

Ministries and federal entities start implementing Employee Performance Management System (EPMS) - Performance Planning Phase, 2019

In this regard, HE Laila Al Suwaidi, Executive Director of Programs & HR Planning at FAHR indicated that the implantation of the three phases of EPMS is electronically enabled through BAYANATI System, and that the EPMS itself along with related documents and forms are available electronically on FAHR website: www.fahr.gov.ae.

She explained that employees can use the self-service function which is considered one of the key components of BAYANATI system, enter their own individual objectives and ratings, and review the objective achieved with the line manager.

According to Laila Al Suwaidi, the EPMS allows the evaluation of employee performance electronically and enables employees to attach necessary evidence and documents required to complete the evaluation process. However, the system is not a substitute for personal interview between the employee and his / her line manager, but it is an electronic system intended to automate the traditional manual procedures, in order to support the government work system and improve the human capital management in the Federal Government.

She added that the EPMS is based on five principles: fostering a performance-oriented culture; engaging the employee in planning and setting individual objectives; encouraging fair, accurate and proactive feedback from line managers in respect to the performance of their direct reports; establishing a clear link between on-the-job performance and incentives such as annual increase, promotions and training and development opportunities; and providing a consistent, fair and credible employee performance management system, through setting clear standards, policies and procedures.

For her part, Lulua Al Marzouki, Director of HR Planning Department, explained that EPMS is a process which evaluates an individual's performance against objectives/ KPI's set jointly with his/her line manager for the period being assessed. These objectives will be set at the beginning of the review period and will be subject to continuous review and feedback throughout the year.

She said: "The System, which was launched in early 2012 at the Federal Government level, seeks to establish a scientific approach to link performance with reward achievements and outstanding results; improve and increase UAE Federal Government employees' productivity; encourage individual achievements and teamwork spirit; create a culture of continuous learning and professional development opportunities; allow UAE Federal Government entities to identify and recognize high performers; and set clear foundation for measurement of real contribution to the achievement of an entity's strategic objectives.

"In 2018, the Authority succeeded in linking the impact of sick leaves on productivity in the federal government with the results of EPMS through "BAYANATI" System. Alerts were added regarding the impact of sick leaves on productivity in the federal government, which was officially launched by the end of 2015. The line manager will receive the impact of his employees' sick leaves on their productivity on appraisal screen during the Annual Performance Review."
