The Authority honored, during the celebration, its service class employees in a real translation to the initiative (THANK YOU) launched by His Highness Sheikh Mohammad Bin Rashid Al Maktoum, Vice President, Prime Minister and Ruler of Dubai in December 2012. The authority also honored its strategic partners from media against their distinguish media efforts throughout the full year.

The Suggestion System “Develop With Us”

Within its continuing efforts to create a positive and motivating working environment, the authority launched the suggestion system “Develop With Us” which is linked to the authority website through which internal and external suggestions can be received and thereafter the authority will apply the feasible of the same.

The suggestion system “Develop with us” received during the second half of last over 120 suggestions from the authorities employees and customers, out of which the authority executed a large number after reviewing the same.

The Distinguish Employee & Monthly Iftar

It is one of the initiatives launched by the Authority in December of last year in eagerness to implement the best practices and create a motivating competitive work environment, as the distinguish employee is honored every month during a monthly Iftar which is considered as a gathering for all employees with the leadership in a form which is beyond the traditional framework, and through which the Authorities projects, achievements, future plans and internal initiatives are discussed.

The initiative was launched to motivate the employees towards productivity, excellence and creativity, and to create the spirit of positive competition among them and the Authority will later circulate the policy of the distinguish employee of the month to all the Federal Ministries and Bodies.

National Day Celebration & The Initiative of Three of the Union

The Authority commemorated the 41st Anniversary of its establishment as integral part of it is National efforts, and it organized its celebration on the National Day through which the Authority extended congratulations and blessings to the Wise Leadership of the country, UAE Citizens and Residents.

In its commitment to celebrate the National Day, the Authority participated in the initiative of reviving the tree of the union launched by H.H. Sheikh Mohammad Bin Rashid Al Maktoum, Vice President, Prime Minister and Ruler of Dubai, as saplings were distributed to the Authority's Employees in Abu Dhabi and Dubai to plant in their houses as part of the event.

HR Magazine in a New Form

It is a monthly magazine specialized in human resources, issued by Federal Authority for Government Human Resources whose issues are no longer limited to focusing on the Authorities initiatives and events media wise but it has extended to become a specialize form in handling human resources issues, local, regional and international experiences of human capital through articles and photos.

The magazine witness last year a quantum leap as the number of its pages upon its issuance in May 2011 was 7 pages, and the number of its readers did not exceed hundreds, and the number of its pages reached 36 pages by the end of 2012, and the number of its readers exceeds presently 3000 who receive the magazine into their emails, in addition to those who browse the magazines on the authority websites.

Social Communicating Websites

The Authority has given due concern to media channels, as it established special account we are more than one social community website and it has dedicated a page for video through youtube, and has establish an account via the most important social websites at the level of the United Arab Emirates "Twitter" for the purpose of transferring this account into and interactive platform with the public to be one of the first of its kind at the state level specialized in human resources field.

The authority works continuously on developing its electronic website and in reaching it with new policies and systems, programs news, photos and video exerts, presentations and circulars related to the federal govt. employees for the purpose of forming a reference to all concerned person and specialist.

Photo Library



الاجتماع الثاني للجنة الرباعية الخليجية

Second meeting of Gulf Quartet Committee



الهيئة تشارك في اجتماع المنظمة العربية للتنمية الإدارية

Authority participates in the meeting of Arab Organization for Administrative Development



خلال استضافة وفد دائرة الموارد البشرية بحكومة الشارقة

During hosting of a delegation from Department of Human Resources at Government of Sharjah



وتطلق ملتقى برنامج قيادات حكومة الإمارات

Authority launches UAE Government Leadership Programme Forum



لقطات من حفل
اليوم الوطني الـ 41

Snapshots from 41st National Day Celebration





وتنظم برنامج التدريب الصيفي لطلبة الجامعات

Authority organizes Summer Training Program for University students



الهيئة تستقبل طالبات الموارد البشرية في جامعة الإمارات

Authority receive Human Resources Female Students at UAE University



Authority launches Iftar Initiative for thousand fasting people during Ramadan



وتطلق مبادرة «مير الخير» لإفطار ألف صائم في رمضان



وتدرب موظفيها على أمن المعلومات

Authority trains its employees on information security



وتطلق حملة الصحة والسلامة المهنية

Authority launches Occupational Health and Safety Campaign



وتشارك في أسبوع التشجير

Authority participates in plantation week



وتحيي ليلة النصف من شعبان

Commemoration of the night of the middle of Sha'ban month

الهيئة في صور



وتدرب موظفيها على القيادة والدور الإشرافي

Authority trains its employees on leadership and supervisory roles



الهيئة تدرب موظفيها على صياغة التقارير والمراسلات الإدارية

Authority trains its employees on drafting administrative reports and correspondences



وعلى مهارات الإتيكيت والبروتوكول

Authority trains its employees on etiquette and protocol skills



وتعد موظفيها لإدارة الوقت ومواجهة ضغوطات العمل

Authority prepares its employees to manage time and confront work pressures