

الهيئة الاتحادية للموارد البشرية الحكومية  
Federal Authority For Government Human Resources

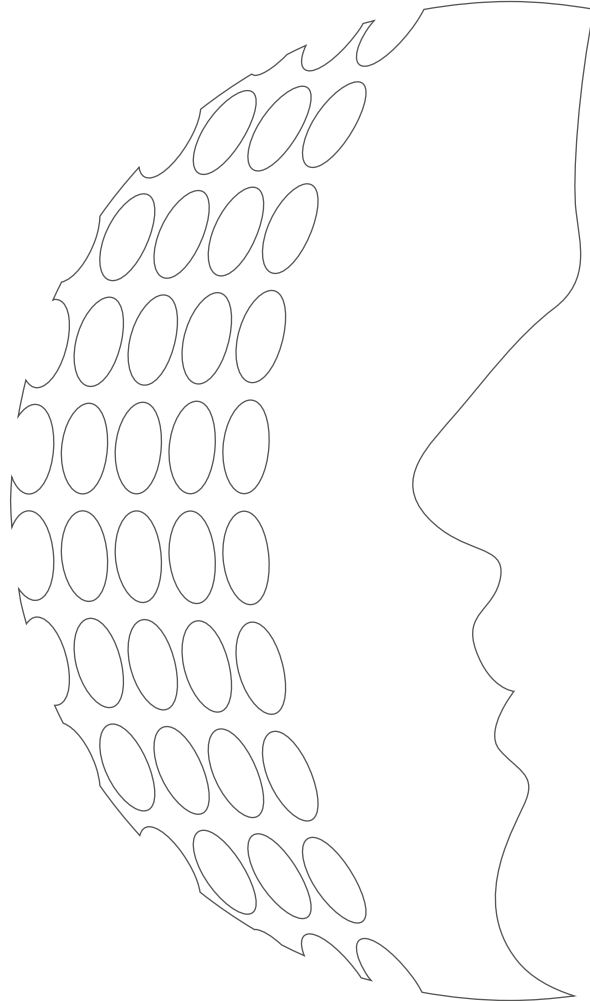


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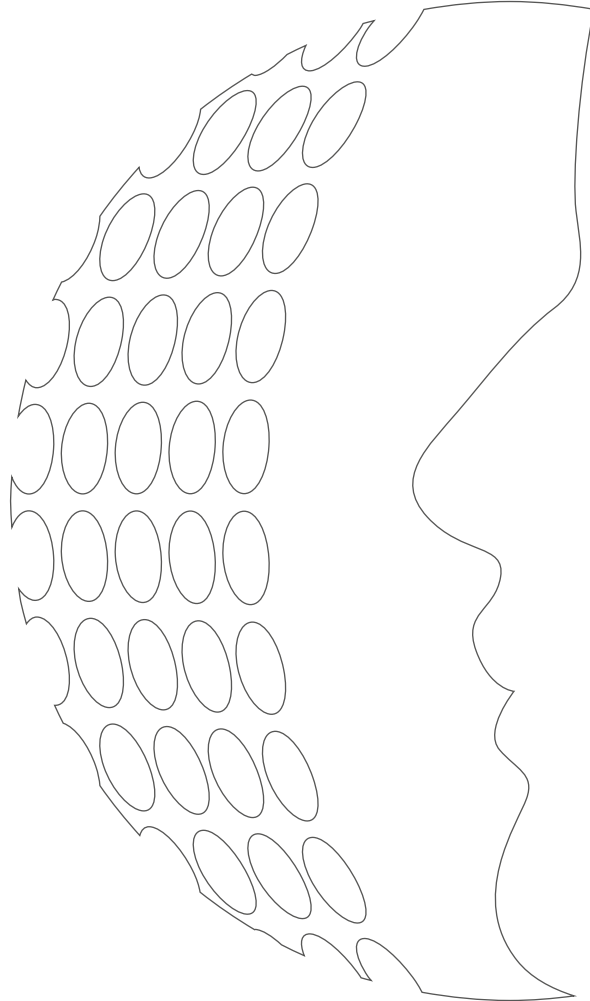
# Strategy of the Federal Authority for Government Human Resources (FAHR) 2017-2021





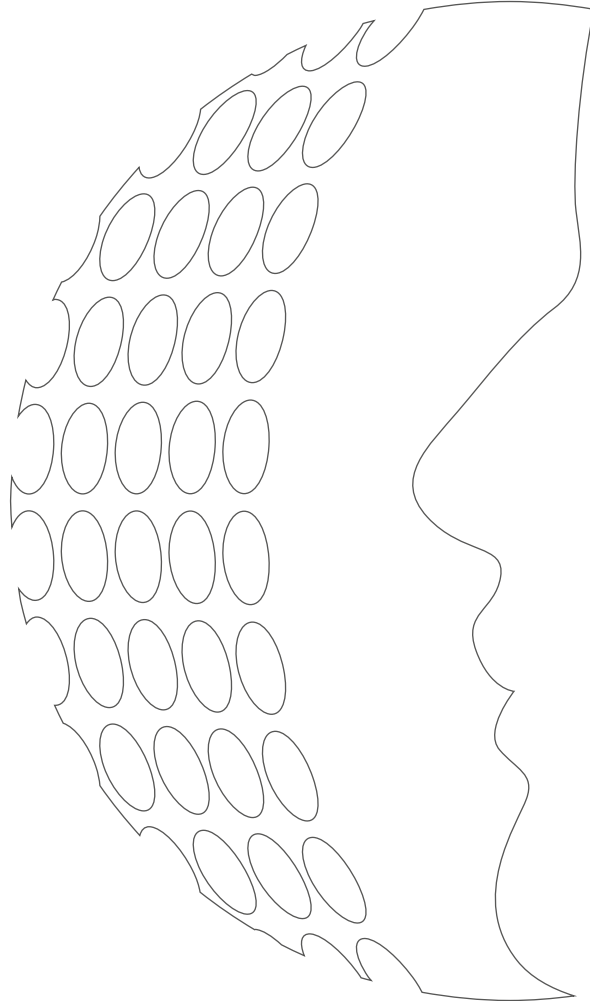
# Vision 2017-2021

**Happy and innovative  
governmental competencies  
leading the UAE to global  
leadership**



## Mission 2017-2021

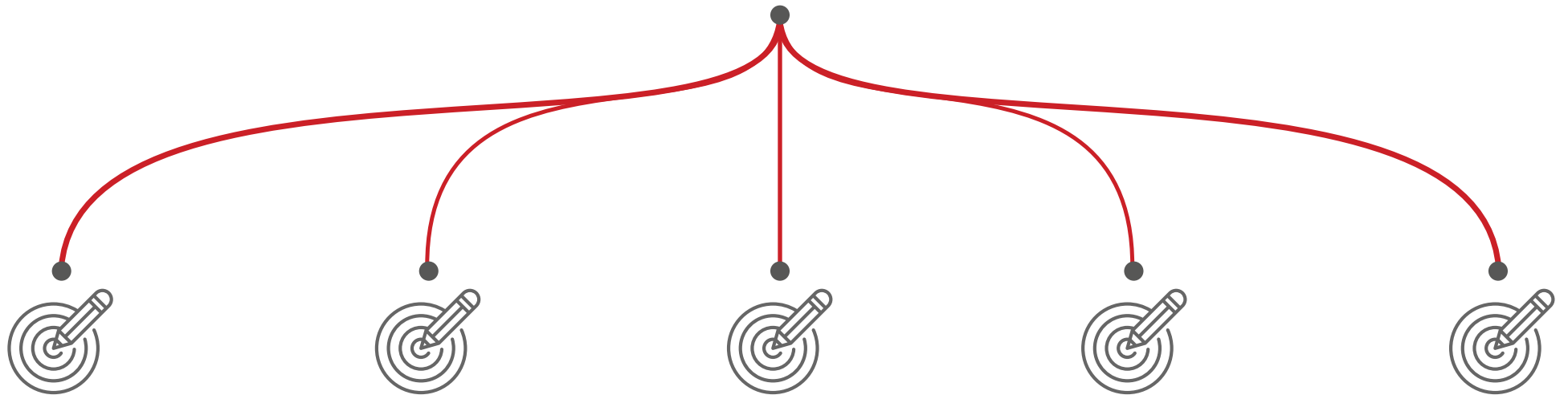
**Achieving job harmony and emphasizing the competitiveness of the UAE by empowering governmental competencies, improving productivity and investing in systems and innovative solutions for human capital.**



# 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

Developing and implementing a comprehensive legal system for managing human capital in the federal government.

### Second Objective

Enhancing and developing the human capital in federal government in order to achieve global leadership.

### Third Objective

Create a happy and motivating work environment for governmental human capital.

### Fourth objective:

Ensure the provision of all administrative services in accordance with quality, efficiency and transparency standards.

### Fifth objective:

Foster a culture of innovation in the institutional work environment.



## First strategic objective: Developing and implementing a comprehensive legal system for managing human capital in the federal government



### Development of human capital work systems

- Update the HR Regulations ● 2017
- Prepare the Federal Government Succession Planning Framework Guide ● 2017
- Flexible working options ● 2017
- Develop the HR procedures and processes guide ● 2017
- Federal Government Skills and Expertise Bank ● 2017
- Update the Rewards and Incentives system ● 2019



### Promote the application of human capital systems

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



### Enhance technology and smart systems for human resources

- Update the smart application of FAHR ● 2017
- Launch the e-signature system ● 2017
- Unified database system (Enterprise service Bus -ESB) ● 2017
- Update the Business intelligence system (BI) ● 2017
- E-system for Rewards and Incentives ● 2017
- Multiple business groups ● 2017
- Develop the e-learning system for HR systems (e-learning portal) ● 2017 - 2018
- Update the electronic strategic workforce planning system ● 2017 - 2018
- Apply governance and information security policies ● 2017 - 2018
- Update the e-recruitment system ● 2018
- Smart forecasting reports (supporting future approaches) ● 2019

## First strategic objective: Developing and implementing a comprehensive legal system for managing human capital in the federal government



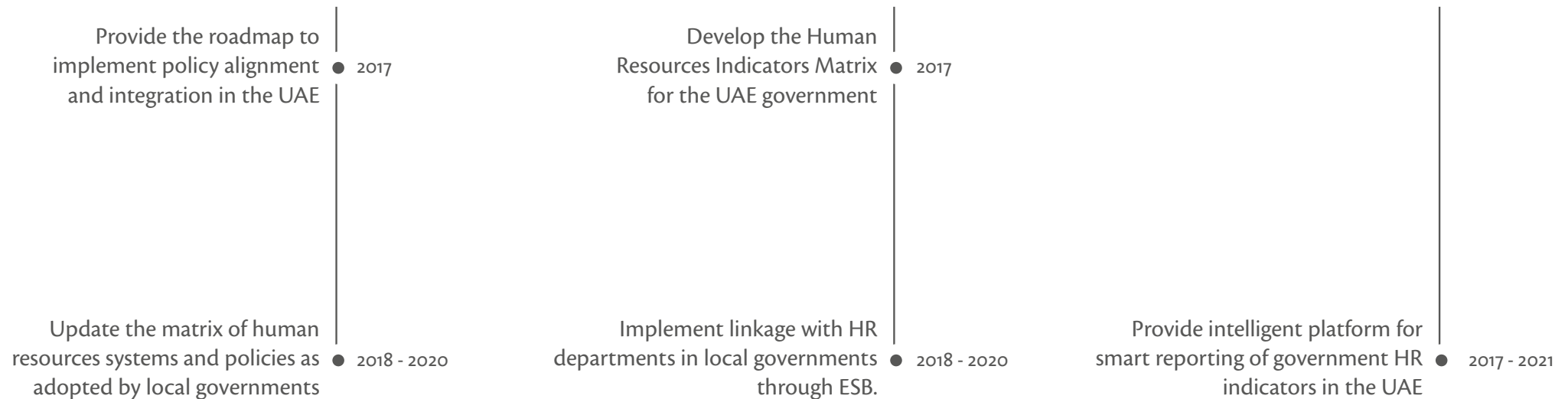
Alignment and integration of government human resources policies and systems \*



Unified Human Resources Database \*



Smart screens for human resources systems \*



\* Initiatives launched at the annual meetings of the Government of the United Arab Emirates.





## First strategic objective: Developing and implementing a comprehensive legal system for managing human capital in the federal government



### Future studies and researches on human capital

HR indicators benchmarking Study	●	2017
Preparatory studies for the annual meetings of the UAE Government:		
- 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	●	2017 - 2021
Study of job rotation in the federal government	●	2017 - 2021



### Joint activities between FAHR and other strategic partners in the government

Study of the savings fund (for non-Emirati employees)	●	2017
E-link project between the workforce strategic planning system and financial systems of the budget «Hyperion»	●	2017 - 2021
Support joint projects between FAHR, the National Service Authority and the National Defense College	●	2017 - 2021



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



### Identify Emiratization challenges and set suitable futuristic programs



### UAE Human Resources Award

### Job performance management and training and development system

Follow up the Emiratization  
plans in the federal government ● 2017 - 2021

Update and develop the Award ● 2017 - 2021

Follow up the implementation  
of the job performance  
management system ● 2017 - 2021

Update the high school graduates'  
sponsorship program (Masar) ● 2017 - 2021

Implement the annual  
editions of the Award ● 2017 - 2021

Follow up the implementation  
of the training and  
development system ● 2017 - 2021



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



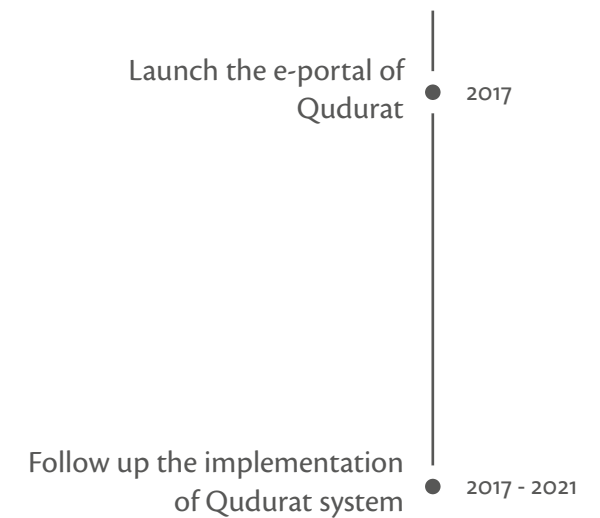
### Future knowledge platforms for government HR



### Preferred training partners (Maaref)



### Evaluation of employees in the federal government (Qudurat)

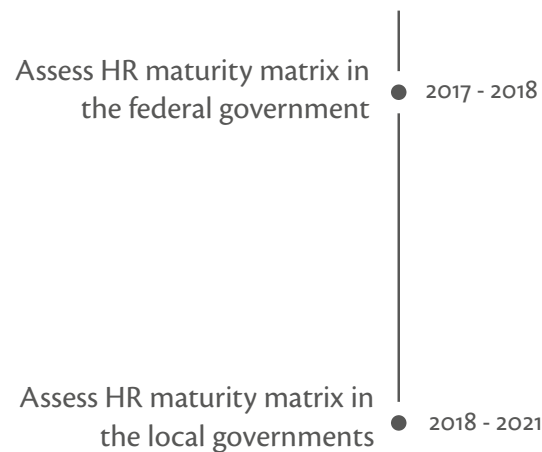




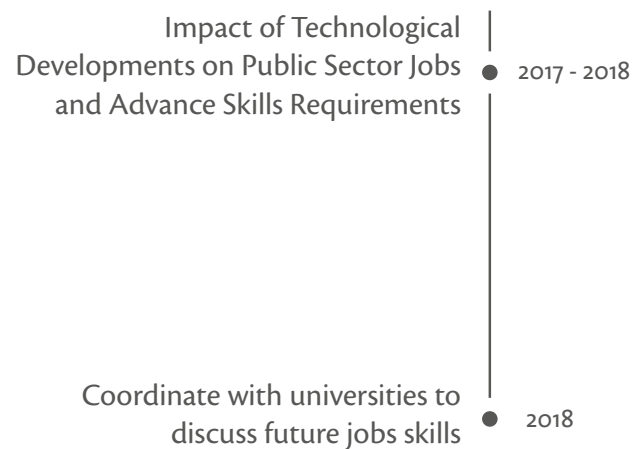
## Second strategic objective: Enhancing and developing the human capital in federal government in order to achieve global Leadership



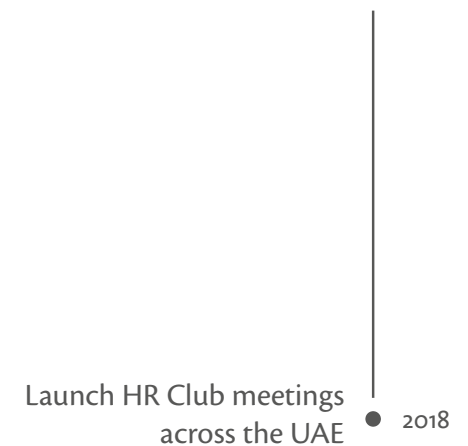
### Conduct HR Maturity Matrix\*



### Study of future jobs skills \*



### HR Club\*



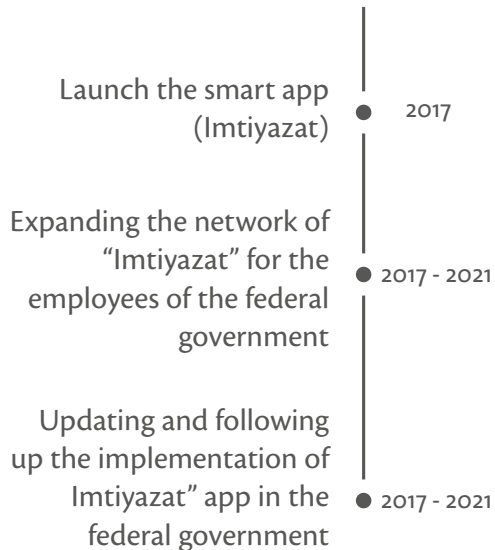
\* Initiatives launched at the annual meetings of the Government of the United Arab Emirates.



## Third strategic objective: Create a happy and motivating work environment for governmental human capital



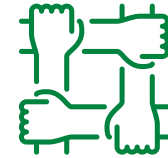
### Imtiyazat Program (discounts for Federal Government Employees)



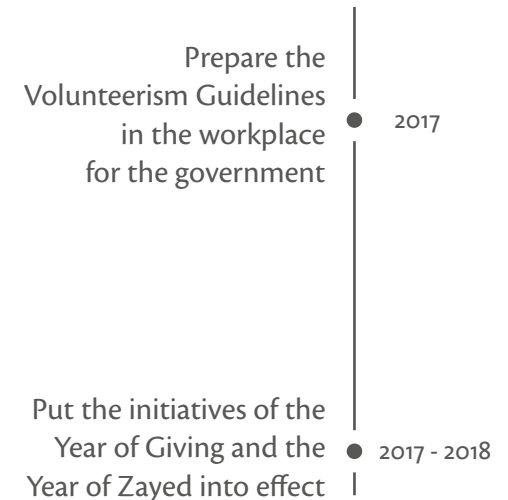
### Happiness of federal government employees



### Enhancing employee welfare in the federal government



### Increase awareness on the social role of government entities

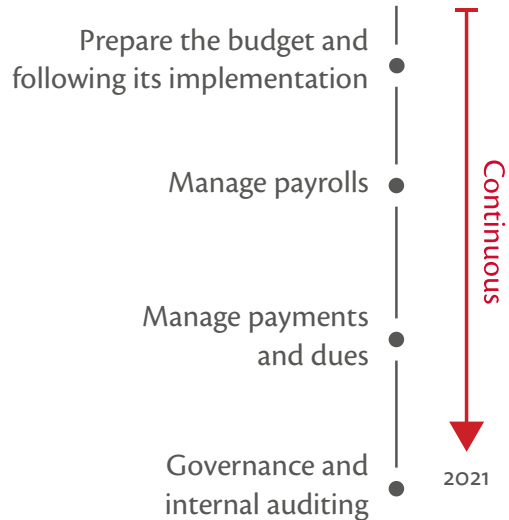




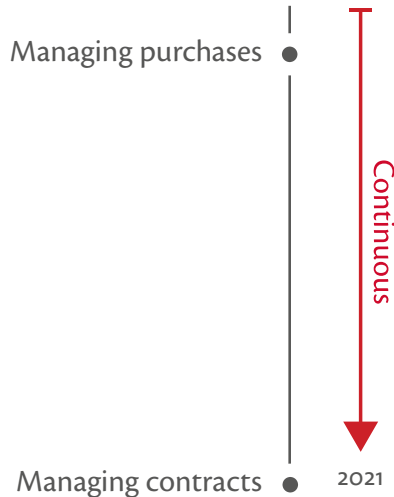
## Forth strategic objective: Ensure the provision of all administrative services in accordance with quality, efficiency and transparency standards



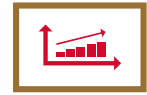
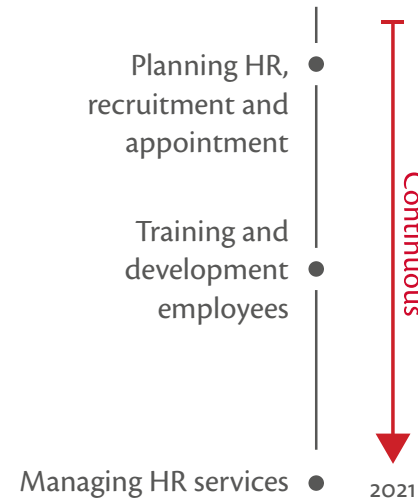
### Managing financial resources effectively



### Managing purchases according to the best global practices



### Applying the best human resources practices



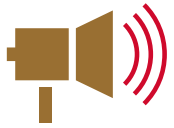
### Ensuring the application of quality and corporate excellence standards



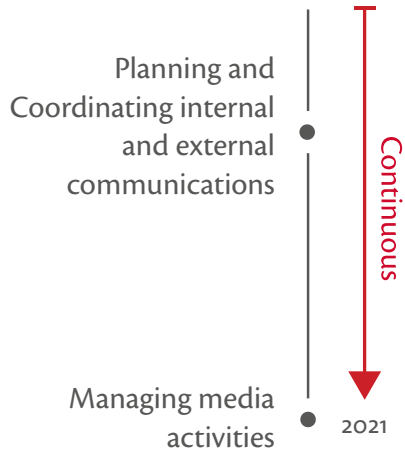
\* Strategic objective to support administrative and technical services at FAHR.



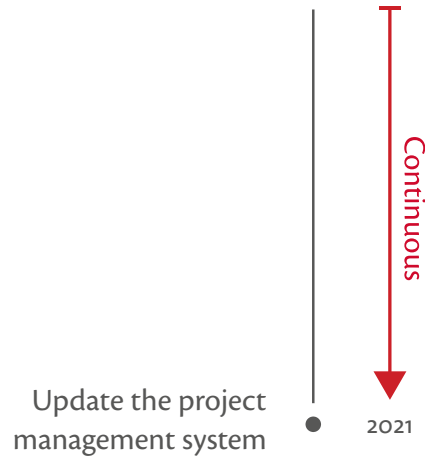
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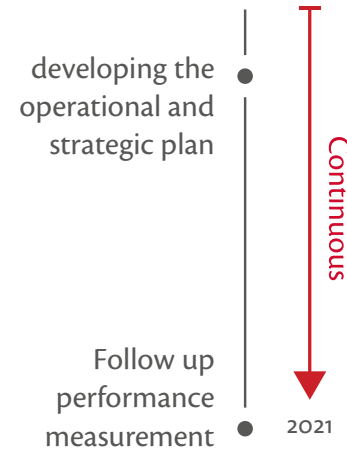
### Ensuring effective internal and external communications



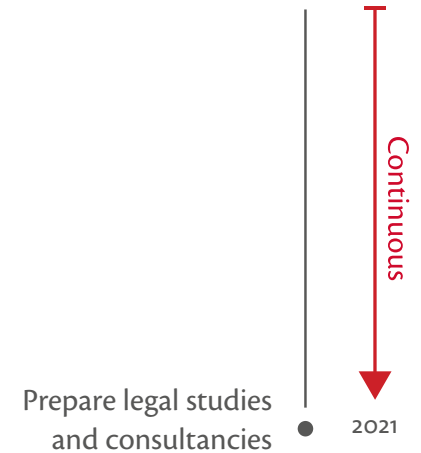
### Applying global best leadership practices



### developing the strategic plans and performance management



### Ensuring the best legal services

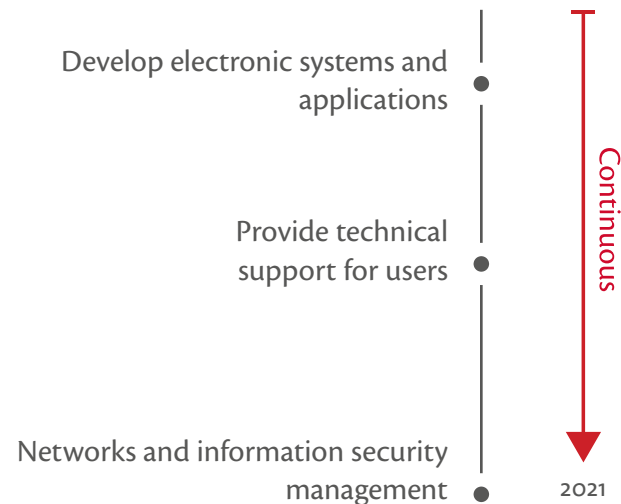




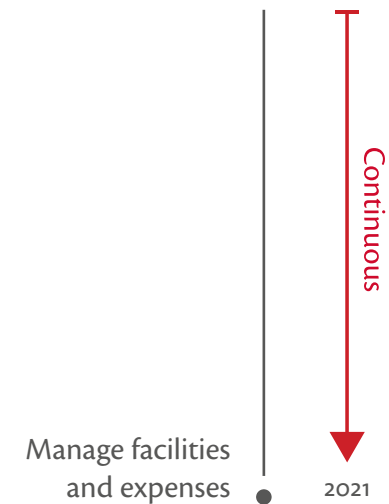
## **Forth strategic objective:** Ensure the provision of all administrative services in accordance with quality, efficiency and transparency standards



**Provide the most  
up-to-date IT services**



**Efficiently provide joint services  
for all organizational units**







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



### Preparing organizational framework for innovation and future foresight

- Update and develop a mechanism for innovative proposals ● 2017
- Prepare and implement the general framework of specialized innovation competencies ● 2017 - 2018
- Implement the mechanism of creativity and innovation labs management ● 2017 - 2021
- Register intellectual property rights and patents ● 2017 - 2021
- Implement mechanism of future foresight tools at FAHR ● 2017 - 2021
- Conduct self-evaluation for FAHR based on the innovative entities standards ● 2017 - 2021



### Providing services and technological infrastructure that supports innovation

- managing and following up the innovative ideas ● 2018
- FAHR award for the best academic research in human resources ● 2017 - 2021
- Marketing plan for the innovative initiatives of the Authority ● 2017 - 2021



### Motivate and encourage employees towards innovation

- Hold awareness raising workshops on innovation concept and mechanisms for FAHR's employees ● 2017
  - Hold specialized training programs on innovation and future foresight for FAHR's employees ●
  - Honor employees with innovative proposals ●
  - Launch periodical awareness raising messages and bulletins on innovation ● 2021
- Continuous



### 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



# Thank You,,,



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