

The UAE government launches the Youth Council for Government Talents



Re-structuring of
the Authority's
Youth Council

FAHR launches a Proactive Smart Panel
to empower the Young employees in
the Federal Government

Provides
1660 Legal Advice
Consultations the
First Half of 2022



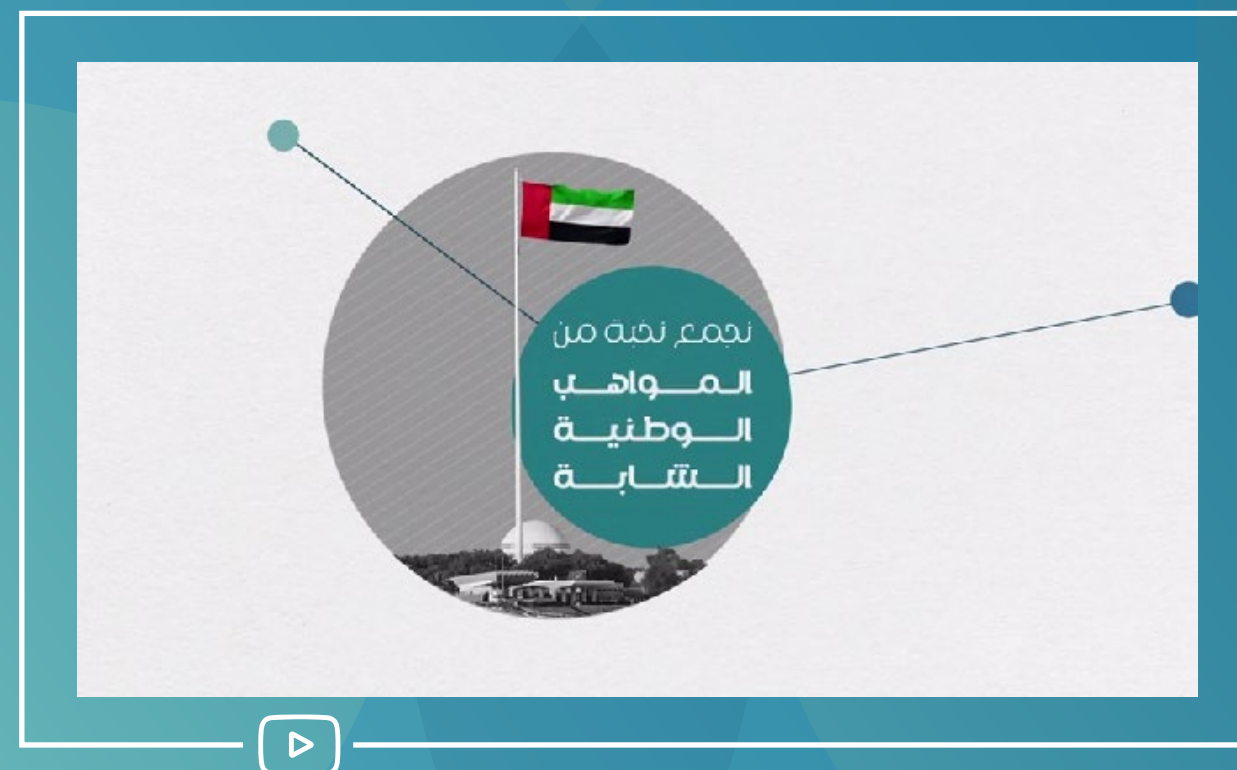
FAHR launches smart screens
and real-time reports on the development
of COVID-19 in the Federal Government

An embodiment of the leadership's directives
to support Young Emirati Talents

The UAE government launches the Youth Council for Government Talents

The Federal Authority for Government Human Resources (FAHR) recently launched the Youth Council for Government Talents, in cooperation with the Federal Youth Authority. The council aims to support young government talents and involving them in shaping the future of government top talents and human resources, as well as policy-making and development of the government human capital system based on youth visions, aspirations and innovative ideas.

The Federal Authority for Government Human Resources manages the Youth Council for Government Talents, which is concerned with a set of responsibilities and tasks, including discussing trends of interest to young people in government work, creating solutions that contribute to promoting and supporting talented young employees, and drawing up future policies for the government human resources system that supports youth.



Enhances

the role of Young Talent and engages them in designing HR Policies



Ohood Al Roumi:

Embodying the directives of the UAE leadership to support youth, build young government leaders and enhance their role

Young Government Talents represent about 30% of the total number of Federal Government employees

Her Excellency Ohood bint Khalfan Al Roumi, Minister of State for Government Development and the Future, Chairwoman of the Federal Authority for Government Human Resources, stressed the importance of the role of youth in designing the future of government talents and building a good model for government human resources. She also confirmed the Government's keenness to enhance the readiness of the youth for the future, in line with the directives of the wise leadership to support youth and build young government leaders and make advantage of their ideas, as they represent the real national wealth and the engine of

development and shaping the future.

H.E Ohood Al Roumi said, "The purpose behind establishing the Youth Council for Government Talents is to support young talents, who make about 30% of the total federal government employees, and to involve them in drawing up human resources policies, and government talents development system by creating a positive and supportive work environment for young people".

She added that the UAE Government is keen to empower young people, enhance their sense of responsibility and involve them in government



Shamma Al Mazrui:

The council reflects the advanced position of the UAE Youth in leading the future of government work

A qualitative addition to efforts to build a future Government Human Resource System led by Youth

policy-making. The council will contribute to providing the UAE Government with innovative ideas and visions that meet the future aspirations of the young people, and support efforts to enhance national human resources through designing policies, and launching innovative projects and initiatives, relying on the dynamic energy of youth in building the future of the government sector, according to H.E Ohood Al Roumi.

Involving young people in building an environment that attracts and stimulates national talents

Her Excellency Shamma bint Suhail bin Faris

Al Mazrui, Minister of State for Youth Affairs, confirmed that the launch of the Youth Council for Government Talents reflects the advanced position of the UAE youth and their potentials to lead the future government work.

"The UAE's wise leadership is highly confident of the ability of our young people and believes in the importance of their role in various fields", she noted.

She added that the UAE youth are the most important component of the national human capital system adopted by the UAE Government adopts to



involve them in leading its development efforts and making policies aimed at transforming government work into an attractive and stimulating environment for young national talents.

According to H.E Shamma Al Mazrui, the council represents a culmination of hard work to build a future government human resource system led by young people, based on their visions and creative ideas, as well as their high understanding of the State's directions and aspirations for the next step in its path to the future.

A select group of young Emirati Talents

The Youth Council for Government Talents includes a group of young national talents working for the UAE Government, who were selected from more than 50 candidates in 30 federal entities and presented more than 120 ideas, aimed at developing future government talents.

The council's membership includes Hamad

Suhail Al-Awadi, Senior Director of Strategy, HR Planning and Development at the General Civil Aviation Authority; Alia Mohammed Al-Hussein, Legal Researcher, the Securities and Commodities Authority; Nasser Nabil Al Boom, Head of Purchasing and Administrative Services Department, the UAE Space Agency; Nada Ismail Al Hosani, Head of Employee Happiness Department, Ministry of Energy and Infrastructure; Mohammad Al-Ajmani Al Bulooki, Acting Head of Strategy and Performance, Ministry of Human Resources and Emiratization; Reem Abdullah Al Tunaiji, Employee Relations Executive, the Emirates Schools Establishment; Asma Mohammad Al Zarooni, Head of Tax Information Exchange Department, Ministry of Finance; Ahlam Abdul Mohsen Al Mannai, Agricultural Engineer, Ministry of Climate Change and Environment; Fadel Mohammad Al Shamsi, Head of Strategy and Performance Development Department, Ministry of Interior, and Abdullah Mohammad Al Mahrazi, Senior Researcher, Ministry of Presidential Affairs.

Laila AL Suwaidi: Youth-friendly Government Work System

Her Excellency Laila Obaid Al Suwaidi, Acting Director General of the Federal Authority for Government Human Resources, explained that the launch of the Youth Council for Government Talents reflects the Authority's keenness to listen to the voice of young people and adopt their development proposals, in order to create a positive and attractive government work environment for talented and qualified people, which embodies the great care given by the wise leadership to the young people.

She said, "the Youth Council for Government Talents represents a platform through which young government talents are involved in creating solutions and developing policies that support government human resources, in cooperation with the Authority's experienced and specialized partners.

"The council aims to create a youth-friendly

government work system, to enable this active group in society to formulate future human resource policies, as well as participate in realizing government directions regarding human capital development, to strengthen the UAE global leadership in areas of interest to young people".

Significant Societal Contributions and Initiatives

Meitha Kolthoum, Director of Strategy and the Future Department at the Federal Authority for Government Human Resources, indicated that the selection of members of the Youth Council for Government Talents was based on a set of criteria. The member should: have significant societal contributions and initiatives, be between 18 and 35 years of age, have the ability to work in different teams, culturally fit and well versed in youth issues.

"The mechanism for selecting council members included several stages, starting with receiving the nominations of ministries and federal entities, passing a number of assessment tests and personal interviews prior to selection", noted Meitha Kolthoum.

Duties and Responsibilities of Board Members:

Developing a supportive and enabling environment for young talents

Participate in creating Future HR Policies

Creating proactive solutions and initiatives to design the future of government work

Real-time Reports via «Bayanati» System

FAHR launches a
Proactive Smart Panel
to empower the Young
employees in the Federal Government

The Federal Authority for Government Human Resources (FAHR), has launched a new smart panel at the federal government level, to display indicators related to the empowerment of young people working in ministries and federal entities. The new panel is aimed at helping the federal entities implement the Youth Empowerment Policy, which was approved by the Council of Ministers.

In this regard, Zayed Al Qahtani, Director of Performance Evaluation and Follow-up at the Authority, confirmed that the Youth Empowerment indicator panel serves the UAE's policy towards investing in youth. It also helps the leaders in the ministries and federal entities to view the youth empowerment indicators in their respective entities, as well as measuring the impact of implementing initiatives related to their empowerment and following up on the progress made in this area, he said.



Zayed Al Qahtani

Al Qahtani added: "The new indicator panel is available on the BI smart reporting system, which is part of the federal government's HR Management Information System (Bayanati). The panel includes 16 smart indicators for youth empowerment and reinforced by the annual results derived from the federal entities, to reflect the current situation of young people in those entities, in terms of skills development, empowerment, retention, motivation and productivity. The annual results show the detailed data for each indicator as well, which may be also used in improvement and development processes".

He explained that the new indicators panel enables the federal entity to know its results compared to other entities in each indicator, through illustrative

graphs, pointing out that those concerned in the federal entities have been granted access to the panel through the smart reporting system.

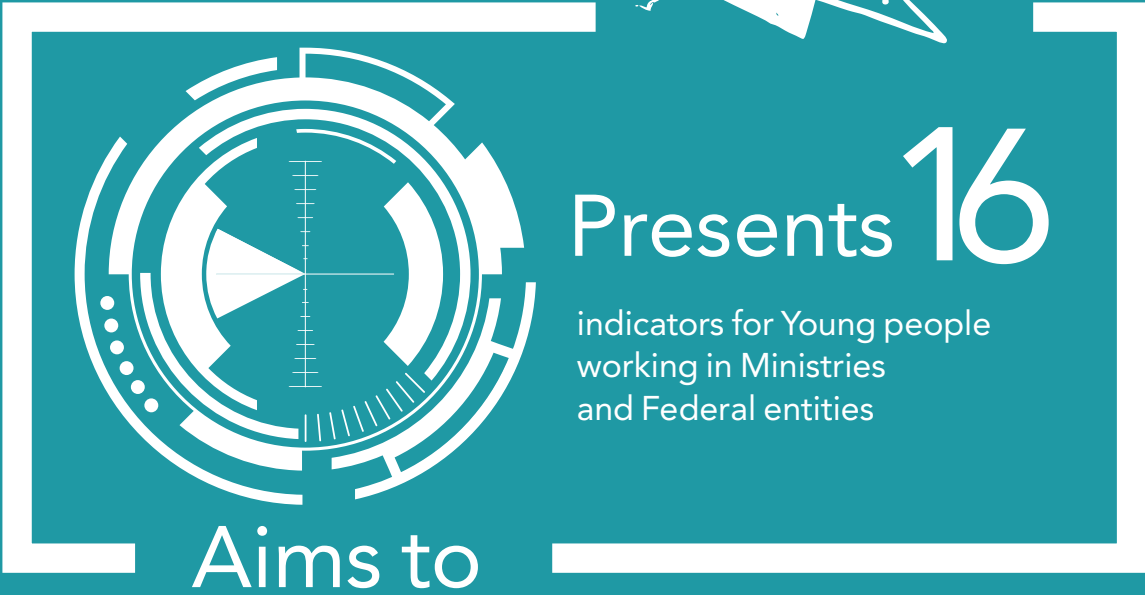
"This will contribute to creating an integrated and stimulating work environment for young federal government employees, as well as enhancing their role in their workplaces, in line with the UAE Government's vision and aspirations, and following up on the results of youth indicators contained in the Guide to Empowering Youth in the federal government", Al Qahtani noted.

Al Qahtani indicated that the new indicators panel is part of the Authority's innovative initiatives, launched to empower young employees in the federal government, and to enhance the strategic roles they play in consolidating the leading position of the UAE in various fields.

He called on all ministries and federal entities to invest in this project, and follow up on all data emanating from it, in order to shape a comprehensive and accurate picture of the reality of young people in the federal entities, confirming the Authority's keenness to provide any support to the federal bodies regarding the new indicator panel.

«Youth Empowerment» Indicator Panel

The "Smart Youth Indicators Panel" is one of the outputs of the smart reporting system that falls under the umbrella of the Human Resources Information Management System in the Federal Government "Bayanati".



Assisting stakeholders and leaders in the Federal Authorities to:

- Read the reality of young people in their directions
- Follow Up on the results of implementing initiatives related to their empowerment
- Create an ideal work environment, incubating and motivating them

Coinciding with International Youth Day

Re-structuring of the Authority's Youth Council



Meitha Kolthoum
President



Shaikha Alkaabi
Member



ميثاء بن هاشم
عضو



Amna Alraeesi
Member



Mohammed Al Ali
Member



مجالس الشباب
YOUTH COUNCILS
مجلس شباب الهيئة الاتحادية للموارد البشرية الحكومية
Youth Council of the Federal Authority of Government Human Resource



Ahmed Al Shaer
Member



Sharifa Al Bashr
Member



Nada Al Ali
Member



Omar Al Balooshi
Member



Alya Abdalla
Member



Mahra Ali
Member and Rapporteur

The Federal Authority for Government Human Resources (FAHR), announced today, Friday, the restructuring of the Authority's Youth Council, launched at the beginning of 2020, as part of its efforts to support the youth, and invest in their creative energy and high potential.

In this regard, Meitha Kolthoum, Director of Strategy and Future Department at the Authority, explained that the restructuring of the Youth Council coincides with the International Youth Day, which falls on August 12 every year. She noted that the council embodies the Authority's keenness and interest in enhancing the young people's role as the leaders of tomorrow, and a force to be reckoned with in making great achievements for the Authority, as well as realizing its vision and future aspirations.

"The young people in the UAE are receiving unparalleled support from the wise leadership of the country, led by His Highness Sheikh Mohamed

bin Zayed Al Nahyan, President of the State, and his brother, His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President, Prime Minister of the UAE and Ruler of Dubai", said Meitha Kolthoum, adding that the wise leadership relies a lot on the youth to keep the UAE Flag flying high in all local and international forums, and to preserve the Union's achievements and heritage.

Meitha Kolthoum confirmed that the Authority considers the Youth Council, with its new formation, a key factor in developing the work environment in general, and a body that reflects the aspirations and ambitions of the young generation of employees, who deserve to be involved in decision-making.

"The Authority takes into account the views and proposals of young employees when drawing up HR laws, policies and legislation at the Federal Government level", she noted.

Coinciding with International Youth Day

The Authority's Youth Council discusses ways of improving work environment



The Youth Council of the Federal Authority for Government Human Resources recently held a "Youth Retreat" to discuss the challenges of the work environment and ways to overcome these challenges, in order to achieve high levels of happiness and job satisfaction, and enhance productivity levels, within a happy and stimulating work environment.

The retreat was moderated by Meitha Kolthoum, Director of the Strategy and Future Department

along with numbers of the Authority's employees, representatives of all sectors and departments. The session was interactive, and the participants shared their views and suggestions in private and confidential environment by using digital brainstorming tools. All the suggestions will be taken into consideration and will be discussed with the concerned departments and managements, and then to be shared the results with the staff, to sense the impact of the session.

Through the “Ta’afi” initiative, which links the “Al-Hosn” application with the “Bayanati” System

FAHR launches smart screens and real-time reports on the development of COVID-19 in the Federal Government

The Federal Authority for Government Human Resources (FAHR), recently announced the launch of smart displays and real-time reports on the development of COVID-19 at the Federal Government level, as part of “Ta’afi” Initiative, in cooperation with the National Emergency Crisis and Disaster Management Authority, and the Ministry of Health and Protection.



It should be noted that “Ta’afi” Initiative is aimed at creating a healthy and safe work environment for Federal Government employees and customers alike, by monitoring and following up on the developments of the situation regarding COVID-19 in all ministries and federal entities, through linking Al Hosn App. outcomes with smart reporting system.

In its circular No. (8) of 2022, addressed to all ministries and federal entities, the Authority revealed authorization has been granted to the concerned parties at the ministries and federal entities to access Business Intelligence Reporting (BI) assigned to “Ta’afi” Initiative within the Federal Government’s HR Management Information System, for the purpose of extracting reports and indicators about the initiative.

According to the Authority’s statement, the BI

reports and proactive indicators concerning “Ta’afi” initiative, show the classification of the entity according to the percentage of infected employees, and employees who have received two or more doses of any COVID-19 approved vaccine.

The Authority also stressed the importance of the reports issued under “Ta’afi” Initiative in enhancing the preparedness of the ministries and federal entities to deal with any developments regarding COVID-19, by taking proactive steps, and precautionary measures applied at the Federal Government level.

These reports show the number of active COVID-19 cases in the entity, according to the workplace and organizational unit, with the ability to extract the details of infected, vaccinated, non-vaccinated employees, as well as those who have or have not received the



booster dose in the entity.

The Authority explained that the BI reports would support HR departments, and provide them with real-time data on percentages of vaccination, infection, booster dose and contacts, which would enable these departments to develop and improve the corrective measures at the entity level, in addressing the impact of COVID-19 infection and contact cases.

According to the Authority’s statement, the BI reports will help in tracking cases of infection and contact on a daily basis within the work environment in the federal entity, identifying the areas with concentrated infection, following up on infected employees, and taking the necessary measures, according to an electronic mechanism documented within Bayanati System and Al-Hosn App., in addition to

keeping employees aware through reminding them of the need to complete vaccination doses and conduct PCR tests required on time.

Finally, the Federal Authority for Government Human Resources called on all federal entities to take necessary measures under “Ta’afi” Initiative, which determines the percentage of infection within each entity and the necessary procedures to be followed by each entity in line with the public interest.

In order to shed more light on “Ta’afi” Initiative, the Authority held virtual workshops, with the participation of dozens of human resource officials in ministries and federal entities. The workshops highlighted the key features of the initiative, which links “Bayanati” system with Al-Hosn application.

6 channels have been allocated to receive consultations

The Authority Provides

1660

Legal Consultations during the First Half of 2022

During the first half of this year, the Federal Authority for Government Human Resources (FAHR) received 1,660 legal inquiries about Human Resources Policies, Legislation and Laws applied in the federal government, through 6 channels allocated by the Authority for this purpose.

It explained that the legal advisory team responded during the first six months of 2022 to 1660 legal consultations as received from ministries, federal entities and their employees, local and private entities and the public, on the approved Human Resources Policies and regulations of the federal government.

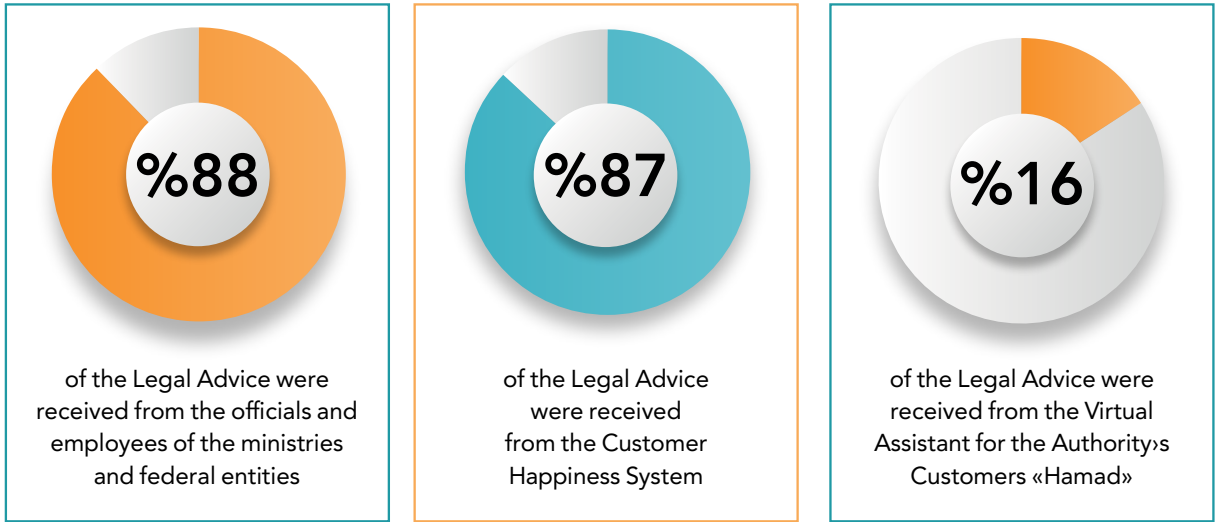
It stated that 88% of the legal consultations received by the Authority during that period were from officials and employees of ministries and federal entities, which included 1,460 inquiries, while the remaining inquiries were received from local government entities, private sector organizations and the intended audience.

The Authority pointed out that 87% of legal advice was received via the Customer Happiness System (CHS), which it launched in 2019. This includes 8 main services and 11 sub-services, serving all ministries, federal entities, private sector enterprises and the public. The CHS is an integrated electronic portal through which the Authority

provides necessary support for ministries and federal entities with regard to the operation and maintenance of all electronic Human Resources Systems that fall under the umbrella of the Human Resources Information Management System in the Federal Government «Bayanati».

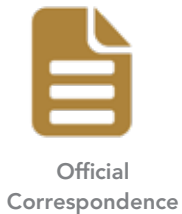
It noted that the virtual assistant for the Authority's customers «Hamad», which is available on the Authority's website, www.fahr.gov.ae, received 16% of legal advice, while the Authority's smart application FAHR received 12% of such advice.

The Authority explained that the legal advisory team, which it formed in 2010, is intensifying its efforts with the aim of creating a sound legal culture on Human Resources Legislation, Policies and Regulations applied at the federal government level. It also indicated that the team held 5 awareness workshops for employees of ministries and federal entities during the first half of this year.



Channels to communicate with the Legal Advisory Team

As the Authority is keen to facilitate communication with the Legal Advisory Team, it allocated 6 Communication Channels whereby all stakeholders can get legal advice they need.



During a virtual session watched by 750 interested members

The HR Club reviews the Evolution of Metavirus in the Digital World

The Federal Authority for Government Human Resources (FAHR) has recently held the 8th virtual session of the Human Resources Club during 2022, entitled «The Evolution of Metaverse, a New Revolution in the Digital World», which was attended by more than 750 members of the Club from inside the country and abroad.

The session, which was held via live broadcast technology, hosted Mr. Basil Al-Khatib, Regional Sales Manager for the Middle East at Huawei Cloud Solutions, and Engineer Salama Al-Qamzi, Digital Capability Officer at the Telecommunications and Digital Government Regulatory Authority.

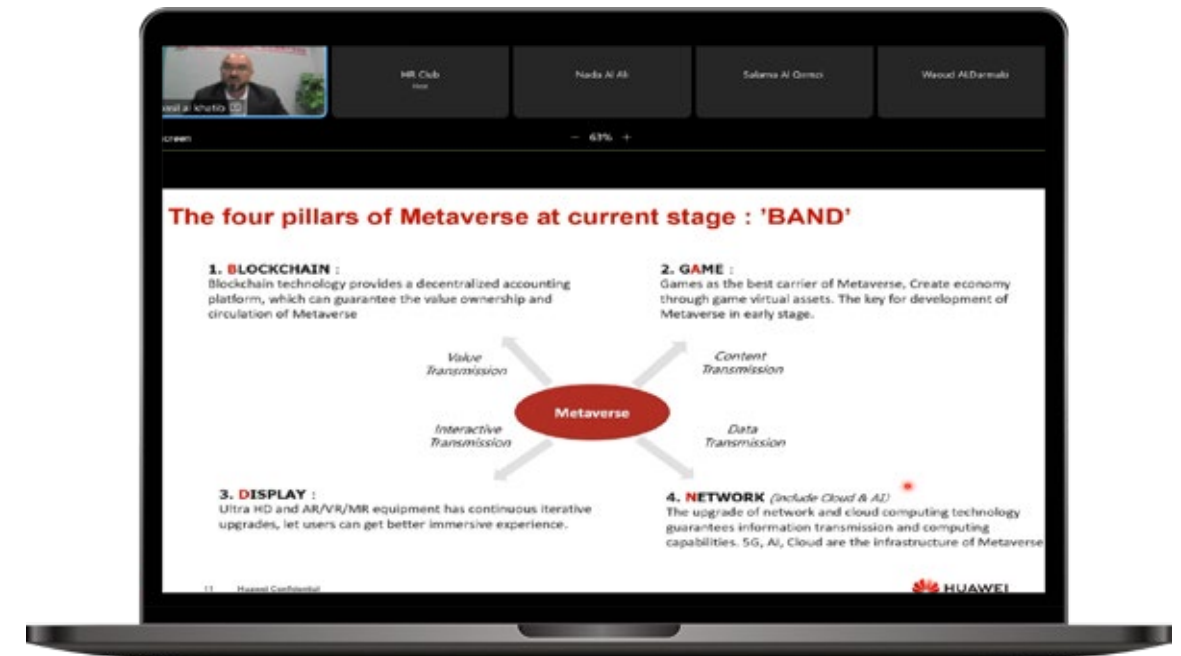
Basil Al-Khatib introduced the session's participants to the term Metaverse, noting that it is a series of virtual worlds in which users interact with each other through each user's avatar, and it is the main link that connects the physical and digital world together.

He also pointed out that many global organizations have become aware of the importance of the Metaverse in enhancing their competitiveness, which prompted them to pump large sums of money in this field with the desire to develop their digital services and products, and provide a unique experience for dealers, indicating that Metaverse is applied to the environment that is possible that can be simulated. Moreover, this world is designed in a professional

way, as it is difficult for people to distinguish between it and the real world, stressing the need for integration between all services to ensure the success of the Metaverse experience.

Al-Khatib also talked about the most prominent companies that deal with the "Metavirus", including: Facebook «Meta», which is the first leading company that relied on "Metavirus" technology, in addition to Microsoft and Apple. He also noted that the reliance on this technology is increasing substantially every day, and the scope of its use has expanded in many fields, such as: (the world of virtual and electronic gaming world, travel and tourism, entertainment, shopping, and social media world as well).

The Middle East Regional Sales Manager at Huawei Cloud Solutions pointed out that the Metaverse technology has made the world more like a three-dimensional environment to which the users can enter and enjoy one of its components and elements, and such users are completely isolated from the real world and are in a virtual digital world. As soon as the Metaverse



technology users enter this world, they find that they are surrounded by a group of virtual communities.

For her part, the Engineer Salama Al Qamzi, Head of Digital Capabilities at the Telecommunications and Digital Government Regulatory Authority (TDRA), spoke about the 8th edition of the TDRA's virtual camp, which comes in a new look this year by adopting the Metaverse technology. He also noted that the camp constituted a unique experience for students of the country by providing them with the opportunity to explore the huge potential of the Metaverse technology, which is the future of the internet in the years ahead.

She also made it clear that the virtual camp focused on introducing the new generation to the most important future technical fields. Over the course of two weeks, the students designed technological projects with the help of digital training materials and an interactive platform, with the support of a training staff on the project's communication platform.

The Human Resources HR Club in brief

The HR Club, which was launched by the Authority in 2010, is an important intellectual and knowledge communication window that brings together thousands of professionals and specialists concerned with topics of discussion, whether in terms of human resources issues and support services or general and emerging issues.

The HR Club is an interactive platform that brings together people interested in human resources and HR professionals, experts and owners of distinguished experiences under one roof. The objective of doing that is to exchange ideas, experiences and solutions that would enhance the roles assigned to human resources departments, institutional services and others in various sectors in the country.

It is noteworthy that the door to join the club is open and free for anyone interested in the field of human resources, institutional support, etc., and an application for joining the club can be submitted via Authority's website www.fahr.gov.ae and the HR Club's email address (HRCclub@fahr.gov.ae).

A delegation of Abu Dhabi Police reviews FAHR's experience in Succession Planning

The authority is keen on transferring knowledge and exchanging best practices and successful experiences in the field of human capital management

The Federal Authority for Government Human Resources (FAHR), recently briefed a visiting delegation from Abu Dhabi Police General Command, on its experience in the most important steps of succession planning, competencies development, and how to prepare the second and third-line leaders, to assume leadership roles and positions in the organization.



The visiting delegation was received by Ali Ahli, Director of Human Resources and Services Department, Meitha Kolthoum, Director of Strategy and Future Department, and a number of the Authority employees.

Meitha Kolthoum said, “This visit comes in line with the Authority’s keenness to transfer knowledge, as well as exchange best practice and experiences in the field of human capital management, development and empowerment, in cooperation with various government and private bodies, locally and globally. The primary aim is to increase the federal entities’ productivity and promote the leading position of the UAE in the field of government efficiency”.

She called on all entities wishing to have a first-hand look at the best practices and experiences

of the Federal Authority for Government Human Resources, to take the benchmarking service provided by the Authority as an example.

“They can submit a service request through the Customer Happiness System, available on the Authority’s website www.fahr.gov.ae, and constitutes an interactive electronic portal that includes all the services provided by the Authority to customers”, she added.

Ali Ahli reviewed the key features of the Succession Planning and Talent Development Framework in the federal government, which was launched by the Authority in 2019, aimed at improving the institutional performance, enhancing their efficiency and productivity, by qualifying the promising human resources, and preparing them to fill certain jobs.

He said: «Succession Planning is an organized process, aimed at continuity of leadership in targeted critical positions, by developing and the current competencies to assume future roles and maintaining the top talents, in order to help entities, perform their roles effectively”.

Ali Ahli explained the concept of Elite Talents, which means a group of employees with outstanding performance, capabilities and high potentials who are developed and prepared to assume greater responsibilities and roles in certain areas. He stressed the need to focus on developing individuals capable of occupying Grade “4” to Special Grade “A», to ensure the availability of sufficient numbers of qualified employee to conduct the succession planning process in those entities.

“Succession Planning process in the Authority

goes through five level”, said Ali Ahli. Identifying key positions, which are the main and important jobs that are related to the nature of the entity’s work; identifying the targeted Human Resources to fill the targeted jobs; evaluating and developing the targeted human resources, in order to identify the gap between the current and required competencies.

“The fourth level off succession planning is engaging the targeted human resources in the Authority’s various strategies, initiatives and projects to ensure their effectiveness and develop their performance. The fifth succession planning level aims to review succession strategies, in order to present feedback on the process to the executive team in the entity, to ensure continuous improvement”.

Provides flexible hours for employees
to accompany their children to and from school

FAHR circulates Back to School Policy to the Federal entities

The Federal Authority for Government Human Resources (FAHR) has issued a special circular directed to all ministries and federal entities regarding the Back to School Policy, earlier launched by the federal government and endorsed by the Cabinet, to improve the employees' work-life balance and strengthen their family cohesion.

In its circular No. 10 of 2022, the Authority urged all ministries and federal entities to enable their employees to make advantage of the flexibility offered by the Back to School policy, designed to help parents working in the federal government with escorting their children to schools and nurseries at the beginning of the new school year.

The flexible working hours contained in the policy must be observed in light of the Authority's directives and HR laws, and in a manner that does not affect the workflow, the provision of services, and in accordance with the applicable regulations in each federal entity, provided the direct manager's approval.

The Back to School Policy stipulates that parents who are federal government employees, and have children in schools, shall be given sufficient flexibility, either by being late for work or leave earlier, to accompany their children to and from schools on the first school day, provided the absence time should not exceed 3 hours per day.

As for parents who are federal government employees and have children in nurseries and

kindergartens, they may be granted a morning delay or early leave permit during the first school week, to accompany their children to and from the nursery, provided the absence time should not exceed 3 hours per day.

Back to School Policy also allows employees to get permission on other occasions related to the school year for a period not exceeding three hours to attend parents' meetings in their children's schools. They may be given permission for 3 hours per day to attend graduation ceremonies, events and activities related to their children, in a manner that does not affect the workflow, or contradict with the HR Law of the federal government.

Back to School Policy

Parents of federal government employees are given sufficient flexibility on the first day of the new school year and during the first week for those who have children in nurseries and kindergartens, within 3 axes, and in a manner that does not prejudice the workflow or the provision of services in the entity, and does not conflict with the Human Resources Law in Federal government:

First School Day (Primary School & above)



1. The employee is given the flexibility to come and leave on the first school day; to take his children to and from school
2. Flexibility not to exceed a total of 3 hours on the first school day
3. The different starting days of the study are taken into account according to the school's specific curriculum

Flexible working hours in the first week of Nursery & Kindergarten Child Care



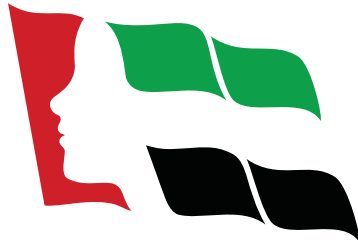
1. During the first week of the school year, the employee is given the flexibility to come and go to take his children to and from the nursery or home
2. Flexibility does not exceed a total of 3 hours per day

Flexible working hours on other occasions and circumstances related to the school year



An employee may be granted permission for a period not exceeding 3 hours:

- * To attend graduation ceremonies and children's activities
- * To attend Parents, Meetings in his children,s schools



يوم المرأة الإماراتية
EMIRATI WOMEN'S DAY



اليوم
المرأة
الإماراتية
28 AUGUST
أغسطس

Emirati Women's Day

