



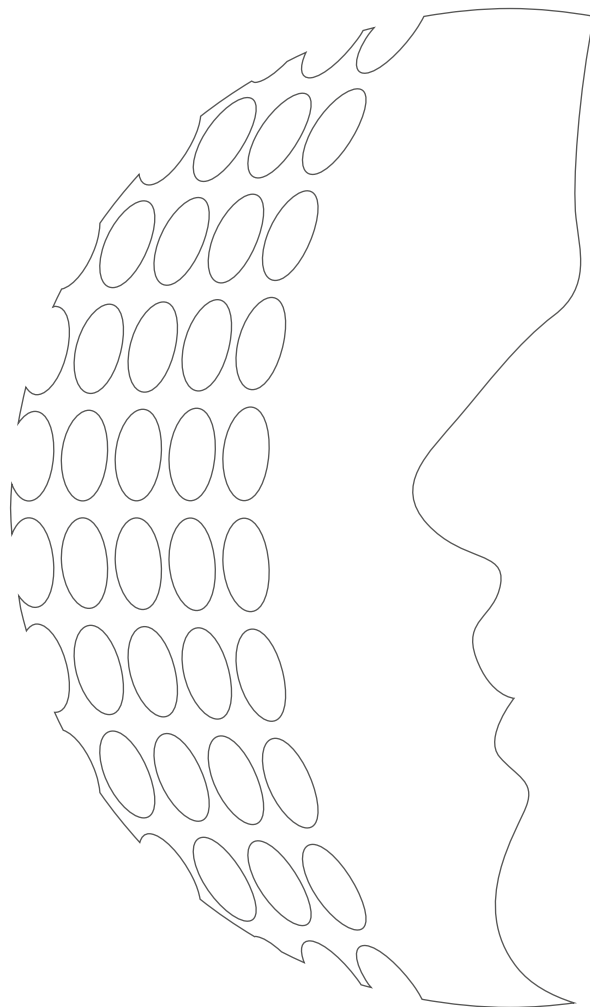
الهيئة الاتحادية للموارد البشرية الحكومية

Federal Authority For Government Human Resources



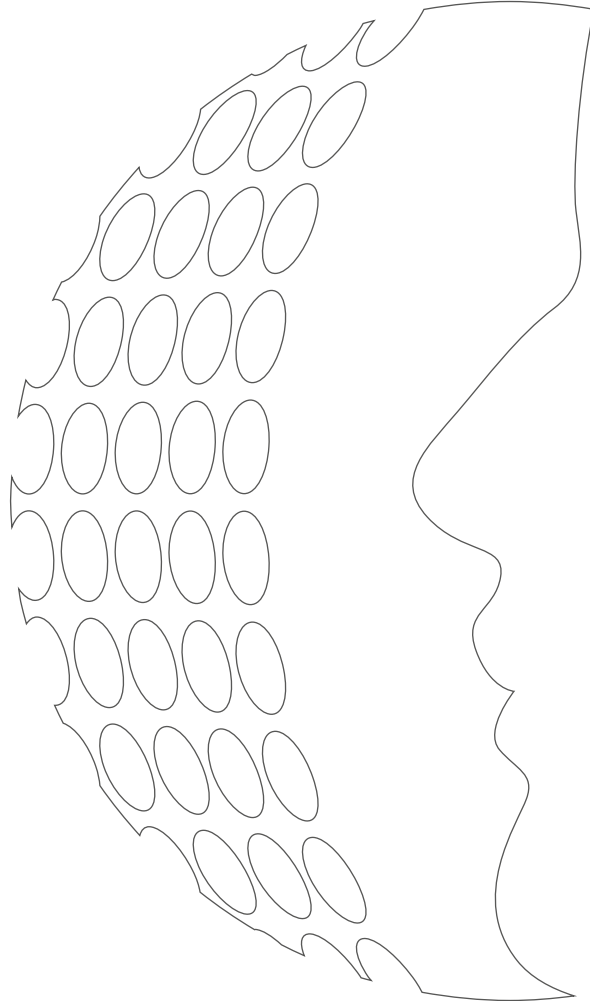
Strategy of the Federal Authority for Government Human Resources (FAHR) 2017-2021





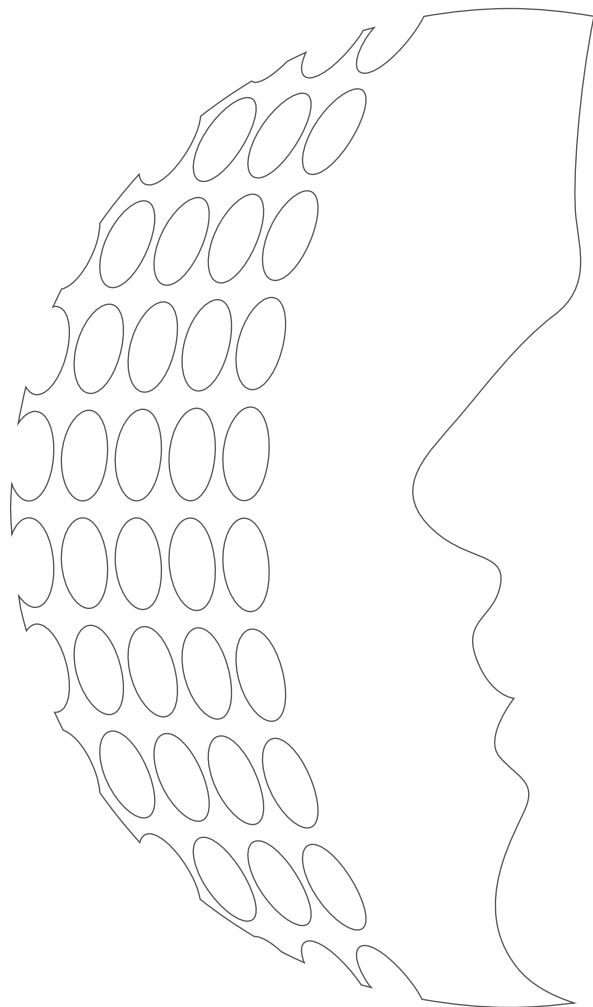
Vision 2017-2021

Happy and innovative
governmental competencies
leading the UAE to global
leadership



Mission 2017-2021

Achieving job harmony and emphasizing the competitiveness of the UAE by empowering governmental competencies, improving productivity and investing in systems and innovative solutions for human capital.

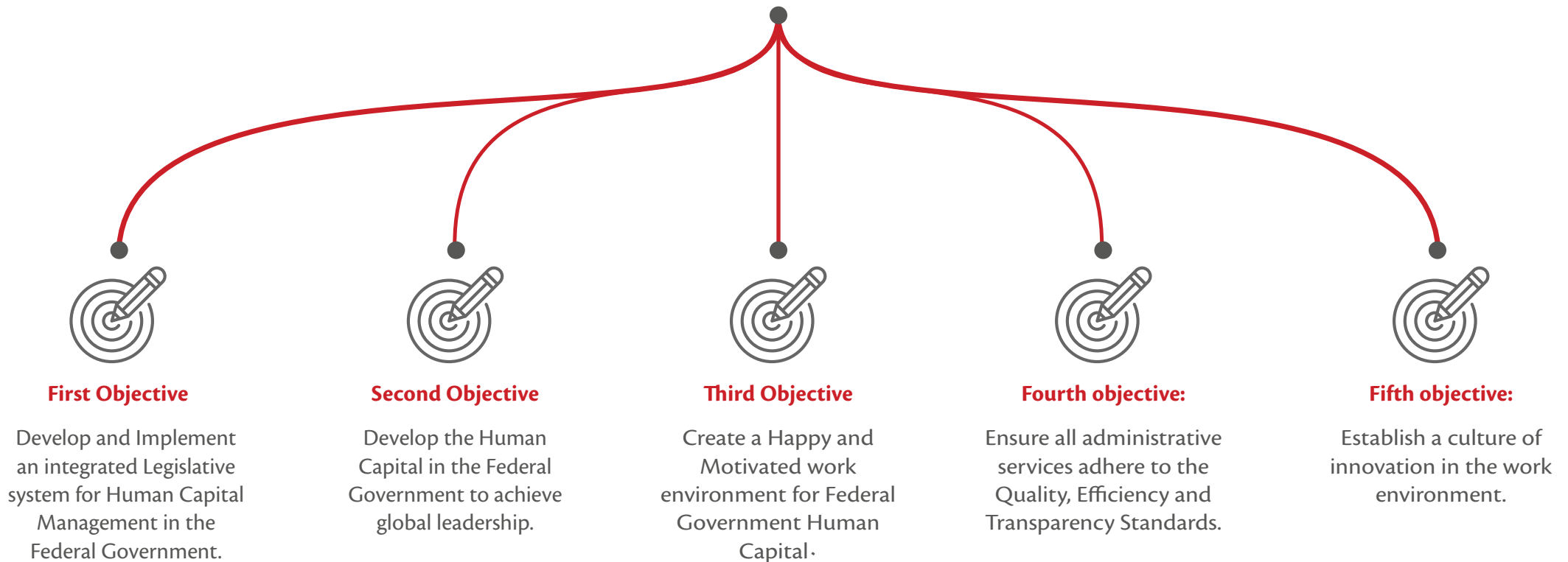


Institutional Values

- 1 Loyalty and affiliation.
- 2 Fairness and professionalism.
- 3 Leadership and team spirit.
- 4 Persistence and perseverance.
- 5 Participation and cooperation.



Strategic objectives which the Authority seeks to achieve during its fourth strategic plan





First strategic objective: Develop and Implement an integrated Legislative system for Human Capital Management in the Federal Government.



Development of Human Capital Systems

- 2017 ● Update the HR Regulations
- 2017 ● Succession Planning Framework Guide
- 2017 ● Develop work preferences Policy
- 2017 ● Develop the HR procedures and processes guide
- 2018 ● Develop Government Skills Bank Framework
- 2019 ● Update the Rewards and Incentives system
- 2019 - 2020 ● Development of Performance Management System and Behavioral Competencies



Ensure the Implementation of Human Capital Systems

- 2017 ● Update and develop the strategic workforce planning system
- 2017 ● Follow up the application of job description and evaluation system
- 2017 - 2021 ● Update the HR improvement guide – HR BSC
- 2017 - 2021 ● Manage HR enablers in the Federal Government



Enhance Smart HR Systems

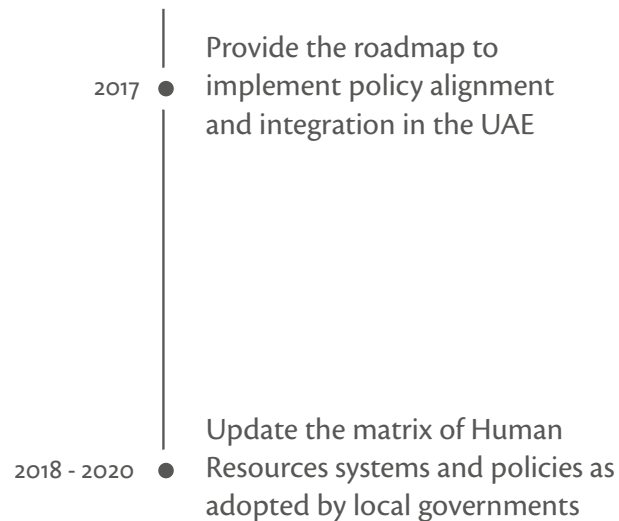
- 2017 ● Update of FAHR Smart Application
- 2017 ● Unified database system (Enterprise Service Bus -ESB)
- 2017 ● Update the Business Intelligence Reports System (BI)
- 2017 ● Multiple Business Groups
- 2017 ● E-signature System
- 2017 - 2018 ● Develop the e-learning system (E-learning portal)
- 2017 - 2018 ● Update the Electronic strategic workforce planning system
- 2017 - 2018 ● Apply governance and information security policies
- 2017 ● E-system for Rewards and Incentives
- 2018 ● Update the I-Recruitment System
- 2019 ● The Digital Strategy for Human Capital in the Federal Government
- 2019 ● Artificial Intelligence Strategy
- 2019 - 2020 ● Development of Government Skills Bank Portal
- 2019 ● Smart forecasting reports (supporting future approaches)



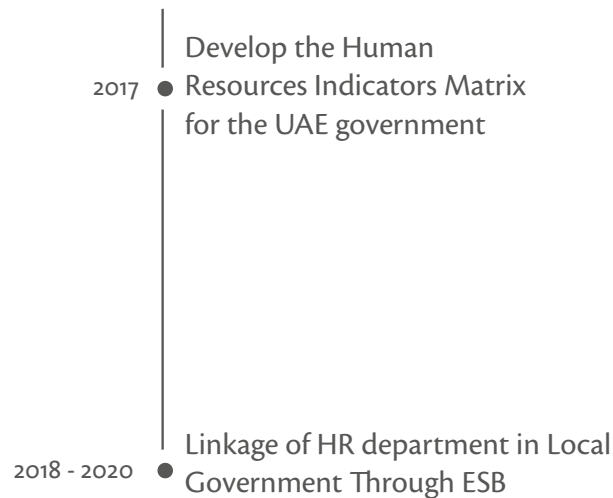
First strategic objective: Develop and Implement an integrated Legislative system for Human Capital Management in the Federal Government.



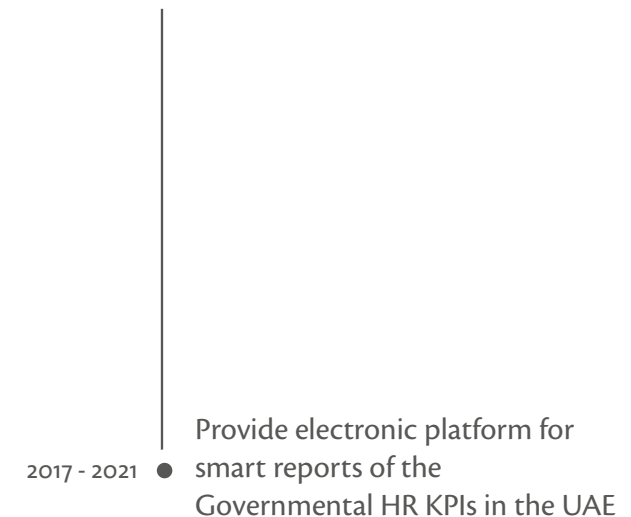
Alignment and integration of Government Human Resources policies and systems *



Unified Human Resources Database *



Smart Dashboards for Human Resources Systems*



* Initiatives launched at the United Arab Emirates Annual Government Meetings.



First strategic objective: Develop and Implement an integrated Legislative system for Human Capital Management in the Federal Government.



Future Studies and Researches for Human Capital

- 2017 ● HR KPIs benchmark Study
- 2017 - 2021 ● Preparational studies for the UAE Government Annual Meeting:
 - HR future trends
 - Comparative study of HR legislations in the UAE Government
 - Comparative study of electronic HR systems in the UAE Government
 - HR maturity matrix
- 2019 ● work preferences Study
- 2019 ● Study of Human Capital System Development for the Future Government
- 2017 - 2021 ● Study of Promotions, Employees Turnover, and Compliance of HR systems implementation in the Federal Government



Joint activities between FAHR and other Strategic Partners in the Government

- 2017 ● Study of End of Services
- 2017 - 2021 ● Electronic Integration Project between HR Strategic Work Force Planning and Financial Budget Systems "Hyperion"



Second strategic objective: Develop the Human Capital in the Federal Government to achieve global leadership.



Foreseeing Emiratization Challenges and set suitable futuristic programs

- 2017 - 2021 ● Follow up with the Recruitment plans in the Federal Government
- 2017 - 2021 ● Update the high school graduates' sponsorship program (Masar)



Emirates Award of Human Resources in the Federal Government

- 2017 - 2021 ● Update and develop the Award
- 2017 - 2021 ● Implement the Annual cycles of the award



Performance Management, Training and development system

- 2017 - 2021 ● Follow up with the implementation of the job Performance Management System
- 2017 - 2021 ● Follow up with the implementation of the Training and Development System
- 2019 ● Developing PMS and Competency Framework



Second strategic objective: Develop the Human Capital in the Federal Government to achieve global leadership.

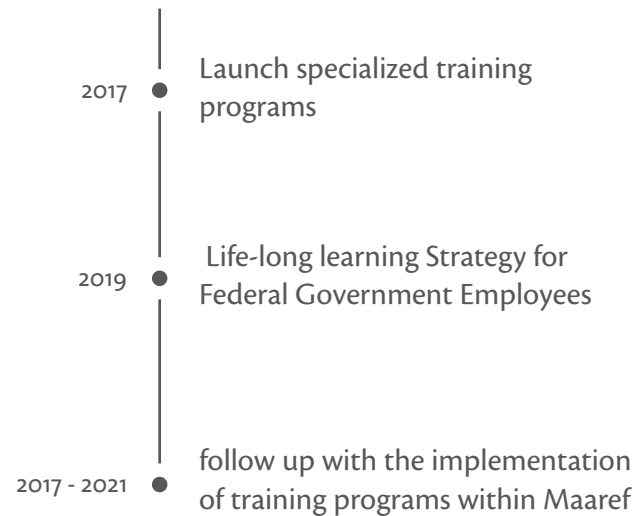


Future Knowledge Platforms for Government HR

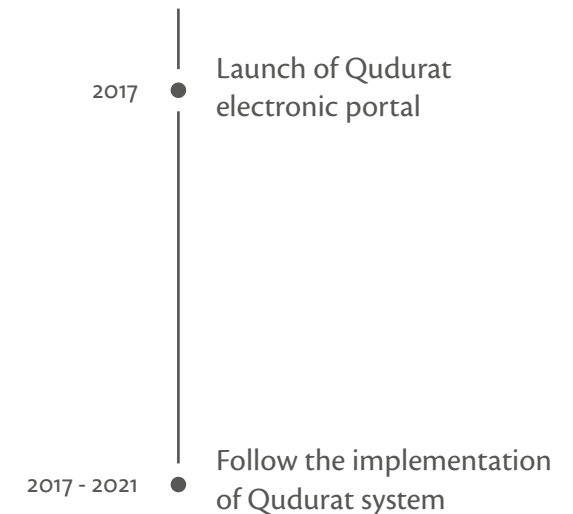


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البوابة الحكومية للمعرفة

Preferred Training Partners (Maaref)



Evaluation of employee capabilities in the federal government (Qudurat)

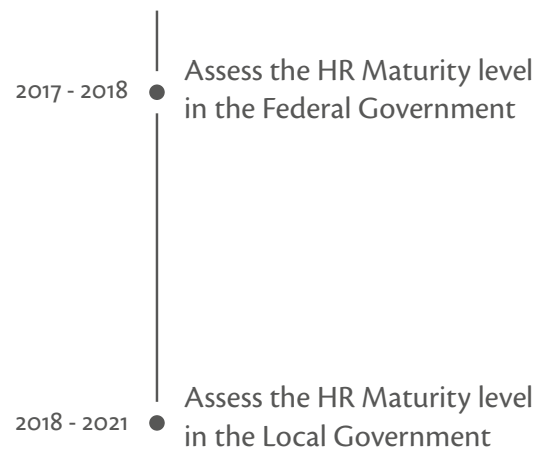




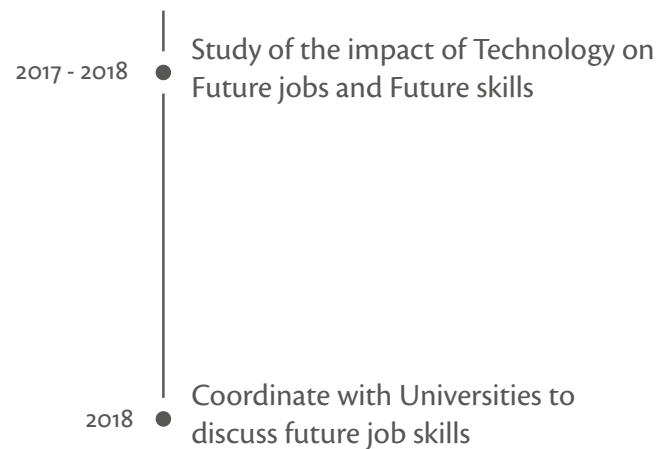
Second strategic objective: Enhancing and developing the human capital in federal government in order to achieve global Leadership



Conduct HR Maturity Matrix*



Study of Future Job Skills*



HR Club*



* Initiatives launched at the United Arab Emirates Annual Government Meetings.



Third strategic objective: Create a Happy and Motivated work environment for Federal Government Human Capital.



Imtiyazat Program (Discounts for Federal Government Employees)

- 2017 • Launch the Smart App (Imtiyazat)
- 2017 - 2021 • Expanding the network of "Imtiyazat" for the employees of the Local and Federal Government
- 2017 - 2021 • Updating and following up the implementation of "Imtiyazat" App in the Federal Government



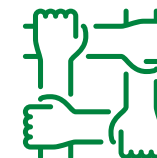
Happiness of the Federal Government Employees

- 2017 - 2021 • Conduct the happiest work environment Studies in coordination with the Prime Minister's Office



Enhancing Employee wellbeing in the Federal Government

- 2017 • Launch and introduce the Employee wellbeing manual in the Federal Government
- 2017 • Launch and introduce the Employee Attraction and Retention guide
- 2017 • Develop and follow up the health and safety plans in workplace in the Federal Government



Raise awareness on the social role of Government Entities

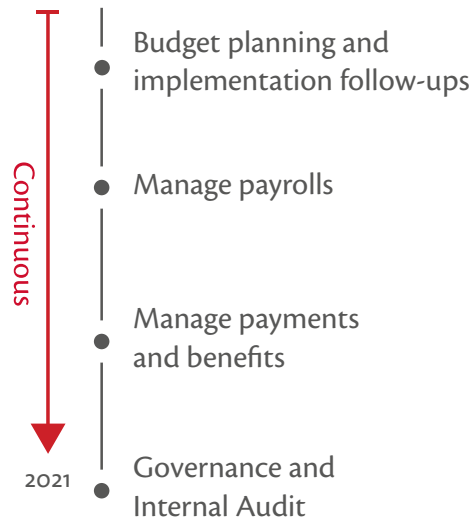
- 2017 • Development of the volunteerism guidelines in the workplace for the Government
- 2017 - 2018 • Implementation of the year of Year of Giving and the Year of Zayed initiatives
- 2019 • Implementation of the Year of Tolerance initiatives



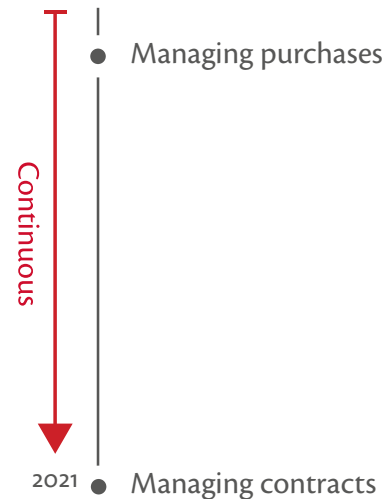
Forth strategic objective: Ensure all administrative services adhere to the Quality, Efficiency and Transparency Standards.



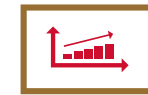
Efficient and Effective Financial Resources Management



Purchases Management based on Global Best Practices



Application of Human Resources Best Practices



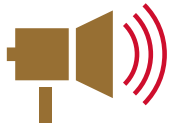
Ensuring the application of Quality and Corporate Excellence Standards



* Strategic objective to support administrative and technical services at FAHR.



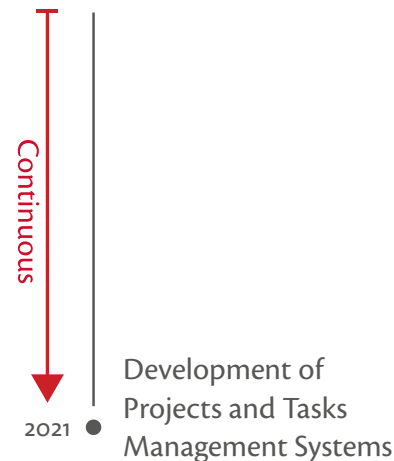
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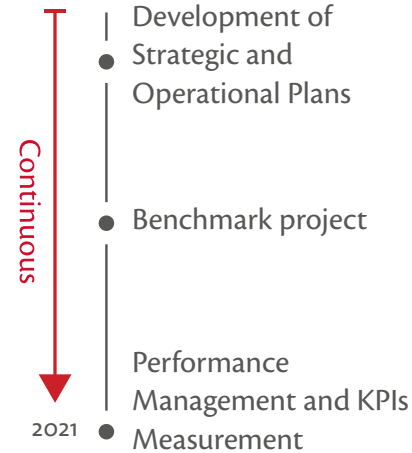
Ensuring effective internal and external communications



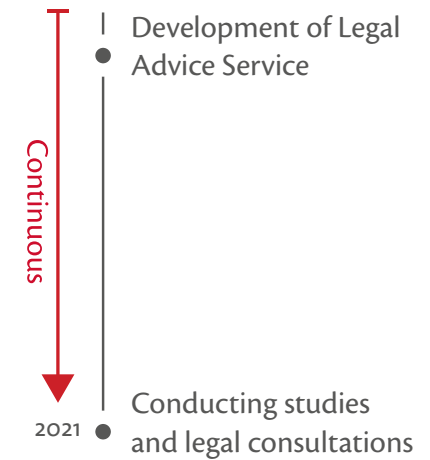
Application of Global Best Practices in Leadership



Development of strategic performance plans



Ensure Delivery of Best legal Services





Forth strategic objective: Ensure all administrative services adhere to the Quality, Efficiency and Transparency Standards.



Providing Latest IT Services

- 2021 • Information Security ISO 27001
- 2019 • Customer Happiness System Project
- 2017-2021 • Development of Electronic Systems and Application
- 2017-2021 • Provide Technical Support for users (Help Desk)
- 2017-2021 • Networks and Information Security management



Development of Services Improvement Plans and Performance Measurement

- Continuous
- 2021 • Facilities and Expenditure Management



Fifth strategic objective: Foster a culture of innovation in the institutional work environment



Development of Innovation and Future Foresight Framework

- 2017 • Update and development of innovative suggestions scheme
- 2017 - 2018 • Prepare and implement the general framework of specialized innovation competencies
- 2017 - 2021 • implementation of innovation labs management scheme
- 2017 - 2021 • Registration of intellectual property rights and patents
- 2017 - 2021 • Implementation of Future Foresight tools and Framework at FAHR
- 2017 - 2021 • European Innovation Standard TS-16555 Certification



Providing services and technological infrastructure that supports innovation

- 2018 • Innovative ideas Management System
- 2017 - 2021 • Sheikh Mansour Bin Zayed Award for Best Research in the Field of HR
- 2017 - 2021 • Marketing Plan of FAHR's innovative initiatives



Motivate and Encourage employees towards innovation

- 2017 • Conducting awareness workshops on innovation for FAHR Employees
- Continuous • Conduct specialized training programs on innovation and Future Foresight for FAHR employees
- Award employees for suggesting innovative ideas
- 2021 • Send regular awareness messages about innovation



Launching innovative initiatives across FAHR and Federal Government

- 2017 - 2021 • Launching innovative initiatives across the Federal Government
- 2021 - 2017 • Develop partnership with Local and International Entities to promote the culture of innovation in the HR field



Main Features of Human Resources Management Information System in the Federal Government



Core HR

Unified system for HR information and procedures management in the federal government effectively, and providing accurate HR statistics.



Payroll System

All financial procedures for federal government employees which is Integrated with core HR & Performance Management systems.



Payroll System

A system that enables federal government employees to complete their HR transactions on their own, thus helping HR departments to focus on strategic programs and initiatives.



Electronic Approval System

A service provided to all ministries and federal entities by providing electronic approvals for HR procedures and transactions.



Performance Management System

A system for evaluating employee performance against a set of objectives and KPIs. The system seeks to link performance to rewarding achievement and outstanding results.



Learning Management System

A system aimed at empowering, developing and increasing the productivity of federal Government employees.



Technical Support

The systems assists federal entities in overcoming the challenges that they may encounter while using BAYANATI platform.



Business Intelligence Reporting (BI)

A system linked to BAYANATI platform, to provide ministries and federal entities operating the system with statistical reports, based on smart indicators to measure the efficiency and HR enablers.



Job Description System

Aimed at providing job description and evaluation, according to position, grades and qualifications approved in the federal government.



Strategic Workforce Planning

A system seeking to improve HR planning, build capacities and outline future needs of workforce, as well as identify the gap between manpower supply and demand.



i-recruitment System

A system designed to attract talents capable of filling vacancies in the federal government, and enable job-seekers to view vacancies in the federal government.



Organizational Structure System

Allows BAYANATI users to view organizational structures in their units, and allows managers to review distribution of staff in various units. Employees can access their basic and performance management data. it also allows HR departments to amend organizational structure and enter results into BAYANATI platform.



Attendance System

A system to link the database existing in BAYANATI platform with the entities' attendance systems to ensure punctuality and facilitate the application of working hours policy.



Thank You

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