

Launch of an updated version of the Authority's Smart App

HE Laila Al Suwaidi, Executive Director of Programs & HR Planning said: "12 of the 27 public services provided by Smart Application 'FAHR' benefit all internal and external customers of federal entities, as well as Federal Government employees, while the other 15 services are linked to BAYANATI System, to serve the Federal Government employees and officials in the ministries and federal bodies.

"The most important services of the first category include legal advice program, whereby users can inquire about the federal HR laws and legislation, file objections to federal appeals committees, benefit from the Federal Government employees' discount program (Imtyazat) and Federal Government Employees' network. They can also access the Authority's news and agenda of future events and learn more about its strategic initiatives".

On BAYANATI services available through the smart application, the Executive Director of Programs and HR Planning explained that they include: completing all stages of electronic performance management system (PMS) for Federal Government employees, registering for training courses through e-training and development system, inquiring about a specific vacancy in the Federal Government using e-Employment System, applying for a job, providing employee dashboard, and provide line manager's dashboard, which enables him to follow his employees' performance and electronically approve applications submitted by employees

Shimaa Al Awadhi, Director of HR Information System, explained that application also facilitates direct communication with the Authority's leadership, especially with regard to nomination of Federal Government employees for awards under rewards & incentives system, and access to employee leave balance. In addition, the application provides other valuable services for employees, who can apply for, cancel or track leaves; produce salary and to Whom It May Concern certificates, update employee personal data, etc.

Dashboards for Employees and Officials

Shimaa Al Awadhi said that the smart application also provides a dashboard for use by employees of ministries and federal entities, including 11 indicators, the most important of which are: total leave balance, number of certificates requested and issued, approved leaves, unapproved absences, years of service, and percentage of smart app. usage, compared to self-service through BAYANATI system.

The line-manager's dashboard, according to Al Awadhi, includes 20 indicators that enables him to monitor the performance of his employees and their commitment to attendance. The indicators include the number of absentees, pending leave applications, employee attendance, number of training applications, percentage of completion of annual performance cycles, number of staff completing individual development plan, number of staff in probation period, number of staff getting awards under Rewards & Incentives program in the Federal Government, and percentage of employees whose data have been completed in BAYANATI system.
