



Circular No. (12) of 2025

Regarding

The Launch of the Performance Management System for the Employees of the Federal Government “Injazati”

To all Ministries and Federal Entities,

Greetings,

The Federal Authority for Government Human Resources (FAHR) extends its warmest regards, wishing you continued progress and success.

In line with the FAHR’s commitment to supporting federal government employees and in light of the wise leadership’s directives towards building a more flexible and transparent government, and in alignment with the objectives of “We the UAE 2031’ Vision” to enhance government work efficiency through systems for evaluating and rewarding outstanding performance, we are pleased to inform you that the Performance Management System for the Employees of the Federal Government (Injazati) has been launched. The System adopts three main methodologies for performance measurement, thereby providing standardized enablers to foster a culture of work and continuous learning to ensure optimal performance. These enablers are:

- Objectives and Key Results (OKRs)
- Key Performance Indicators (KPIs)
- Behavioral Competencies (3C)

The “Injazati” System is distinguished by a high degree of flexibility, allowing both the employees and their direct supervisor to adjust the key objectives throughout the year, thereby enhancing communication and continuous performance follow-up, and contributing to the achievement of government entities’ priorities. It also promotes a culture of learning and development through continuous feedback and evaluates performance based on actual results, with the direct supervisors actively engaged in calibrating and balancing the evaluation ratios.



To this end, a Main Session will be held for the leadership of the entities and human resources officials to present the key features of the new System. In addition, a series of detailed training workshops will be organized for the Human Resources departments' employees in the Federal Entities, according to the schedule below:

Training Workshops for the Federal Government Employee Performance Management System ("Injazati") 2025

Target Group	Date	Time
Entity Leadership / Human Resources Officials	November 21, 2025	9 a.m. -11 a.m.
Human Resources Officials / Employee Performance Evaluation System Officers	November 25, 2025	10 a.m.-12 p.m.
	December 9, 2025	10 a.m.- 12 p.m.
Employees of Federal Entities	December 16, 2025	10 a.m.- 12 p.m.
	December 18, 2025	10 a.m.- 12 p.m.

Accordingly, we kindly request that you implement the system in accordance with the procedures and mechanisms outlined in the attachment, and consider it as the primary reference for preparing and executing the phases of the Employees' Performance Plan Development and Evaluation, effective January 1, 2026. You are also kindly requested to instruct the relevant members of your esteemed team to take the necessary actions as follows:

- **Federal Entities operating the "Bayanati" System:** Implement the approved system attached to this circular.
- **Federal Entities linked to the "Bayanati" System:** Modify electronic systems to align with the attached System and provide data through the existing electronic integration with your esteemed entities.



We appreciate your continued cooperation and contribution to enhancing the efficiency of the Human Resources Framework in the Federal Government.



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Director General
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For further information and coordination, please contact Ms. / Mai Mostafa via direct phone: 042319042 or by email: MAMostafa@fahr.gov.ae

- To access the Performance Management System For Employees of Federal Government "Injazati", please scan the QR code.



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