

Circular No (2) for 2019

Launch of Employee Performance Management System (EPMS) – Performance Planning Phase, 2019

To: All Ministries & 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.

Pursuant to the Cabinet Resolution No (12) of 2012 endorsing the electronic Performance Management System (PMS) for the Federal Government employees; FAHR would like to request all concerned to launch Performance Management System (PMS) – Performance Planning Phase, in the Federal Government for 2019, which is scheduled to take place during the period from the beginning of January to the end of February. Implementation must be as per the provisions and rules contained therein.

In light of launching PMS by the Federal Authority for Government Human Resources through BAYANATI System in 2014, and in response to our wise government's directions to keep abreast of global trends in government innovation and cope with changes towards achieving the objectives of UAE Centennial 2071, **the Authority, in cooperation with the UAE Prime Minister's Office, has updated the Behavioural Competency Framework (BCF) to comply with the UAE Model for Government Leadership adopted by the Cabinet in October 2018.**

Workshops will be held involving hands-on training on for human resource staff on behavioural and professional competency framework, as well as on update screens related to PMS within BAYANATI System, as per the table shown below.

You are, therefore, kindly requested to provide us with details of your representatives nominated to attend the workshop not later than Wednesday, January 23, 2019.

Workshop Title	Date	Venue	Time
Behavioural and Professional Competency Framework & PMS via BAYANATI System	27/01/2019	FAHR, Dubai – Maáarif Hall, 1 st Floor	10:00 am – 2:30 pm
	28/01/2019	FAHR, Dubai – Maáarif Hall, 1 st Floor	
	28/01/2019	Abu Dhabi University, Abu Dhabi	
	05/02/2019	FAHR, Dubai – Maáarif Hall, 1 st Floor	
	06/02/2019	FAHR, Abu Dhabi	

All HR Departments, in their capacity as key supporters of EPMS implementation in their respective federal entities, are requested to provide support and assistance in this regard. Specifically, they are required to assist line managers with proper implementation through training workshops on or providing electronic and hard copies of the system, as well as the Behavioral Competency Framework. Compliance with electronic application of the system is considered one of the major standards of the UAE HR Award in the Federal Government.

At the same time, we would like to remind you of the need to complete moderation process connected with performance appraisal for 2018 and provide us with the results before the end of January 2019.

Thank you for your cooperation

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