

8,284,000 HR self-procedures via “Bayanati” System

Detailing this, Her Excellency Laila Obaid Al Suwaidi, Director General of FAHR, explained that the self-service system in the “Bayanati” system is of great importance for both the federal government employees and human resources departments. The system has also received overwhelming interaction from side of the employees because it enables them to complete all their human resources procedures independently without the need to refer to the human resources departments in an easy and fast manner through simple steps.

She stated that the employees of ministries and federal entities carried out more than 8,284,000 human resources self-procedures over 11 years; of which, 436,000 procedures were carried out during the first half of this year alone, through the new interface of the human resources information management system “Bayanati” UXUI, or through the Authority’s smart application (FAHR).?

She also said that the Authority’s smart application “FAHR” has been undergoing continuous updates to keep pace with the latest technological developments and enhance the level of services provided to the public customers. It has also received great interaction from side of the federal government employees as it is considered the first platform for completing all their human resources procedures on their own and accessing all smart services of the Authority with easy and simple steps around the clock and from anywhere in the world. Through this application, they carried out nearly 1,033,000 human resources self-procedures since its launch in 2014 until the middle of the year 2024. The application also recorded more than 190,000 downloads during the same period.

Her Excellency Laila Al Suwaidi noted that 49 ministries and federal entities have activated the “Bayanati” system and benefit directly from the services provided by the smart FAHR application, especially those services related to smart human resources systems and procedures in the federal government. There are 18 other federal entities linked to the system.

In this context, Asem AL Awadhi, Director of the Human Resources Information System Department at the Authority, mentioned that the application constitutes a unified smart platform that enables federal government employees to complete all their human resources procedures on their own, through their mobile devices, without the need to refer to the human resources departments in their institutions. This simplifies human resources procedures, makes it easier for employees, saves time and effort on human resources departments, and enables employees to focus more on tasks, responsibilities and strategic projects in their institutions.

Asem AL Awadhi pointed out that the Authority is continuously working on developing its smart application, converting all its main and subsidiary services into smart ones and making them available through the application. He stressed that the Authority made several improvements to the application during the last year including (development of the mechanism for introducing the individual development plan for the employee in the system of human resources information management in the federal government “Bayanati”, and adding many requests for leave such as exam leave, sick leave and study leave from inside and outside the country, in addition to providing the service of applying for a sabbatical leave for self-employment for the UAE national employees of the federal government).

The services provided by FAHR smart application to employees of ministries and federal entities include (the e-signature service for ministerial contracts and decisions, service of evaluation of the performance of new employees during their probationary period, service of requesting remote work on Fridays, viewing and signing of their work contracts electronically, registration of missed punch in/punch out, issuance of the electronic labor card, searching for vacancies in the federal government, and facilitating the application process for job seekers).

Among the most prominent human resources self-service procedures that are provided through the Authority’s application: (leaves; viewing the attendance records; requesting letters to whom it may concern; requesting a salary certificate and experience certificate; requesting legal advice on human

resources laws, policies and legislation in the federal government; completing all stages of the performance management system for federal government employees; and establishing their individual development plans).

The application provides a package of self-services for federal government employees, including: (viewing and updating personal documents; requesting technical support service to assist ministries and federal entities in implementing various human resources procedures; searching for employees in the federal government; communicating with them via e-mail; nominating employees for the federal rewards and incentives system; and checking job description card).
