

Circular (NO. 24) for 2017

Concerning Council of Ministers' Resolution No (45) of 2017,
amending some provisions of Performance Management
System for Federal Government Employees

To: All Ministries & Federal Entities

The Federal Authority for Government Human Resources extends its greetings wishing you all the success in your endeavors.

In line with the Cabinet Resolution No. (24) of 2017 amending certain provisions of Cabinet Resolution No. (12) of 2012 endorsing the Performance Management System for Federal Government employees, which relate to employees with unsatisfactory performance (who receive a rating of "Improvement Needed");

The Authority is circulating the aforementioned Cabinet Resolution, which was published in the Official Gazette No (619) on July 31, 2017, stressing the need to strictly implementing the amended provisions contained therein by all ministries and federal entities.

An orientation workshop will be organized by the Authority to highlight the amendments on the electronic Performance Management System operated via Human Resource Management Information System (BAYANATI) according to Cabinet Resolution No (24) of 2017. The workshop will be held on **20th September 2017, at 12.00 noon, at the authority's headquarters in Dubai (Training Hall – 1st Floor).**

You are kindly requested to nominate whoever you deem fit to attend the above workshop.

We would like to assure you that the Authority will provide every support and assistance to ensure proper implementation of Performance Management System for Federal Government employees.

Thank you for your cooperation

Dr. Abdurahman Al Awar,

Director General,

Issued on 14/08/2017

Federal Authority for Government Human Resources

Enc

- Cabinet Resolution No. (24) of 2017 amending certain provisions of Performance Management System for Federal Government employees.

For more information please contact:

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**Cabinet Resolution No (45) of 2017, amending some provisions
of Cabinet Resolution No (12) of 2012 endorsing Performance
Management System for Federal Government Employees**

The Cabinet,

Having reviewed the Constitution;

- Federal Law No. (1) for the year 1972 regarding the jurisdictions of ministries and powers of ministers and amending laws thereof;
- Federal Law by Decree No. (11) for 2008 Regarding Federal Government Human Resources and Amendments thereof;
- Federal Law No. (8) for the year 2011 concerning the Rules for Preparation of General Budget and Final Accounts;
- Cabinet Resolution No. (12) of 2012 endorsing the Performance Management System for Federal Government employees
- Cabinet Resolution No. (13) for 2012 on the Executive Regulations of Federal Law No. (11) for the 2008 regarding Federal Government Human Resources as amended;

Decides as follows:

Article (1)

Item "Firstly", Chapter (6) of Performance Management System for Federal Government employees attached to the Council of Ministers' Resolution No. (12) for 2012 shall be replaced by the following:

Performance of an employee will be considered unsatisfactory if he / she receives a rating of "Improvement Needed", and in this case, the HR Department in the federal entity concerned should take the following measures:

1. A written notice is given to the employee to improve his /her performance within a period of three months
2. If the employee does not improve after the end of the said period, a final three months' written notice is given to the employee.

3. If the employee fails to improve by the end of the two notice periods, he /she may be terminated due to poor performance, in accordance with the provisions of Human Resources Law and its executive regulations.
4. An employee whose service has been terminated due to incompetence may submit a written complaint to the grievance and objection committees as per the procedures and mechanisms specified in the Human Resources Law and its executive regulations.

Article (2)

Any provisions shall be cancelled to the extent they contradict with the provisions of this Resolution

Article (3)

This Resolution shall be published in the Official Gazette, and shall be effective from the day following the date of its publication in the Official Gazette.

Issued on: 10 Shawwal, 1438 Hijri

Corresponding to 9th July, 2017