



## FAHR Launches

## Guide to HR Services Accelerators

Saudi delegation reviews UAE's Federal  
Human & Financial Resource System  
“BAYANATI”

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## Dr. Abdul Rahman Al Awar: The bonus ordered by the wise leadership reflects Sheikh Zayed's values and approach



HE Dr. Abdulrahman Al Awar Director General of the Federal Authority for Government Human Resources praised the bonus ordered by His Highness Sheikh Khalifa bin Zayed Al Nahyan, President of the UAE in the form of one-month basic salary to be paid to all serving and retired Government employees, as well as the beneficiaries of social welfare services in celebration of one hundred years since the birth of the UAE's Founding Father, Sheikh Zayed observed on 6th May 2018.

HE said that the directives of His Highness the President, His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice-President and Prime Minister of the UAE and Ruler of Dubai, His Highness Sheikh Mohamed bin Zayed Al Nahyan, Crown Prince of Abu Dhabi and Deputy Supreme Commander of the UAE Armed Forces, are no strange, as the prosperity of their people has always been a top priority of our wise leadership. And based on its firm belief that the capital Human being is one of the most important pillars of development. H.E. noted that the wise leadership of the UAE believes in the importance of the human element, pays great attention to it and bets on it in making great achievements, represented by H.H. Sheikh Khalifa bin Zayed Al Nahyan, President of the UAE and H.H. Sheikh Mohammed bin Rashid

Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, and H.H. Sheikh Mohammed bin Zayed Al Nahyan, Crown Prince of Abu Dhabi and Deputy Supreme Commander of the UAE Armed Forces, and members of the Federal Supreme Council of the Rulers of the Emirates.

Dr Abdulrahman said: "The bonus granted by His Highness President of the State on the occasion of the 100th birth anniversary of the late Sheikh Zayed bin Sultan Al Nahyan, will have a direct impact on the federal government employees and their families, as well as all categories covered by this grant including civilians, military, retirees, and beneficiaries of social security'.

"On the other hand, this grant will arouse positive sentiments among citizens and residents alike, for its association with the memory of the late Sheikh Zayed bin Sultan Al Nahyan, founder of our State and builder of our renaissance, who was an exceptional global leader and national role model whose values and vision inspire our present leaders and people'.

HE thanked the wise leadership of the UAE, led President His Highness Sheikh Khalifa bin Zayed Al Nahyan, God protect him, who is following suit of Zayed Al Khair"

He concluded his speech saying: "The great achievements and the advanced levels the country



has reached would not have been possible without the grace and favor of God, followed by the efforts and directives of our wise leadership which has given the human element the utmost importance, invested in it, and harnessed all the energies, potentials and capabilities for it in the

direction of upbringing and education, training and development, follow-up and motivation, all the way down to what it is today, and the advanced levels and leadership the UAE has achieved in various fields.

# FAHR Launches Guide to HR Services Accelerators



Dr Abdulrahman Al Awar



Aisha Al Suwaidi

The Federal Authority for Government Human Resources (FAHR) has launched a Guide to Human Resource Services Accelerators - Service Level Agreement (SLA) - during a workshop held at its headquarters in Dubai. In this regard, HE Dr. Abdulrahman Al Awar, Director General of FAHR stressed the importance of the strategic project to the federal entities, being instrumental in enhancing human resources services provided, and achieving higher levels of productivity in line with the country's progress towards leadership and excellence.

He said: "The newly introduced guide aims at developing the institutional system in the Federal Government, speeding up the work in ministries and federal entities, and upgrading the quality of services provided by the human resources departments in the ministries and federal bodies for both internal and external customers. Moreover, it aims to assist the ministries and federal bodies with preparing and implementing service level agreements that help instil a culture of service excellence and customers' happiness".

Dr. Al Awar explained the SLA as an agreement that is negotiated and coordinated between the human resources department at a ministry or entity, in its capacity

as a service provider on the one hand, and recipients of such services including departments, employees and customers on the other. It aims at clarifying and detailing the expectations of human resources services in terms of quality and time frames. Thus SLA seeks to clarify and detail expectations of services and targets.

In her speech, Aisha Al Suwaidi, Executive Director of Human Resources Policies Sector at the Authority, stressed the importance of service level agreements for human resources departments, service recipients, and ministries and federal agencies in general. "At the level of human resources departments, these agreements contribute to focusing

the time of these departments and their resources on strategic aspects, besides meeting day-to-day operational requirements effectively and efficiently, as well as assisting in identifying relevant human resources procedures and services provided by the department, clarifying the roles and responsibilities of the department, and providing a mechanism performance measurement and improvement", she noted.

According to Aisha Al Suwaidi, the service level agreements define the needs, requirements and expectations of service users, clarify their roles and responsibilities, ensure alignment of the Federal Government's HR Strategy with the strategy of the

entity, contribute to creating a culture of service quality, enhance the concept of continuous improvement and provide a mechanism for governance and problem solving.

She added: "The Human Resource Services Accelerators Project is a continuation of the Authority's efforts to improve the efficiency of the services provided by the human resources departments to the employees of the federal bodies in terms of productivity, cost and quality.

"We are confident that the HR Solution Accelerators Project in the Federal Government will be a real addition to the system currently applied to measure and develop the performance of human resources departments in ministries and federal entities, such as Balanced Scorecard, HR enabler indicators and Emirates HR Award in the Federal Government".

The Executive Director of Human Resources Policies explained that the 4th edition of the Emirates HR Award will witness the addition of a new criterion that measures the performance and effectiveness of human resources departments in the ministries and federal entities. Each federal entity will be evaluated according to its binding service level agreement. She added that the services provided by human resources departments cover three levels: employees, organizational units within the entity, and external parties dealing with human resources departments.

She confirmed the Authority's keenness to develop the SLA continuously and identify the challenges it may face at the level of ministries and federal bodies following completion of the pilot phase. She also confirmed that



the time frames for the approved services have been automated through the Human Resources Management Information System in the Federal Government «BAYANATI».

## Characteristics of SLAs

For her part, Moza Al-Sarkal, HR Expert, FAHR, shed light on the most important characteristics of service level agreements. She explained that such agreements are introduced as part of a quality initiative to improve customer focus, should be based on negotiation and agreement, be measurable, objectives, realistic but challenging, approved by senior management, and continuously reviewed and updated.

## Steps for SLAs preparation and

## implementation

Moza Al-Serkal said that the preparation and implementation of the service level agreements goes through five stages: First, define SLA Scope - This defines the exact manner in which services are delivered within the agreed upon time frame. It also outlines priorities of the entity assigns roles and responsibilities of all the departments/vendors involved.

Second, set plan and SLA outline, through determining the course of HR service delivery and verifying the content of the proposed SLA.

The third step is implementation phase, where the work plan is prepared, the need for new operations is determined, the training of human resources staff is carried out, and the SLA is disseminated. The performance measurement phase is then compared to the service agreements.

The fourth step involves monitoring performance and compliance, as well as submitting reports to senior management, while the fifth and final step is to keep your SLAs open to changes and modifications to progress with evolving business and customer needs.



Moza Al-Sarkal

# FAHR launches Guide to Enhance Government Expertise



The Federal Authority for Government Human Resources (FAHR) has launched the Guide to Enhance Government Expertise, which aims to help federal entities make use of their subject matter experts and specialists through documenting their expertise electronically via the Federal Government's Human Resources Management Information System (BAYANATI).

This could be used in developing the institutional work in the Federal Government, establishing a culture of knowledge management, and enabling the federal entities to make advantage of the experts' experience and knowledge in various fields and disciplines related to the work of the federal body concerned.

The launch of the Guide took place during a workshop held recently at the Authority's headquarter in Dubai, in the presence of HE Aisha Al Suwaidi, Executive Director of Human Resources Policies Sector,

and representatives of ministries and federal entities.

In this regard, Aisha Al Suwaidi explained that an expert is a person who is very knowledgeable about or skilful in a particular area. A person who is constantly gaining experience through practice and taking advantage of all available learning and development opportunities. She noted that designating an individual as expert has several advantages which can significantly boost their progress through being motivated to gain new knowledge and

skills; strengthening institutional belonging; and increasing job satisfaction and functional harmony.

She added that identifying specialized experts in certain fields to work for the ministries and federal entities contributes to creating a work environment that stimulates acquisition and dissemination of knowledge, improving institutional memory, providing a clearer picture of the level of employees' knowledge and skills, rationalizing expenses and stepping up activities related

to the integration of talents within the succession planning of the entity.

HE noted that expert's identification process in the Federal Government is subject to several criteria: relevance to the needs of the federal body and the government, work experience in a similar setting, achievements and recognition in the field of competence, qualification and professional certification, access to and dissemination of best practices, guidance, transfer of knowledge to others, professional volunteerism.

Explaining similarities and differences between the subject matter expert and trainer, Aisha Al Suwaidi said that the former has the knowledge and accumulated experience in the field of specialization, while the trainer has general knowledge which may not be supported by practical experience.

She said: "Subject matter experts can develop training materials that contain specialized information and practical examples directly related to the area of specialization, which enables the employee to benefit from in his work. The trainer, on the other hand, has the ability to develop a general training material with clear training objectives, which suit the target audience. His training methods are interactive and encourage learning in a stimulating environment".

Nomination and search for subject matter experts

The Executive Director of HR Policies pointed out that the nomination of specialized experts in the ministries and federal bodies is done in three ways: self-nomination, where the employee nominates



Maha Khamis

himself after consultation with his line manager, nomination by colleagues, nomination by the line manager. The nomination form is filled out and transferred to the HR Department in the ministry or federal entity to registers the experts in BAYANATI System.

## Experts' Areas of Expertise

For her part, Maha Khamis, Senior Executive – Policies & Research, reviewed the Authority's policies and research, and the most important features of the Guide to Enhance Government Expertise. She noted that subject matter experts in the Federal Government cover many areas and disciplines, such as human resources, information technology, finance and accounting, institutional development, auditing, governance, law and judiciary, media, project management, engineering, economics and statistics.

She said: "Strategy & Future Department at any federal entity is responsible for: Selection and preparation of subject matter experts and approval by the senior management in coordination with the HR Department. It is also in charge of opening nomination of experts annually through the internal communication channels

approved by the entity, as well as examine and adopt nomination applications to join the network of subject matter experts as per the criteria approved and publish the names.

"The role of HR departments in the ministries and federal bodies is to: identify subject matter experts within the entity based on the data contained in the experts network, develop and review internal policies and procedures that motivate these experts to remain in employment, and provide employees at the ministries and federal entities with information about experts and their fields of expertise through various channels of communication. Concerning professional development: provide subject matter experts with opportunities for learning and development in the field to ensure continuous growth of their career and seek their help in implementing annual training plans for employees of the federal entity or other entities by inviting them to carry out workshops and training courses related to their area of specialization".

In summary, the role of subject matter experts is to: provide knowledge and expertise to employees and organizational units at the entity, respond to queries through communication channels available within the entity, and inform Strategy & Future Department of his developmental activities to be included in his records. In addition, an expert is expected to send all documents, studies and research related to the field of specialization to Strategy & Future Department to be published as appropriate, and to compare the requirements of the job he occupies and commitment to his duties as an expert.



نادي الموارد البشرية  
Human Resources Club

## HR Club discusses Trends in the Digital Era & Artificial Intelligence

In cooperation with the Executive Council of the Government of Umm Al Quwain, the Federal Authority for Government Human Resources (FAHR) recently held the 4th Human Resources Club Forum 2018, under the title «Trends in the Digital Era», in the presence of HE Dr. Abdulrahman Al Awar, Director General of FAHR, HE Hamid Al Shamsi, Secretary General of the Executive Council of Umm Al Quwain, a number of officials from FAHR and the Government of Umm Al Quwain, and dozens of HR Club members and associates.



In his speech at the opening of the Forum, Dr. Abdulrahman Al Awar said: "The Authority's decision to hold the meeting outside the Federal Government in Umm Al Quwain, comes within the framework of the recommendations of the UAE Government Meetings held last September in Abu Dhabi, where the Authority moderated the Government HR Axis, one of the six related initiatives. Among the recommendations of the Meetings, was the expansion of the HR Club to cover all emirates

of the UAE; to maximize the benefit for HR professionals and those interested in the field.

"I would like to thank the Executive Council of the Umm Al Quwain Government for hosting the Forum. I must also praise the progress achieved by the HR Club, which was launched in 2010 as one of the most important strategic initiatives of the Authority. The Club has proven to be an important interactive platform for exchanging knowledge and spreading awareness about human

resources among specialists and the public. It is an ideal place where people can meet to share ideas, experiences and solutions that will enhance the role of human resources departments, and other service units in different sectors across the country".

HE added that the HR Club offers its membership, which has grown to over 12 thousand, an ideal opportunity to learn about the best practices, experiences and success stories of many individuals and institutions, as well as meeting

with specialists and practitioners in the field of institutional work.

For his part, HE Humaid Al Shamsi, Secretary General of the Executive Council of Umm Al Quwain, thanked the Federal Authority for Government Human Resources for choosing Umm Al Quwain to hold the HR Forum, as well as its support for the Council's efforts in human capital development. "I hope more meetings will be held in the Emirate of Umm Al Quwain for the benefit of government officials", he said.

The Secretary General praised the HR Club, which is considered a pioneering initiative and a platform to highlight the latest and best practices and global solutions in human capital development and encourage the creation of positive work environments. He stressed the importance of the subject being discussed at the Forum as one of the main issues impacting human resources, their skills, opportunities and future directions.

The Forum hosted Professor

Alessandro Lantari, lecturer at Hult International Business School and Advisor at the World Economic Forum. The speaker addressed the following topics: Humans in the future of work and the HR function, Collaborative Intelligence and the new <Division of Labor: Human skills for the future of work, Leadership and culture challenges for HR in an age of ultra-rapid change.

He said that the success of any organization, regardless of its size and number of employees,



depends on a number of factors, the most important of which are (a) compatibility between all components of the institutional work system. This enables the organization to achieve its vision and strategic objectives, as well as maintain its reputation and expand. The lecturer also considered innovation as an important factor for the success of an organization, but that depends on availability of qualified and competent human resources capable of making radical changes in the work environment and services provided to customers.

On the other hand, he stressed the need for readiness by individuals, organizations and governments to receive the tremendous digital and technical development, and to understand how these technologies are used to serve their objectives. "Innovation is essential as a catalyst for growth

and change, and human-robot relationships are becoming increasingly important", he noted

He explained that the world is witnessing rapid changes on more than one level, especially in the field of technology and artificial

intelligence, with technology replacing many traditional functions and becoming an integral part of institutional system in the past few years. He argued that even under the growing interest in technologies,

artificial intelligence and smart applications, human element remains the main and most important resource for any organization. Technology, despite the many advantages it offers, cannot innovate in the enterprise

environment, it is just a tool and a means to help in carrying out the tasks and to complete the procedures and not to develop them.

Lantari called on institutions represented by human resources

departments, to keep pace with all changes associated with artificial intelligence and modern technologies, and to prepare, train and train employees to deal with these developments and provide them with the necessary information and skills to harness the new technology for the service of the organization and enhancement of customers' experience.

He spoke about the most important skills that will be required in the labor market by the year 2020. These included: Digital skills and ability to deal with different technological applications, keeping up with the latest developments in this field, solving complex problems, critical thinking, innovation, as well as management and coordination skills, emotional intelligence, decision-making and negotiating skill.



## Memorandum of "Community Cooperation" between FAHR and Al Jalila Foundation

The Federal Authority for Government Human Resources (FAHR) has recently signed a Memorandum of Understanding with Al Jalila Foundation, with the aim to strengthen the partnership between the two sides and enhance cooperation between them in the fields of humanitarian, charitable and community work for the benefit of the UAE society.



Raja Al Gurg

The MoU was signed by Dr Abdulrahman Al-Awar, Director General of FAHR and Dr. Raja Issa Al-Gurg, Chairperson of Al-Jalila Foundation.

The MoU seeks to enhance cooperation between the Foundation and FAHR, and to provide media support for the initiatives of Al-Jalila Foundation by promoting and publicizing them at the level of the Federal Government.

Commenting on the signing of the MoU, HE Dr. Abdulrahman Al Awar, Director General of FAHR said that cooperation with a distinguished national institution specialized in charity and humanitarian work would contribute to enhancing the Authority's great efforts to support humanitarian assistance initiatives inside and outside the country, in line with its social responsibility towards all segments of society.

He said: "The MoU will significantly contribute to shaping

the strategic partnership between the two sides, unifying their efforts and intensifying joint charitable campaigns. It should be recalled that FAHR has recently launched, in cooperation with Al Jalila Foundation, the first of their charity campaigns under (Sanadhom Amanah) Initiative to support the treatment of a 6-year-old Arab girl called Noor, who is suffering congenital hearing loss, and needs cochlear implant."

The Director General of the Authority said that cooperation with Al Jalila Foundation comes within the framework of the Authority's interaction with the announcement of His Highness President Sheikh Khalifa Bin Zayed Al Nahyan, designating 2018 as Year of Zayed. He revealed that FAHR has achieved, since the beginning of 2018, about 10 community initiatives that received great interaction and responsiveness by Federal Government employees and all

segments of society.

Dr. Raja Al Gurg, Member and Chairperson of the Board of Trustees of Al Jalila Foundation said: «We are delighted to be partnering with the Federal Authority for Government Human Resources under Sanadhom Amanah Community Initiative, to provide treatment for patients who cannot afford to pay the cost of treatment health care through our assistance program borne out by the «Aoun» program sponsored by Al-Ghalila Foundation.

She added: «As a local organization, we believe in the vital role that state institutions can play in helping us achieve our mission of improving the quality of life of patients and their families. With the support of the Federal Authority for Government Human Resources and its staff, we will be able to give hope to many patients and bring happiness to their hearts."

## FAHR & Dubai Cares sign a memorandum of cooperation in humanitarian field

The Federal Authority for Government Human Resources (FAHR) has recently signed a memorandum of understanding with Dubai Cares, in order to build strategic partnership between the two sides and enhance cooperation in humanitarian, charitable and social work, which serve children and youth in many poor countries. The MoU was signed by Dr Abdulrahman Al Awar, Director General of FAHR and HE Tariq Al Gurg, Chief Executive Officer of Dubai Cares.



Tarek Al Gurg

The MoU aims to enhance cooperation between the Authority and Dubai Cares to support the philanthropic organization's initiatives through promoting and publicizing them at the level of the Federal Government and jointly launching them.

Commenting on the side-lines of the signing ceremony, HE Dr. Abdulrahman Al Awar, Director General of the Authority said that signing the Memorandum of Understanding with Dubai Cares is part of a series of initiatives being stepped up by the Authority within its humanitarian and community activities to mark Year of Zayed.

"The present initiative comes after the cooperation agreement signed between FAHR and Al Jalila Foundation, in addition to humanitarian aid to the needy in partnership with the Foundation,

and the launch of Umra Zayed initiative at the level of the Federal Government to help dozens of workers to perform Umrah", he said.

He pointed out that cooperation with Dubai Cares reflects the Authority's keenness to interact with the announcement of His Highness Sheikh Khalifa Bin Zayed Al Nahyan, President of the UAE, 2018 as Year of Zayed.

HE praised the great efforts by Dubai Cares and the many initiatives launched by the Foundation to provide children and the youth in developing countries with access to education through integrated and sustainable programs that remove obstacles to children's schooling and learning. He noted that cooperation between the two sides will contribute to guiding the charitable and voluntary efforts of the Authority towards

a very important area, namely education, which is one of the most effective tools in combatting and eliminating poverty.

Tarek Al Gurg, Chief Executive Officer of Dubai Cares, said: «We are very pleased to sign this partnership with the Federal Authority for Government Human Resources and grateful for their support to our education programs around the world that give hope to millions of disadvantaged children and young people in developing countries.»

«This support is evidence of the community's commitment to the principles and legacy of the founding father of the UAE, through programs and initiatives that reflect his vision and humanitarian values. We look forward to making a difference in the lives of children and young people together by bringing about change

# Ministry of Interior reviews FAHR's experience in knowledge management

The Federal Authority for Government Human Resources (FAHR) recently received a delegation from the Ministry of Interior to have a close look at the Authority's experience in the development and implementation of the Federal Government's Knowledge Management Manual.



The delegation representing the Ministry of Interior's benchmarking team, was received by HE Aisha Al Suwaidi, Executive Director of Human Resources Policies Sector, a number of experts and employees.

Aisha Al Suwaidi welcomed the visitors and thanked them for their interest in the subject of knowledge management and the Guide to Knowledge Management in the Federal Government, which was prepared by the Authority to underline the importance of the role of knowledge management in realizing the UAE vision: «united

in knowledge» and in supporting share of knowledge workers in the UAE.

The meeting focused on the concept of knowledge management and its applications and the importance of managing knowledge assets in ministries and federal entities through adopting initiatives and processes that work on producing, acquiring, storing, disseminating and reusing knowledge, as well as highlighting its benefits and importance in increasing productivity and innovation in institutions.

HE Aisha Al Suwaidi said: "The Guide to Knowledge Management addresses the types of knowledge: explicit, implicit and embedded. It also explains different stages of its development, internal and external sources, as well as benefits. The meeting reviewed the benefits of knowledge management through examples drawn from the practical experience of the federal government in the implementation of the Guide during the first year, to help accelerate transfer of knowledge and decision-making process and increase efficiency and productivity.



# Renewal of UAE's membership in ARADO Executive Board

The Federal Authority for Government Human Resources (FAHR) represented the United Arab Emirates in attending the 107th meeting of the Executive Board of the Arab Administrative Development Organization (ARADO) and the 55th General Assembly of the Organization.

FAHR delegation to the meeting, recently held in the Egyptian capital Cairo, was led by HE Dr. Abdulrahman Al Awar, Director General of the Authority, and included Ibrahim Fikri, Executive Director of Support Services Sector, Abdul Karim Al Asmawi,



Director of Organizations & International Relations, and Mahmoud Al Marzouqi, Director of Government Communications Department at the Authority.

The Executive Board of the Arab Administrative Development

Organization (ARADO) discussed its executive programs for two years to come and elected the new Executive Board members for the next two years. The new members are Saudi Arabia, UAE, Sudan, Oman, Egypt, Kuwait and Morocco.

# Saudi delegation reviews UAE's Federal Human & Financial Resource System "BAYANATI"



A delegation from the Kingdom of Saudi Arabia recently visited the United Arab Emirates to review the unified human and financial resources system applied in the Federal Government and to look into the experience of transition to a unified electronic administrative and financial system.

This visit comes as a continuation to a series of similar previous ones by Saudi delegations in the framework of coordination and cooperation between the two brotherly countries, and as part of the strategic partnership between the Federal Authority for Government Human Resources (FAHR), and the Ministry of Civil Service in Saudi Arabia and a number of bodies concerned with human capital development in the Kingdom.

The meetings prior to the current visit aimed to inform Saudi delegations of the best human resources practices applied at the Federal Government level in terms of regulations, policies, systems and initiatives that enhance productivity and make government environments conducive to talent attraction and

retention. Many other issues and topics related to the development of government human resources were also addressed.

The delegation included 15 officials representing a number of Saudi ministries and institutions. They were received by HE Laila Al Suwaidi, Executive Director of Programs & HR Planning, and Shimaa Al Awadhi, Director of HR Information System, representing FAHR, and Sumaya Thani Al Hamli, Director of Financial Operations, and Nadia Sultan, Head of Electronic Financial Systems, representing Ministry of Finance.

At the beginning of the meeting, Laila Al-Suwaidi welcomed the visitors, stressing the importance maintaining the existing cooperation and partnership

between the two brotherly countries. She confirmed the UAE's willingness to share its successful experiences with others, especially with regard to human capital development. "The UAE has presented the world with a unique model of human resource development and management and its experience in this regard has been recognized many governments around the world, thanks to God and the guidance of the wise leadership, which accorded the human element utmost care, providing it with all means of success and excellence", she said.

Al-Suwaidi reviewed the Authority's experience in managing the Federal Government's HR Management Information System «BAYANATI», as a strategic

project operated in partnership with the Ministry of Finance. She explained that BAYANATI has been instrumental in automating all human resource procedures and systems, including wages and salaries and constitutes a statistically vital source for everything related to human resources in the Federal Government.

The integration of human resources systems and financial systems in the Federal Government, according to HE Laila Al-Suwaidi, has greatly helped in the provision of highly competitive and efficient electronic services capable of keeping pace with the UAE Government's direction towards smart and electronic transformation.

She said: "Unification of administrative and financial electronic systems aims to create a smart platform for multiple human resources services, procedures and systems, based on modern concepts which are in line with the wise leadership's vision and the rapid development in the work system of the Federal Government. Cooperation between FAHR and Ministry of Finance in the development and operation of BAYANATI system is a key factor in the success of the project and its sustainability in the long term.

"The government of the future aspires to provide a unified and integrated database to support all Federal Government employees and decision makers, as well as help in overcoming human resource challenges, managing the general budget of the Federal Government, developing related policies, assisting in planning human and financial resources, and developing realistic customer service guidelines.

"The government of the future also seeks to complete procedures and processes related to human resources and financial systems, in order to provide them according to global best practices, based on accurate and timely statistics that truly reflect the reality of human resources in the Federal Government".

For her part, Shaima Al-Awadhi reviewed the steps for the development of «BAYANATI» system since its launch in 2009, and future plans to build a unified database of Federal Government employees to include 61 federal entities. She also hinted to the eminent launch of the second phase of smart application (FAHR) within the Federal Government to incorporate Performance Management System, e-Training & Development System, a package of smart services, as well as application of separate working groups for human and financial systems, the electronic linkage between the Financial Planning System - the electronic federal budget (Hyperion), and the Federal Government's Human Resources Management Information System (BAYANATI).

She also reviewed the Federal Government's experience in unifying information sources through creation of a unified and accurate database of all Federal Government employees to provide linkage of all human resources systems applied in the ministries and federal bodies with BAYANATI system, without the need for any development processes by those bodies. The system ensures the distribution of data between different parties in a safe and protected manner that meets the requirements of decision makers.

Sumaya Al Hamli reviewed the experience of the Federal Government in transforming the electronic administrative system, consolidating the source of information, displaying functions of the systems, in addition to the challenges faced, and the governance model of human and financial resources systems in the Federal Government.

She outlined the transition to a unified federal financial system launched in 2012, setting the strategic objective of promoting financial systems, implementation of a unified system for federal government resource planning, as well as automation of all processes related to budget, procurement, finance, payroll, and treasury management. The plan also includes implementation of financial systems of the federal entities, electronic linkage between the financial planning system - the electronic federal budget (Hyperion), and the Federal Government's HR Management Information System (BAYANATI). The project aims to develop financial planning and forecasting, support financial sustainability in ministries and federal entities, achieve efficiency in allocation of financial resources, and ensure the optimal use of modern technologies.

Al Hamli shed light on the latest financial and accounting systems and applications used by the Ministry of Finance. These included treasury management system, supplier portal, electronic government payment system, budget planning system, Hyperion system and automated treasury management system.

# Winners of “Read and Summarize Contest (Echo)” announced



The Federal Authority for Government Human Resources (FAHR) has announced the winners of the «Read and Summarize (Echo)» competition, which was launched recently targeting all Federal Government employees.

In this context, Mahmoud Al Marzouqi, Director of Government Communications at FAHR, said that the reading contest coincided with the USA's Month of Reading celebrations, and reflects the Authority's keenness to promote reading habits and spread knowledge among the employees of the ministries and federal entities.

He added: “The Authority received nearly 100 entries by the Federal Government employees. Submissions were sorted out and reviewed by the specialized assessment committee set up for the purpose and five winners were selected: Dr. Rashid Mohammed Obaid Rushoud from the Ministry of Justice; Rashid Al Mutawa from the General Sport Authority; Fadhila Mal Allah Ibrahim Al-Hammadi, Ahmed Abdul Hamid Mohammed Al-Shaer, and Sabeeha Khalifa Dilmuk Kutbi of the Ministry of Education”.

Al Marzouqi explained that the HR Echo Magazine is one of the Authority's pioneering initiatives which is published in Arabic and English. It is prepared in partnership with globally recognized organizations in the field of human capital development, such as Society for Human Resource Management (SHRM), US; Chartered Institute of Personnel and

Development (CIPD), UK; Boston Consultancy Group (PCG); Monash University in Australia; Gallup Institute; AQR; International Professional Managers Association (IPMA), Duke Education; the Korean Institute for Officials Training (COTI), in addition to researchers and specialists in human capital management and development of around the world.

HR Echo is a comprehensive specialized magazine to be added to the Authority's media tools, through which it seeks to reach the wider category of customers, partners and the public, not at the UAE level only but at the region's level as well. It also reflects the best practices and experiments that can be useful and that can be used to raise the efficiency of our institutions and thus increase their productivity.

The magazine is focused on publishing all new visions, ideas, and practices that are of great interest to decision makers and that serve the industry of institutional transformation at the international racing towards adopting the best policies, practices, systems, programs and applications which help various institutions achieving their goals and strategic purposes in the light of a balanced work setting which is attractive, vibrant and dynamic.



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## FAHR launches “Umrah Zayed” for workers in cooperation with Dar Al Bir as part of ‘Year of Zayed’ initiatives



In partnership with Dar Al Bir Society, the Federal Authority for Government Human Resources (FAHR) has launched today, “Umrah Zayed” Initiative, which aims to enable hundreds of needy workers to realize the dream of performing Umrah for the first time. The move comes as part of a series of community and humanitarian initiatives carried out by FAHR to mark the Year of Zayed.

On this occasion, Mahmoud Al Marzouqi, Director of Government Communications at FAHR said: “This campaign which comes within the framework of the Authority’s initiatives in the Year of Zayed, is dedicated to the soul of the UAE Founding Father Sheikh Zayed bin Sultan Al Nahyan. It also coincides with the International Workers’ Day, which falls on May 01 every year, bringing happiness and joy to the hearts of hundreds of workers in the UAE and realizing their dream of performing Umrah for the first

time in their lives”.

He added: «The initiative is the result of the strategic partnership between the Authority and Dar Al Bir Society, whereby we have agreed to cooperate and launch more humanitarian and charitable initiatives for the benefit of needy groups registered with the Society. The move is intended to support the declaration of 2018 as Year of Zayed”.

Al Marzouqi pointed out that the implementation of the initiative was carried out by inviting all

Federal Government employees and the public to donate, through e-mail, text messages, social networking sites, and the media.

According to Al Marzouqi, the Authority has launched the initiative to give opportunity for the largest number of people to participate in charity work through social networking sites, SMS and e-mail of HR Management Information System in the Federal Government «BAYANATI». He called on all segments of society to support the initiative by donating through



SMS messages.

He also urged the Federal Government employees and the public to contribute to the success of the initiative which aims to secure the cost of Umrah trip for workers. Donation should be made through sending the word (Umrah) through Etisalat or Du- numbers 2289, 6025, 2252, and 6027 for amounts 10, 20,

50 and 100 dirhams respectively.

Al Marzouqi said that the Authority is set to launch a series of community initiatives during the Year of Giving', in cooperation with its partners, the federal and local government and private institutions. It has prepared an integrated plan for its community initiatives during the Year of Zayed,

involving its employees and those of ministries and federal entities in preparation process.

He explained that the Authority's community initiatives are aimed at maximizing the number of beneficiaries inside and outside the country, as well as consolidating institutional loyalty and happiness through volunteering.



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