

**Circular No (05) for 2017**  
**Mechanism for activation of Federal Law by Decree No. 17 of**  
**2016 amending some provisions of HR Law in Federal**  
**Government**

**To: All Ministries and Federal Entities**

The Federal Authority for Government Human Resources (FAHR) would like to send you kind regards, wishing you all the success in your endeavors.

Following the issuance of Federal Law by Decree No. 17 of 2016, and to ensure proper implementation thereof, FAHR has taken the steps shown hereunder:

**First:** A launch workshop was held on January 04, 2016, followed by 11 training workshops for the staff of HR and legal affairs departments in relevant ministries and federal entities to familiarize concerned parties with the new Decree and implementation mechanism.

**Second:** Necessary electronic procedures were taken to implement the amended Law through re-architecting the Human Resources Management Information System "BAYANATI" to cater to amendments, including:

- Types of employment contracts
- Extension of probationary period for six months renewable for a further similar term
- Amendment of employee secondment and loan periods
- Amendment of rules related to all types of leave (annual leave, sick leave, patient accompanying leave, maternity leave, etc)
- Amendment of administrative penalties and provisions pertinent to workplace violations
- Mechanism for calculating end of service benefits for non-nationals

**Third:** The Authority has prepared a special user guide to enable HR departments in the ministries and federal entities to implement the

provisions and new concepts contained in the Federal Law by Decree No. 17 of 2016 via BAYANATI system as of the date of its entry into force on February 09, 2017. The guide is available on the Authority's website [www.fahr.gov.ae](http://www.fahr.gov.ae).

**Fourth:** The Authority has developed a draft executive regulations for all the provisions of the HR Law in Federal Government, describing the mechanisms and controls thereof, to enable easy and proper implementation by ministries and federal authorities. The draft executive regulations have been raised to Council of Ministers for endorsement.

All ministries and federal entities are, therefore kindly requested to observe the implementation of all the provisions of the Federal Law by Decree No. 17 of 2016 as amendment which enters into force on Thursday, February 9, 2017.

FAHR assures the federal entities that all kinds of assistance and support will be provided to enable them to understand the new provisions of the HR Law in Federal Government.

**Thank you for your cooperation**

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