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FAHR announces the start of Phase-1 of the EPMS cycle for federal government employees 2022

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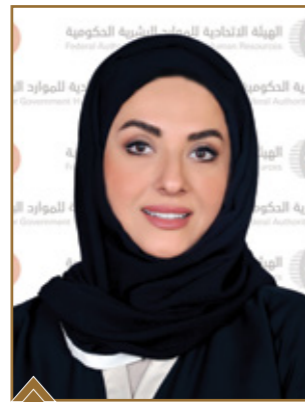
The Federal Authority for Government Human Resources (FAHR), has announced that, at the end of last year, it offered more than 3,700 virtual training programs for employees of ministries and federal entities, through the Federal Government's e-learning portal "Al Mawrid".

In this regard, Maryam Al-Zarouni, Director of Government Human Resources Planning Department, explained that the Authority intensified its efforts during 2021, in order to provide reliable quality electronic training for the federal government employees.

"These efforts made, in cooperation with its global and local partners including international recognized training institutions resulted in the provision of more than 3,700 general and specialized training programs, through "Al Mawrid" portal, benefited more than 84,000 employees working in various ministries and federal entities," she noted.

According to Al-Zarouni, nearly 288,000 users visited "Al-Mawrid" since its launch in late 2019, by the end of 2021, and the portal issued 48 thousand certificates for employees who attended the training programs, for the same period.

Maryam Al-Zarouni called on federal government employees to visit the federal government's e-learning portal "Al-Mawrid" www.al-mawrid.ae, to benefit from all the services it provides. He also invited them to participate in the carefully selected training courses and programs developed to improve their skills and competencies at the ministries and federal bodies, in many fields to cope with the needs of a



MARYAM AL-ZAROUNI

highly competitive and ever-changing labor market.

She said that Al Mawrid Portal, which is an advanced smart training platform that serves Federal Government employees, develops their behavioral and specialized skills, and provides them with innovative and general electronic and specialized training programs and courses that meet their needs. The portal represents an important alternative to training and learning methods based on actual attendance of workshops and training courses, and communication between the trainer and trainees seeking knowledge, she noted.

The launch of Al Mawrid came in line with the Federal Government's vision towards investing in artificial intelligence, enhancing the skills and capabilities of Federal Government employees, ensuring continuous learning, and providing employees with the best and latest types of training, by harnessing modern technology in all fields.

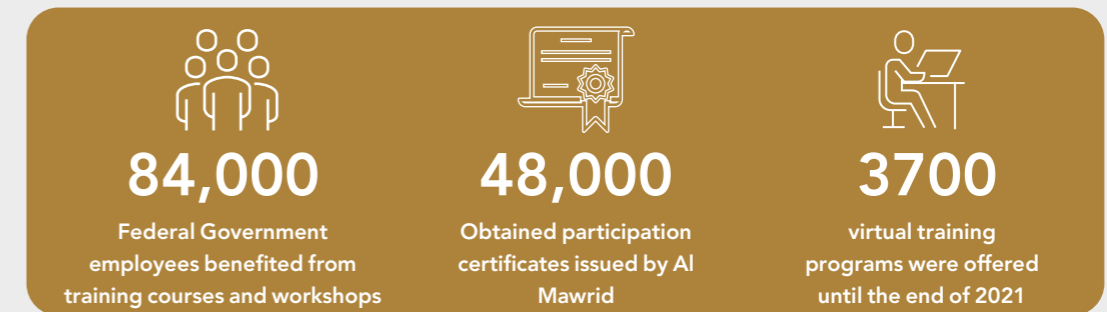
By introducing Al Mawrid Initiative, The Authority aims to develop the employees' knowledge, skills and capabilities, so that they can cope with the rapidly changing needs of global labor market by acquiring reliable electronic training, at any time, and from anywhere in the world.



The Federal Government's e-Learning Portal A portal that meets the labor market needs

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The portal, which is designed to meet the Federal Government's aspirations towards investing in artificial intelligence, seeks to help government employees to continuously learn, develop their knowledge, skills and abilities, and enable them to keep pace with the labor market needs



Held its first session during 2022, entitled "Leading Environmental Change"

43,000

followed 7 HR Club's virtual sessions in 2021

The Federal Authority for Government Human Resources (FAHR), recently held the first Human Resources virtual session during 2022, under the title "Leading Environmental Change", using live broadcast technology, with 500 people following the session from inside and outside the country.

The session, organized by the Authority, in cooperation with the Emirates Nature WWF, hosted Mr. Hussam Nassef, Senior Director of the Membership Program at the Emirates Nature, and Mr. Ahmed Abu Samra, coordinator of Awareness and Change Leaders Program. The event reflects the Authority's keenness to adopt initiatives that encourage volunteering, and raising awareness of the importance of keeping the environment clean and sustainable.



Salwa Abdullah

Salwa Abdullah, Director of Projects and Programs at the Authority, explained that the Human Resources Club is remarkably expanding its membership base every day, attracting great numbers of HR specialists and those interested in attending these virtual sessions, to discuss topics of interest with HR experts and

professionals locally, regionally and globally.

She said, "The introduction of live broadcast of the Club's sessions, inaugurated by the Authority for the first time in late 2019, has been met with great enthusiasm and remarkable interaction by the Federal Government employees, as well as other Club's associates and the public. For example, 7 virtual sessions were held last year, followed by approximately 43,000 members and interested persons, and discussed many important topics, such as information security and business sustainability, transformation into an educated institution, empowerment of entrepreneurship, psychological well-being and coexistence with the pandemic, and the future of Job interviews using artificial intelligence techniques."

Salwa Abdullah added, "The first session of Human Resources Club this year is titled

"Leading Environmental Change", and comes within the framework of the existing cooperation between the Authority and the Emirates Nature, under the of cooperation signed between the two parties. The memorandum, requires spreading awareness among employees of ministries, federal entities and members of society, about the Emirates Nature's volunteering program, by broadcasting periodic messages through the Federal Government's HR Management Information System (Bayanati), and the Authority's various accounts on social networking sites."

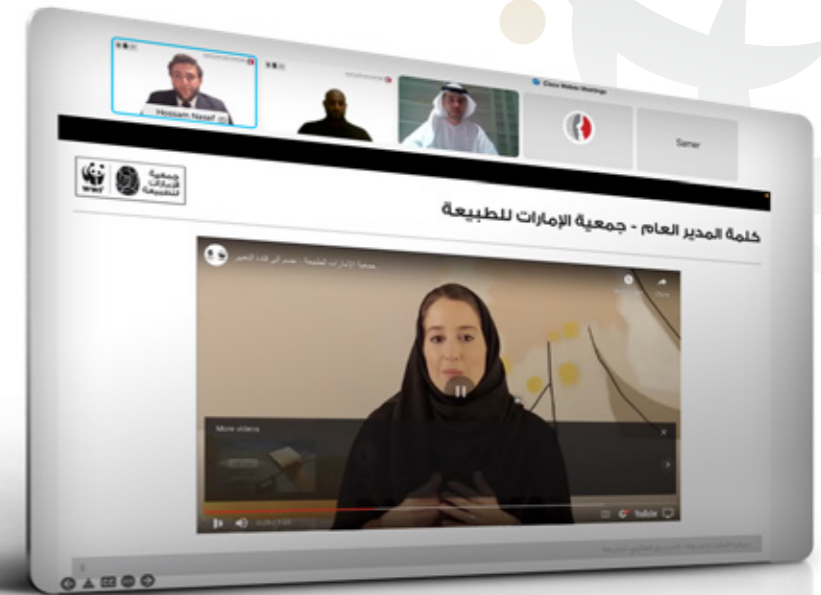
Mr. Hussam Nassef, Senior Director of Membership Program at the Emirates Nature WWF, gave an overview about their organization, its objectives, and key roles in protecting wildlife in the United Arab Emirates, and taking care of its diverse natural resources. He called on all members of society to join the organization, to benefit from the environmental and recreational events and activities that it implements throughout the year, with the purpose of increasing environmental awareness and

stimulate positive behavior in the community.

Mr. Ahmed Abu Samra, Coordinator of Awareness and Change Leaders Program, confirmed that the organization launched many environmental initiatives that had the greatest impact on preserving the environmental diversity that the UAE abounds in, pointing out that the Society will invest in cooperation with the Authority in shedding light on many environmental issues, and environmental sustainability, through awareness and awareness workshops held periodically, with the aim of spreading knowledge among Federal Government employees.

The Human Resources Club is an interactive platform and an intellectual and knowledge communication channel that brings together interested people, to discuss human resource issues and support service.

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



FAHR announces the start of Phase-1 of the EPMS cycle for federal government employees 2022

The Federal Authority for Government Human Resources (FAHR), recently held a virtual workshop on the electronic Performance Management System (EPMS) for federal government employees, to highlight the first phase of the cycle 2022, which is the Performance Planning Phase.

The workshop witnessed a great interaction, attracting more than 850 federal employees, and is a continuation of the workshop series on the EPMS being held by the Authority, successively, according to a specific schedule, with Hamad Buamim, Director of Policies and Legal Affairs Department, and Ali Ahli, Director of HR and Services Department as speakers.

At the outset, Hamad Buamim reviewed the key features and objectives of the electronic EPMS, and its three phases implemented electronically through the federal government's HR Management Information System "Bayanati". The 3 phases of EPMS are Performance Planning, which takes place in January and February, Interim Review, in June and July, and Annual Performance Review, which will be implemented in November and December.

He stressed that an employee must take into account how to align his/her individual objectives with the operational plan of the department, derived from the federal entity's strategic plans, as well as using the smart goals bank, and reviewing goals periodically with the line manager. The electronic EPMS allows amending the annual performance document throughout the year, and also documenting continuous feedback to support employees by the line manager.

Scope of application

Buamim explained that the EPMS applies to all Federal Government employees, regardless of their contract type and term. that the performance management system is applied to all employees of the federal authorities regardless of the type and duration of the contract, including part-time employees, with the exception of those holding jobs from grade 8 to grade 14, or their equivalent in the federal entities that have their own job grade schedules. The latter groups are subject to performance appraisal based on the tasks assigned to them. Members of diplomatic corps are also excluded from the system, provided their performance complies with the general principles EPMS.

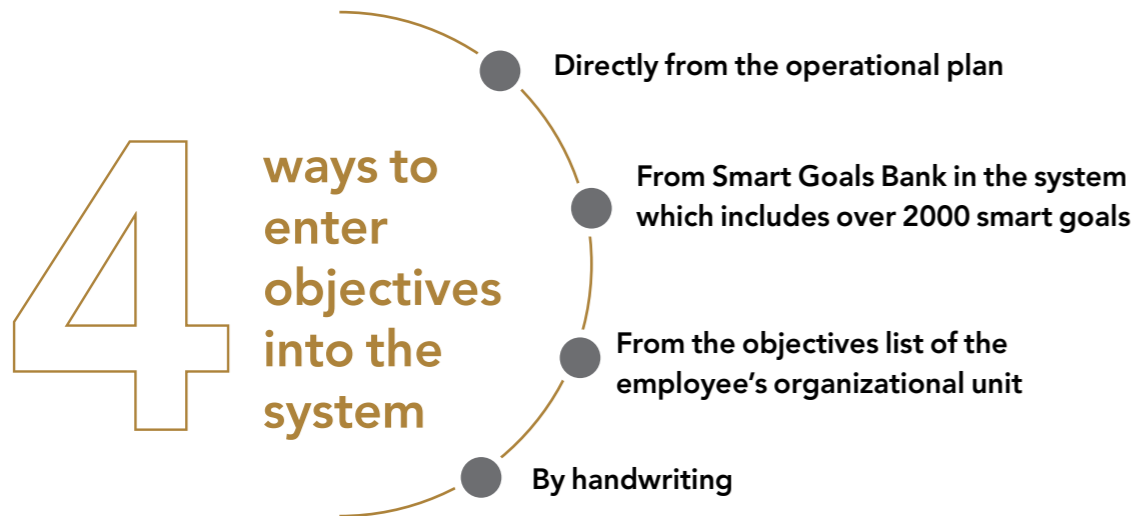
He said: "The Authority has modified the EPMS for federal government employees in 2020, in line with the federal government's directions towards continuous review of HR policies and legislation, whenever the interest of work requires that, in accordance with international best practices, and in light of government move towards creating a positive work environment in the federal government, conducive to enhancing the efficiency of government employees about performing their job duties, in line with the UAE Centennial 2071.



Objectives of Performance Management System

- Establish a scientific approach to link performance with reward achievements and outstanding results .
- Reconcile and cascade UAE Federal Government entities' strategic objectives to individual levels.
- Develop and encourage a culture of continuous learning and professional development opportunities.
- Allow UAE Federal Government entities to identify and recognize high performers and potentials that can lead to the governmental excellence.
- Improve and increase UAE Federal Government employees' productivity through an annual performance appraisal aligned with the UAE Federal Government objectives.
- Encourage and enhance individual achievements and teamwork spirit.
- Enable human resources in the Federal Government to be acquainted with future requirements skills.
- Set clear foundation for measurement of real contribution to the achievement of UAE Federal Government entity strategic objectives.

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Pillars of EPMS

Buamim said: "The system is based on two important elements: objectives and competencies, where the first means what the employee is expected to accomplish during the year. The objectives help employees to focus on the major tasks of his/her work, enabling them to perform efficiently, while competencies focus on the way or mechanism that determines how the employee achieves his/her goals in accordance with the behavioral competency framework, which is compatible with the Emirates Model for Government Leadership, in addition to professional competencies."



Hamad Buamim

Objectives of EPMS

Buamim added: "The EPMS for federal government employees aims to consolidate an approach that links performance with reward achievements and outstanding results, improves and increases UAE Federal Government employees' productivity through an annual performance appraisal aligned with the UAE Federal Government objectives, reconciles and

cascades UAE Federal Government entities' strategic objectives to individual levels, develops and encourages a culture of continuous learning and professional development opportunities, and encourages individual achievements and teamwork spirit and allow UAE Federal Government entities to identify and recognize high performers and potentials that can lead to the governmental excellence.

Mechanisms for setting individual objectives

Ali Ahli, Director of Human Resources and Services Department, explained that the EPMS opens the performance cycle automatically for the federal

authorities as soon as the new year begins, and the employee sets his annual objectives and weights, as well as measurement period and the expected outputs included in his/her electronic performance document.

He also explained the mechanisms for entering the objectives electronically in the system through Bayanati's self-service, which is carried

The Pillars of the System

The Employee Performance Management System is based on two important pillars:

First: Objectives: They present what the employee is expected to accomplish during a one year duration, as these objectives help the employee to focus on key areas of his work.

Second: Competencies: The method or mechanism that determines how the employee achieves the objectives according to the general framework of behavioral competencies. The skills and talents of the employee represent one of the most important foundations of the evaluation of his/her performance, in terms of technical skills, especially in specialized jobs. For this, the technical competencies are added.

out according to four methods: inclusion of objectives directly from the operational plan, the smart goals bank available on the system, which provides more than 2000 goals, the list of goals assigned to the employee's organizational unit or writing the goal manually.

He added that the system automatically lists the behavioral competencies that apply to the employee according to his/her job grade, and the employees add their professional competencies, before the performance document is sent to the line manager for review and approval.

the EPMS is one of the best HR development practices, which the Federal Government seeks to establish, as it aligns the employee's individual objectives with the organizational goals, and the UAE Government's vision and aspirations.

The most important amendments to the EPMS relate to weights of employees' objectives, and flexibility of modifying the objectives throughout the year by agreement between the

employees and their line managers. Employees can also document their outputs throughout the year, expand the scope of performance results and adopt behavioral competencies in line with

the UAE Model for Government Leadership approved by the Council of Ministers. Professional competencies are now compulsory according to job families.

Updating the EPMS also included classification of the annual performance review results, according to moderation committee's mechanisms contained in the system. The system is based on five main principles: establishing a culture individual performance, involving

employees in planning and setting goals, encouraging supervisors to provide feedback about their employees' performance objectively, as well as linking promotions, incentives, bonuses, training and development to the level of performance, and maintaining the values of justice, consistency, and credibility while implementing the system.



Ali Ahli

FAHR issue a circular regarding flexibility of Remote Working for Federal Government employees on Fridays

The Federal Authority for Government Human Resources (FAHR) addressed a circular to all ministries and federal entities regarding implementing flexibility of remote work for federal government employees on Fridays, to ensure continuity of service provision, and the federal government's proper functioning during the implementation of the remote work system.

The circular came based on the new system of weekly work in the federal government sector, which start at the beginning of this year, in light of the directives issued by the competent authorities, and based on Cabinet Resolution No. 27 of 2020 regarding the remote work system in the federal government as amended

In its circular No. (2) of 2022, the Authority specified a set of controls that ministries and federal entities should abide by, when allowing some employees to work remotely on Friday, These include certain conditions: the job and incumbent must fulfill the conditions and controls of of remote work in the federal government. The federal entity must select the appropriate jobs for working remotely, through coordination with the Federal Authority for Government Human Resources, provided getting the employee's acceptance through his/her line manager regarding working remotely on Fridays, in coordination with the department director HR department in the workplace.

In the circular, the Authority stated the necessity of having a sufficient number of employees at the federal entity's headquarters to ensure the continuity of providing services to customers, with the number of employees who work from office is not less than 70% of the total employees in the federal entity. Priority should be given for employees whose workplaces are far from the place of residence to work remotely, in addition, it must be taken into account any other humanitarian conditions that employees may face in this aspect. The HR departments in the ministries and federal entities should oversee rotation employees who meet the conditions for remote work. in the entity's organizational units

The Authority confirmed that it has re-engineered the HR Management Information System in the federal government "Bayanati", in accordance with the provisions of this circular for all operators of the system, so as to automate and facilitate the process for the employees applying for remote work on Fridays.

Restrictions regarding Remote Working for Federal Government employees on Fridays



The Authority specified in its recent circular to all ministries and federal entities, a set of restrictions to the mechanism of flexibility in remote work for the Federal Government employees on Fridays:



The job and incumbent must fulfill the conditions and controls of of remote work in the federal government



The federal entity must select the appropriate jobs for working remotely, through coordination with the Federal Authority for Government Human Resources



Obtaining the employee's acceptance through his/her line manager regarding working remotely on Fridays, in coordination with the department director HR department in the workplace.



FAHR Events in the month of UAE Innovates 2022



1st Week
01 - 04 February
2022

2nd Week
07 - 11 February
2022

3rd Week
14 - 18 February
2022

4th Week
21 - 28 February
2022

| Date | Timing | Category | Event | Targeted Audience | Venue |
|---------------------------------|---------------|-------------------------|------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------|
| Tuesday 1 Feb 2022 | 10:00 – 11:00 | Virtual Session | The launch of FAHR Agenda of activities in UAE Innovates 2022 month | FAHR Employees | Webex |
| Wednesday 2 Feb 2022 | 10:00 – 12:00 | Launch of an initiative | Announcement of the Job Interviewing platform using AI Technologies in Arabic (<i>Forsa</i>) in cooperation with SHL | Federal Government Employees | Webex |
| Thursday 3 Feb 2022 | 10:00 – 12:00 | Training | Design Thinking by EY | Federal Government Employees | Webex |
| Friday 4 Feb 2022 | 10:00 – 11:00 | Virtual Session | FAHR's Innovators (Honoring Employees and Departments based on Innovative Suggestions 2021) | FAHR Employees | Microsoft Teams |
| Monday 7 Feb 2022 | 11:00 – 12:00 | Interactive Session | Workshop on the characteristics and advantages of FAHR smart application | Federal Government Employees | Webex |
| Thursday 10 Feb 2022 | 09:00 – 12:00 | Training | 50's Innovation By Gemstone | FAHR Employees | Zoom |
| | 10:00 – 11:00 | Launch of an initiative | Launch of (the Development of HR Leaders initiative) | HR Leaders in the Federal Government | Webex |
| Friday 11 Feb 2022 | 09:00 – 11:00 | Brainstorming Session | Together We Innovate Series Digital transformation initiatives in human capital | FAHR Employees | Microsoft Teams |
| Monday 14 Feb 2022 | 11:00 – 12:00 | Interactive Session | HR Club - Adapting to the changing workplace by SAP | Federal Government Employees HR Club Members | SAP Expo House |
| Tuesday 15 Feb 2022 | 11:00 – 12:00 | Training | Artificial Intelligence Basics By Gemstone | Federal Government Employees | Webex |
| Wednesday 16 Feb 2022 | 10:00 – 11:30 | Brainstorming Session | Workshop on developing the federal government professional code of conduct document in cooperation with Gov 01 | HR & Legal Affairs Employees in the Federal Government Entities | Co-Desk Microsoft Teams |
| Thursday 17 Feb 2022 | 11:00 – 13:00 | Benchmark | Exchange of Expertise Session with TDRA | Team from FAHR | Microsoft Teams |
| Monday 21 Feb 2022 | 09:00 – 12:00 | Training | Digital innovations and Intellectual and Legal Challenges | FAHR Employees | Zoom |
| Thursday 24 Feb 2022 | 10:00 – 12:00 | Brainstorming Session | Brainstorming workshop on innovation in training and development initiatives in cooperation with Gov 01 | Training Representatives in the Federal Entities | Co-Desk Microsoft Teams |
| Friday 25 Feb 2022 | 10:00 – 11:00 | Benchmark | Exchange of Expertise Session with Ministry of Interior | Team from FAHR | Zoom |
| Monday 28 Feb 2022 | 13:00 – 15:00 | Youth Circle | Youth Aspirations for the future of Government Human Resources | By Invitation Closed Session with Youth | Dubai Creative Center |