HUMAN RESOURCES

Studying views of the federal entities on Federal Government's HR Law and its executive regulations

13,000 employees nominated to join the Federal Government

FAHR trains Federal Government employees on its smart application

بياناتي
Bayanati

3.3 million
self-service transactions through BAYANATI System

HR Club discusses the impact of AI on human resources

Studying views of the federal entities on Federal Government's HR Law and its executive regulations

The Federal Authority for Government Human Resources (FAHR) has announced plans to prepare a draft proposal to amend the Human Resources Law in the Federal Government and its Executive Regulations, based on the observations and comments received from ministries and federal entities. This came during the consultative workshop held recently by the Authority in Dubai, in the presence of Dr. Abdulrahman Abdel Manan Al-Awar, Director General of the Authority, a number of sector and department directors and nearly 200 representatives of ministries and federal bodies. The meeting listened to views and suggestions of the ministries and federal entities regarding the provisions of HR Law in the Federal Government and its Executive Regulations, and the most important amendments proposed.

Dr. Abdulrahman Al Awar

▶ Enhancing the effectiveness of Government human resources

In this regard, Dr. Abdulrahman Al Awar, said: "It is no secret that our wise Government is always striving to enhance the efficiency of the government human resources, and create a stable work environment conducive to highest levels of productivity. To achieve this objective, it has been making regular adjustments to human resource policies, systems and legislation, in order to meet the present and future requirements and realize the

UAE Vision 2021 towards global leadership and competitiveness.

He noted that the proposed amendment project, if adopted, will be the fourth of its kind, during a relatively short period not exceeding ten years. He praised the rapid progress and dynamism demonstrated by the UAE Government which proved to be capable of keeping pace with global developments in various fields, especially in human

resource legislation, as evidenced by the amendments to HR Law in the Federal Government and its Executive Regulations, which have been updated three times in eight years, in consultation with all concerned ministries and federal entities.

According to Director General of the Authority, the proposed project to amend the HR Law in the Federal Government and its Executive

▶ Creating a stable working environment and increasing productivity

Regulations is the fruit of constructive cooperation between the Federal Authority for Government Human Resources, and its partners represented in ministries and federal entities over more than a year. During that period, intensive meetings were held to listen to proposals and observations on various HR Law provisions in light of FAHR discusses amendments to Human Resources Law in the Federal Government and its Executive Regulations

Technical Team in charge of HR Axis prepares for UAE Government's Annual Meetings

The Federal Authority for Government Human Resources (FAHR) recently held a special meeting of the Technical Team in charge of Human Resource Axis, a key agenda of the annual meetings of the UAE Government, which is a national forum bringing together the federal and local entities to discuss the current development challenges and set a forward-looking vision for the UAE Centennial 2071.

Encouraging local governments to join federal government preferred training partners initiative (Maarif) and government employees discount program (Imtyazat)

06

Develop a government HR maturity measurement procedures and practices — **05**

07 — **Create an electronic platform for systems And human resources policies**

Develop smart screens for HR systems — **04**

HR Initiatives Recommended by the Meetings

08 — **Study future skills for government jobs**

Set up a unified statistical database for government human resources — **03**

09 — **Expand activities of Club Human Resources to cover all UAE regions All Emirates**

Continuous learning strategy in the Federal Government — **02**

10 — **Develop human capital system for the the future government**

01

The future strategy of Digital Government HR system

The meeting was chaired by HE Dr. Abdulrahman Abdul Mannan Al Awar, Director General of the Authority, and included representatives of human resources departments in local governments as part of preparations for the third annual meeting of the UAE Government.

The results of the first and second sessions on government human resources were reviewed in light of the annual meetings of the UAE Government, during which the Authority took over coordination of the Government Human Resources Axis at the request of the Ministry of Cabinet Affairs and the Future.

At the outset, Dr. Abdulrahman Al Awar welcomed the team, stressing the importance of the meetings in creating harmonization and integration of human resources policies and systems in the UAE at the federal and local levels to complete the policies and legislation matrix already underway.

HE said: "The Authority is committed to transfer its experiences to local governments, assist them in formulating, developing and automating human resources policies and systems. It will also introduce new policies and systems as part of the local and federal efforts to unite and coordinate plans and programs to achieve the aspirations of our wise leadership, UAE Vision 2021 and its national agenda."

The Technical Team reviewed the progress made in the implementation of the initiatives adopted at the first and second sessions, including: Future Strategy for Digital Government's Human Resources Systems, Continuing Learning Strategy of the Federal Government and Development of Human Capital System for the Future Government.

The team also reviewed the progress in the implementation of a number of initiatives, including the development of a unified statistical database for government human resources, HR systems smart screens, measurement of government HR maturity procedures and practices, and establishment of an electronic platform for human resources systems and policies.

Other initiatives included study of future government human resource skills, expansion of Human Resources Club's outreach to all emirates, involvement of local governments to take advantage of the Federal Government's preferred training partners initiative (Ma'aref", and Federal Government employees discount program (Imtyazat).

The meeting was attended, along with HE Dr. Abdulrahman Al Awar, by a number of the Authority's leaders, and representatives of Abu Dhabi HR Authority, Dubai Government HR Department, Sharjah Government HR Department, Umm Al Quwain Government Executive Council, Fujairah Government HR Department, and Ajman Government HR Development.

Federal Government employees carry out

3.3 million

self-service transactions through BAYANATI System

> The Federal Authority for Government Human Resources (FAHR) revealed that all the 67 ministries and federal entities are currently under the umbrella of the Federal Government's HR Management Information System "BAYANATI", as the system is implemented in 47 ministries and entities, while the Authority has completed linking 20 entities with BAYANATI system, through Enterprise Service Bus (ESB) Project.

Laila Al-Suwaidi

65,522
More than 65,522 users visited the system since its launch.

49,000
Downloads to smart app on Android Apple stores

In this regard, HE Laila Al-Suwaidi, Executive Director of Programs & Human Resources Planning Department, explained that the number of human resources transactions and procedures implemented by employees and officials of the ministries and federal bodies through BAYANATI system exceeded 3,32 million mark, since it was officially launched at the Federal Government level in 2012 until the end of June. 906 thousand of them were completed during the past year alone, while more than 128

thousand self-service transactions were conducted during May and June.

BAYANATI: a smart platform for all HR procedures

Al-Suwaid said: "BAYANATI System, launched by the Authority, in collaboration with the Ministry of Finance, helps to automate all HR procedures, including wages and salaries in the ministries and federal entities from the date an employee is appointed until his retirement. It increases the performance

of human resources based on modern concepts and international standards, forms the foundation for a unified Federal Government database that reflects HR status, supports decision makers and facilitates planning processes."

She noted that self-service feature is one of the most important components of the system, as it enables Federal Government employees to complete and follow-up their own HR procedures. This function, according to her, would

greatly facilitate the provision of human resources services in ministries and federal agencies and helps HR departments to focus on Strategic programs and initiatives rather than daily routine tasks.

Executive Director of Programs & Human Resources Planning explained that Smart App. (FAHR}, is highly interactive during the past time, noting that it has been downloaded more than 49 thousand times since its inception, and that the Federal Government employees conducted over 10 thousand self-service transactions during last May and Junes using the App.

Highlighting the prominent strategic projects launched by the Authority in the past period under BAYANATI umbrella, Aisha Al Suwaidi said that the Authority collaborated with human resources departments in local governments to establish consolidated database on government human resources state-wide, in response to the recommendations of the first round of the UAE Government's Annual Meetings and related human resources initiatives.

These initiatives include, government HR database, which is based on the establishment of a unified database of government human resources at the state level, through electronic linking systems and HR smart screens. The action involved creating smart screens for integrated human resources systems in the government sector These screens provide accurate

and reliable data and indicators on the reality of government human resources in the country as a whole, which will contribute to support the planning and decision-making processes.

"'The project contributes to the provision of a unified human resources database for all government agencies in the country, which will greatly support decision makers, facilitate development of plans and policies, motivate the entities to improve human resources performance by measuring human resource enablers, as well as enable entities to achieve the requirements of government excellence, and the UAE HR Award in the Federal Government", she noted.

The Authority's achievements under BAYANATI System

HE Laila Al-Suwaid gave a brief account of the Authority's most important achievements under BAYANATI System during the past years. These achievements included the launch of the following projects and initiatives at the Federal Government level: Employee Performance Management and Training and Development Systems; E-Signature Project for ministers and senior Federal Government officials; Job Evaluation and Description System; Training Programs Bank; Smart Goals Bank; automation of HR policies and laws, Smart Reporting System and e-Employment system; Employee Efficiency Project; Organizational Structures; E- Man power Strategic Planning; and Attendance System.

بياناتي
Bayanati

3,37
Million Self-Service procedures

128,000
Self-Service transactions in May & June

10,000
Transactions via Smart App. (FAHR)

880
e-Signatures via Smart App. (FAHR)

360,000
HR Procedures

Efficiency evaluation for
13,000 employees
nominated to join the Federal Government
through electronic Employee Efficiency Project

> The Federal Authority for Government Human Resources (FAHR) announced that 13,000 Federal Government employees were subject to efficiency evaluation using Employee Efficiency Project operated through the Federal Government's HR Management Information System (BAYANATI), since the project's launch in April 2018 until the end of June.

Shaema Al Awadhi

Shaimaa Al Awadhi, Director of Human Resources Information System at the Authority said that the Employee Efficiency Project is one of the strategic initiatives of the Authority implemented through BAYANATI. She noted that the project had contributed significantly to the development of recruitment policy in the Federal Government by matching candidates' qualifications with job requirements according to job description card, as well as automating the evaluation of candidates against vacancies available in the Federal Government, thus enabling federal entities operating BAYANATI System to recruit the best

talent and follow up employment indicators timely according to approved plans.

She said: "Employee Efficiency feature is currently operational in all federal bodies adopting BAYANATI System, and that it will not have any operational burdens or additional tasks for employees in the ministries and federal bodies. I addition, the idea of the project is to ensure suitability of candidates for vacant positions in the Federal Government jobs, as it identifies a set of criteria and requirements that must be met by applicants for different types of jobs, including: academic qualification, previous experience, responsibilities,

etc, with a weight for each of these criteria.

"The project's mechanism of work requires human resources departments in the ministries and federal bodies to enter data of candidates and requirements for the job electronically in the electronic system of the project through "BAYANATI" System, along with the certificates and documents of the candidate, for the system to match the inputs with the requirements and criteria of the specific job and job description, and then determine the most appropriate candidates for each from among those who get 80% or more according to the criteria."

Employee Efficiency Project

The project to enhance employee efficiency in the Federal Government operated through BAYANATI System is aimed at matching qualifications of candidates with vacant posts according to job description cards

Automate
Evaluation processes of candidates applying for vacancies

Achieve
Employment indicators as the approved strategic plan

Develop
Recruitment cycle and attract talents in the Federal Government

SURVEY

☑ Excellent   ☐ Good
☐ Average   ☐ Poor

SUBMIT

FAHR trains Federal Government employees on its smart application

> The Federal Authority for Government Human Resources (FAHR) recently held four induction workshops on its smart application (FAHR), targeting dozens of employees of ministries and federal entities at the state level. The events were organized as part of the Authority's plan to implement a series of awareness workshops involving hundreds of Federal Government employees, until the end of the current year.

The workshops were moderated by Omran Al Shamsi, Head of Systems Development and Maintenance, and Sheikha Al Kaabi, Infrastructure Development Technician at HR Information System, who reviewed the main features of the Authority's smart application (FAHR), its different services, and detailed method of use. The workshops also focused on the latest services and improvements recently introduced in terms of application.

Nearly 200 employees participated in four training workshops held in Abu Dhabi and Dubai,, and expressed their belief in the importance of these workshops in highlighting the characteristics and contents of application (FAHR). They praised the application and the easy access to all sub-services and key services provided, pointing out that the application provides valuable services, needed by Federal Government employees, which helps them to complete their HR transactions using self-service function, anytime, anywhere.
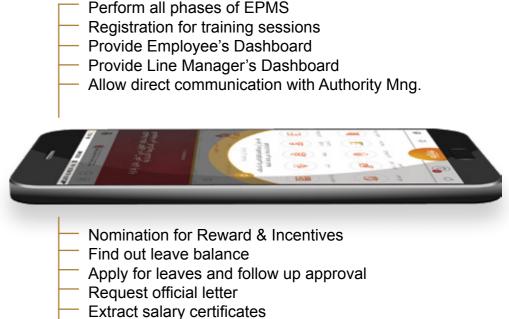
Sheikha Al Kaabi underscored the importance of holding such workshops in raising awareness of Federal Government employees, as well as exploring their proposals and views, for further improvements to the application, and addition of new services and features, that serve customers, and increase their satisfaction and happiness with the services provided by the Authority.

She thanked the federal entities for responding to the Authority's invitation to attend the awareness training workshops, as well as the employees who participated in the event with enthusiasm. She called on all Federal Government employees to download the smart application (FAHR), and benefit from the services provided, by carrying their HR procedures, outside the offices around the clock.

Al Kaabi explained that smart application (FAHR) includes 27 key and sub-services that benefit over 108 thousand employees working for more than 67 ministries and federal entities.

The application, she added, provides employees with distinguished services and assists them with completing their HR procedures on their own, as well as enabling training providers in the country to join the "Ma'arif" initiative for the Federal Government's preferred training partners, allowing opportunity for private sector companies to join the Federal Government Employees' discount program "Imtyazat", and facilitating many other services such as legal consultation and Federal Government employees network.

According to Sheikha Al Kaabi, the smart application provides a package of services to all of the Authority's customers and the general public. These include information on availability of vacancies in the Federal Government, search for these vacancies, reviewing the vacancies applied for, seeking legal advice, submitting objections, and accessing Frequently Asked Questions about Federal Government's human resources policies, legislation and systems. The services also include requesting technical support to assist ministries and federal bodies in implementing various human resources procedures, registration as a service provider in Imtyazat Program and "Maárif" initiative, as well as communicating with the Authority and learning about its future activities.

She said: "App (FAHR) allows the Federal Government employees and officials to register for participation in training courses and programs through the electronic Training & Development System, provides two HR dashboards, one for the employee and the other for the line manager, as well as facilitates direct communication with the Authority's management, especially with regard to nomination of Federal Government employees for awards under Rewards & Incentives System, and access to employee leave balance.

"It also allows the completion of employee evaluation under Performance Management System by the employee himself or by the direct supervisor, in addition to the possibility of accessing the details of the employee's previous performance documents, enabling the employees to delete and modify their personal goals, share them with the direct supervisor, and send the electronic ''Maqassert' (thank you) card to the employees of ministries and federal agencies, at once in a group form.

Key services provided by Smart App. (FAHR)

- Perform all phases of EPMS
- Registration for training sessions
- Provide Employee's Dashboard
- Provide Line Manager's Dashboard
- Allow direct communication with Authority Mng.

- Nomination for Reward & Incentives
- Find out leave balance
- Apply for leaves and follow up approval
- Request official letter
- Extract salary certificates
- Updates employee's personal data

12 Human Resources Issue No. (99) July 2019

info@fahr.gov.ae   @FAHR_UAE

Abu Dhabi, P.O. Box – 2350, Phone : + 971 2 4036000 / Dubai, P.O. Box – 5002, Phone : +971 4 2319000   Human Resources Issue No. (99) July 2019 13

Workshop participants in an interview with HR Magazine:

App. (FAHR) is easy to use and saves time and effort

> The Authority explored the views of employees of ministries and federal entities who were participating in the introductory workshop to explain the updates of the smart application (FAHR), and on what they think regarding the services provided by the application in their daily business.

Hamad Mohammed Al-Saffar from Ministry of Foreign Affairs' call center said: "App (FAHR) is excellent. I have discovered during this workshop that it is easy to handle. The workshop also is very important in educating employees and keeping them familiar with the latest technological developments and application updates.

"I think the workshop is important to all employee categories, and it will be a good idea to provide all Federal Government employees with a video that explains details of the application and mechanisms of its use in the best way."

Aisha Mubarak Al-Mansouri, Senior Training Executive, the General Authority of Islamic Affairs and Endowments believes that every employee finds in the smart application (FAHR) all they want to know and do. According to her, the application meets the needs of every employee can easily access the most important information, data, services and perform HR transactions at the Federal Government level, using the application in a most efficient and accurate manner.

Shorouq Mohammed Al Muhairi, Medical Technician at the Ministry of Health praised application (FAHR) as a very sophisticated and useful system that facilitates employees' performance and speeds up completion of their HR transactions on their own anywhere, anytime. She suggested holding similar workshops for the employees of ministries and federal entities all over the country.

Mariam Hilal Al Kaabi, Senior Administrator in the Ministry of Infrastructure Development thinks that the application saves the user' time and effort, especially while they are away from the workplace, whether inside or outside the UAE. "It is excellent and easy to use, without any complications that are usually found in newly introduced applications", she notes. Al Kaabi wondered if the Authority could add data related to employees nationality.

She added: "It is highly important that the application enables evaluation of Federal Government employees' performance, as part of Employee Performance Management System. The fact that we sometimes find difficulties in attaching many evidences that are too large for the application's capacity, does not compromise its advantages. Therefore, we suggest adding a link for evidences. As for the workshop, it is instrumental and we hope to see more, as well as awareness videos about everything related to the app."

بياناتي
Bayanati

CHAMPIONS

In an interview with HR Magazine
BAYANATI Champions: BAYANATI System is an important milestone in the Federal Government's history

Hana Ibrahim Al Qamti

Employee, Executive Secretary in Al Qasimi hospital, winner of BAYANATI Champion title, granted by the Federal Authority for Human Resources to most active users of the Federal Government's Human Resources Management Information System (BAYANATI), underscored the importance BAYANATI, describing it as a technological breakthrough in institutional work system in ministries and federal entities. She said that the system has played a key role in enhancing the government work system which was relying in the past on manual work, before full automation of HR transactions, thanks to BAYANATI and electronic bi-system associated to it, thus saving much time and efforts for HR departments in the Federal Government.

Hana Ibrahim explained that she personally makes advantage of many services provided by BAYANATI System to Federal Government employees, including: updating employee personal data, applying for leaves, obtaining salary certificate and to Whom it May Concern Letters, as well as completing all stages of electronic Performance Management System for Federal Government employees and viewing HR dashboard provided by the system for employees.

نادي الموارد البشرية
Human Resources Club

In a first-of-its- kind webcast watched by 500 people

HR Club discusses the impact of AI on human resources

> The Federal Authority for Government Human Resources (FAHR) has recently organized a webinar session in Human Resources Club, one of the strategic initiatives of the Authority, and a first-of-its-kind experience launched in 2010.

The Club acts as an interactive, intellectual and knowledge communication platform that brings together interested people, human resources specialists and experts across different sectors in the country, under one roof to share ideas, experiences and solutions.

The session tackled the potential impact of Artificial Intelligence (AI) on human resources. Presenter Daoud Abu Qasha, Vice President of Sales at Bloovo Middle East, spoke about the "advanced e-recruitment platform", which was witnessed by about 500 of HR Club members and those interested in human resources within UAE and abroad.

Abu Qasha highlighted the latest global trends in the use of modern technology and artificial intelligence in human resource management such as employment, training, development and career growth.

The speaker pointed out that artificial intelligence has contributed significantly to enhancing the efficiency of recruitment system and attracting talents in institutions and companies.

He said: "Organizations around the world are now using many artificial intelligence systems and applications to assess candidates applying for vacancies, which increases the ability of institutions to employ the most efficient talents, and allows the opportunity to follow up employment indicators in a timely manner.

He pointed out that artificial intelligence played a crucial role in improving companies' recruitment system, attracting talents, as well as changing the traditional concepts and prevailing employee engagement methods. In addition, he added, AI has enabled institutions to explore the views of employees on various issues related to the work environment, pointing out that modern AI technology has become an integral part of the work system in many organizations wishing to keep pace with the rapid developments and changes."

Vice President of Sales at Bloovo Middle East, said: "Many institutions around the world are now relying heavily on A{ techniques in training employees, develop their abilities and empower them, which will enhance work environment attractiveness in those institutions, and make it a destination for top talents.

"Regarding the main challenges facing organizations in adopting AI technologies, he explained that they include involving employees and integrating them in the work environment, lack of experts and specialists in the field of AI, resistance to change and fear of a shift to smart technology, and the fact that AI lacks emotional intelligence.

"Many organizations are currently using some smart HR applications that allow for the analysis of employees' personality and attitudes, prior to proposing solutions to improve the work environment and employee performance. There are also highly sophisticated human resources systems to identify the need for special skills in the labor market, based on job descriptions and available vacancies."

AI systems, according to Abu Qasha, are becoming widely used in the institutions in conducting analysis and evaluation of employee performance, and studying the quality of the skills needed by the institution in the coming years, based on certain indicators and data to be entered in these systems, to give accurate results, and provide a set of conclusions and recommendations.

HR Club

The Human Resources Club provides an important opportunity for cooperation among all those concerned with human capital development, discussing topics related to the major challenges faced by institutions and governments, as well as reviewing best solutions to address such challenges and keep pace with the changes in this area.

It is one of the most important strategic initiatives of the Authority, and an interactive platform and an intellectual and knowledge communication channel that brings together interested people, human resources specialists and experts under one roof to share ideas, experiences and solutions that could enhance the roles assigned to human resources departments and other institutional service bodies across different sectors in the country.

The 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. The Authority is seeking to develop the Club and improve its vision and mission by working hard to expand to expand the base of its beneficiaries beyond human resource professionals, to include support services sectors, and all employees working for these sectors, such as personnel, finance, IT, procurement, etc.

It should be noted that membership of the Club is open and free for all those interested in human resources and institutional support, etc. Application should be through website: www.fahr.gov.ae, and e-mail: HRClub@fahr.gov.ae