

## **745 thousand HR transactions via BAYANATI System in 2017**

In this regard, HE Laila Al-Suwaidi, Executive Director of Programs and HR Planning, said that the number of human resources transactions and procedures implemented by the ministries and federal bodies over the past year through self-service unit of BAYANATI system, reached 745,000, of which 608,000 transactions concerning different types of leave, 69,000 To Whom it May Concern Letters, 17,000 personal data updates, 9,800 Maqassert e-Cards sent out, and 8,919 individual development plans submitted through the system.

All HR procedures in one system

Leila Al Suwaidi noted that BAYANATI system, which was officially launched by the Authority at the level of the Federal Government in 2012 in cooperation with the Ministry of Finance, has been instrumental in automating all human resources procedures conducted by employees in the ministries and federal entities, including salaries and leaves, from the appointment of an employee until his retirement. It helps improve performance in accordance with international best practices and standards, as well as simplify administrative procedures and financial operations associated with them.

BAYANATI Services

Leila Al Suwaidi explained the wide range of services BAYANATI system provides to Federal Government employees. "It enables payment of salaries through a unified system and employees can complete all human resources transactions, each through his own self-service portal. It also speeds up electronic approvals for certain HR procedures", she noted.

She added: "The self-service phase was one of the most important phases of the system, as Federal Government employees were able to complete and follow up their personal HR transactions in an easy and time-saving manner. This would greatly facilitate services provision in ministries and federal entities and help human resources departments focus on Strategic programs and initiatives".

Quality achievements by BAYANATI in 2017

Executive Director of Programs and HR Planning stressed that BAYANATI System has succeeded in bringing about a radical change to the institutional work system in the Federal Government, creating a new culture based on paperless human resources procedures, and becoming the smart platform for all human resources procedures and systems in the Federal Government.

Shaimaa Al Awadhi, Director of HR Information System at the Authority, said that the Authority launched during 2017 several strategic projects within BAYANATI system, including: e-signature project for ministers and officials in the Federal Government, which contributes to speeding up and simplifying procedures, as well as ensure accuracy and confidentiality of documents. Other initiatives include launch of the first phase of the linkage between BAYANATI and Hyperion systems, in cooperation with the Ministry of Finance, which aims to develop financial planning and forecasts, and automation of the federal budget, and launch of the Multi-Business Group (MBG) project, which is one of the strategic projects at the Federal Government level, to allow ministries and federal bodies operating BAYANATI and the federal financial system to maintain flexibility in applying human resource laws and regulations, as well as financial systems to their employees.

She said: "The Multi-Business Group project will contribute to improving information security and providing a more personalized environment for entities, by informing BAYANATI users of only the data specific to the entity. Moreover, BAYANATI will become more flexible to accommodate new requirements in a timely manner and meet the needs of each federal body based on its own nature of work.

"The Authority has activated the Enterprise Service Bus (ESB) Project,, which enables linking all types of

electronic human resources systems in ministries and federal bodies with BAYANATI system without the need for any development process by those bodies. The project will enable the Authority to improve the quality of services provided, manage the linkage with the various parties for effective exchange of data, allow the technical team at the Authority to monitor the data sharing process and provide the decision makers in the Federal Government with smart reports on the current human resources situation in different ministries and federal entities”.

---