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 Objective**
Develop and Implement an integrated Legislative system for Human Capital Management in the Federal Government.

**Second Objective**
Develop the Human Capital in the Federal Government to achieve global leadership.

**Third Objective**
Create a Happy and Motivated work environment for Federal Government Human Capital.

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

**Fifth objective:**
Establish a culture of innovation in the work environment.
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: 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: Artificial Intelligence Strategy
- 2019: Smart forecasting reports (supporting future approaches)

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

- Provide the roadmap to implement policy alignment and integration in the UAE

- Update the matrix of Human Resources systems and policies as adopted by local governments

Unified Human Resources Database *

- Develop the Human Resources Indicators Matrix for the UAE government

- Linkage of HR department in Local Government Through ESB

Smart Dashboards for Human Resources Systems*

- Provide electronic platform for smart reports of the Governmental HR KPIs in the UAE

* 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
- 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
- Update the high school graduates’ sponsorship program (Masar)
- Follow up with the Recruitment plans in the Federal Government

- Emirates Award of Human Resources in the Federal Government
- Implement the Annual cycles of the award
- Update and develop the Award

- Performance Management, Training and development system
- Follow up with the implementation of the job Performance Management System
- Follow up with the implementation of the Training and Development System
- 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
- International Human Resources Conference
- Human Resources Club and its expansion to all Emirates
- HR Echo Magazine
- HR online forum
- Training and development exhibitions

Preferred Training Partners (Maaref)
- Launch specialized training programs
- Life-long learning Strategy for Federal Government Employees
- follow up with the implementation of training programs within Maaref

Evaluation of employee capabilities in the federal government (Qudurat)
- Launch of Qudurat electronic portal
- Follow the implementation of Qudurat system
Second strategic objective:
Enhancing and developing the human capital in federal government in order to achieve global Leadership

- Assess the HR Maturity level in the Federal Government
- Assess the HR Maturity level in the Local Government
- Study of the impact of Technology on Future jobs and Future skills
- Coordinate with Universities to discuss future job skills
- Expansion of HR Club meetings across the UAE

* 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)

- Launch the Smart App (Imtiyazat)
- Expanding the network of “Imtiyazat” for the employees of the Local and Federal Government
- Updating and following up the implementation of Imtiyazat App in the Federal Government

**Happiness of the Federal Government Employees**

- Conduct the happiest work environment Studies in coordination with the Prime Minister’s Office

**Enhancing Employee wellbeing in the Federal Government**

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

**Raise awareness on the social role of Government Entities**

- Development of the volunteering guidelines in the workplace for the Government
- Implementation of the year of Year of Giving and the Year of Zayed initiatives
- 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
  - Budget planning and implementation follow-ups
  - Manage payrolls
  - Manage payments and benefits
  - Governance and Internal Audit
  - Continuous
  - 2021

- Purchases Management based on Global Best Practices
  - Managing purchases
  - Continuous
  - 2021

- Application of Human Resources Best Practices
  - Managing contracts
  - Continuous
  - 2021

- Ensuring the application of Quality and Corporate Excellence Standards
  - Managing HR services
  - Continuous
  - 2021

- Services Evaluation and Development Project
  - 2017
- Launch of knowledge plan at FAHR
  - 2017-2021
- HR Business partners of the Federal Government
  - 2018
- Idea Management System
  - 2019
- Integrated System of Quality Management and Innovation ISO standards
  - 2017-2021
- Internal Excellence Awards
  - 2017-2021
- E-surveys Management Systems
  - 2019

* Strategic objective to support administrative and technical services at FAHR.
Forth strategic objective:
Ensure all administrative services adhere to the Quality, Efficiency and Transparency Standards.

Ensuring effective internal and external communications
- HR Magazine
- Planning and Coordinating internal and external communications
- Media Activities Management

Application of Global Best Practices in Leadership
- Development of Projects and Tasks Management Systems
- Continuous

Development of strategic performance plans
- Development of Strategic and Operational Plans
- Benchmark project
- Performance Management and KPIs Measurement
- Continuous

Ensure Delivery of Best legal Services
- Development of Legal Advice Service
- Conducting studies and legal consultations
- Continuous
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**
  - Update and development of innovative suggestions scheme (2017)
  - Prepare and implement the general framework of specialized innovation competencies (2017 - 2018)
  - 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 (2017 - 2021)

- **Providing services and technological infrastructure that supports innovation**
  - Innovative ideas Management System (2018)
  - Sheikh Mansour Bin Zayed Award for Best Research in the Field of HR (2017 - 2021)
  - Marketing Plan of FAHR’s innovative initiatives (2017 - 2021)

- **Motivate and Encourage employees towards innovation**
  - Conducting awareness workshops on innovation for FAHR Employees (2017)
  - Conduct specialized training programs on innovation and Future Foresight for FAHR employees (2017 - 2021)
  - Award employees for suggesting innovative ideas (2017 - 2021)
  - Send regular awareness messages about innovation (2021 - 2017)

- **Lunching innovative initiatives across FAHR and Federal Government**
  - Launching innovative initiatives across the Federal Government (2017 - 2021)
  - Develop partnership with Local and International Entities to promote the culture of innovation in the HR field (2021 - 2017)
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.

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**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.

**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.

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**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