

# Workshop on Human Resources Management and Training

Hotel Flamenco, Ravel room

*Budapest, 5 - 7 September 2012*

**Agenda - 3 September 2012**

Wednesday, 5 September 2012	
<b>Chair: Central Statistical Office of Poland</b>	
<b>8:30 – 9:00</b>	<b>Registration</b>
<b>9.00 –9.15</b>	<b>Opening and welcome</b>
<b>Session 1: New statistical methods and techniques</b>	
<b>9.15 - 10.10</b>	<b>Discussant: Gabriella Vukovich, Hungarian Central Statistical Office</b>  Challenges in modernizing statistical production <i>Irena Krizman, Statistical Office of the Republic of Slovenia</i>  Contemporary issues on HRM and Training in National Statistical Institutes <i>Wouter Jan van Muiswinkel, Statistics Netherlands</i>  <u>Room document:</u> Results of the Questionnaire on Human Resources Management and Training <i>Anna Borowska, Natalia Satola, CSO of Poland and Carina Fransen, Statistics Netherlands</i>
<b>Session 2: Strategic Personnel Planning</b>	
<b>10.10 – 11.00</b>	<b>Discussant: Andy Roberts, UK Statistics Authority</b>  Human Resources Training Policy under budget cuts <i>Blagica Novkovska, State Statistical Office of the Republic of Macedonia</i>  Strategic personnel planning in Statistics Netherlands <i>Wouter Jan van Muiswinkel and Ineke Van Der Stoel, Statistics Netherlands</i>
<b>11.00 - 11.20</b>	<b>Coffee/tea break</b>
<b>Session 3: Management development</b>	
<b>11.20 – 12.30</b>	<b>Discussant: Blagica Novkovska, State Statistical Office of the Republic of Macedonia</b>  Management Development <i>Martin Lagerström, Statistics Sweden</i>  From competences to awareness: approaches and activities to support management development in Istat <i>Antonio Ottaiano, Federica Navarra, Cecilia Colasanti and Fabrizio Rotundi, National Institute of Statistics of Italy (ISTAT)</i>  ABS Leadership & Management Charter & the Senior Executive Programme <i>Chris Libreri, Australian Bureau of Statistics</i>
<b>12.30 - 14.00</b>	<b>Lunch</b>

<b>Session 4: Recruitment and training of new staff members</b>	
<b>14.00 – 15.40</b>	<p><b>Discussant: Tine Stets, Statistics Denmark</b></p> <p>Recruitment of Statisticians in the UK <i>Andy Roberts, UK Statistics Authority</i></p> <p>Graduate Development Program, Graduate Leadership Program: recruitment and training of new staff members <i>Andrea McIntyre, Australian Bureau of Statistics</i></p> <p>Induction Programme for newcomers in Eurostat – a career development and forward planning project <i>Petra Metzmeier-Weiss, European Commission, Eurostat</i></p>
<b>15.40 – 16.00</b>	<b>Coffee/tea break</b>
<b>Session 5: Performance review and staff development</b>	
<b>16.00– 17.30</b>	<p><b>Discussant: Antonio Ottaiano, National Institute of Statistics of Italy (ISTAT)</b></p> <p>Personnel satisfaction survey and strategic direction for personnel capacity building in state statistical bodies of the Republic of Belarus <i>Olga Pozharitskaya, National Statistical Committee of Belarus</i></p> <p>Seeing Leadership Behaviour through the Employees' Glasses: Upward Feedback at the Federal Statistical Office of Germany <i>Katrin Dorka, Federal Statistical Office (Destatis)</i></p> <p>Recruiting and retaining qualified staff at Statistics Finland <i>Elina Paakko, Statistics Finland</i></p>
<b>19.00</b>	<b>Welcome reception offered by EFTA in the Bolero room, Danubius Hotel Flamenco</b>

<b>Thursday, 6 September 2012</b>	
<b>Chair: Statistics Netherlands</b>	
<b>Session 6: Knowledge management and training</b>	
<b>9.00 – 10.40</b>	<p><b>Discussant: Marleen Verbruggen, Statistics Netherlands</b></p> <p>Managing knowledge in NSI – creating supporting HRM infrastructure <i>Maria Dologova, Statistical Office of the Slovak Republic</i></p> <p>Learning and Development in challenging times <i>Anne Kofoed, Mats Olsson, European Commission, Eurostat</i></p> <p>Hundredfold HR-activity: the comprehensive HR-management program of the Hungarian Census 2011 <i>Eszter Viragh, Hungarian Central Statistical Office</i></p> <p>Training system in Statistics Lithuania <i>Kristina Liutkienė, Statistics Lithuania</i></p> <p><u>Room document:</u> Staff training in Rosstat <i>ROSSTAT</i></p>
<b>10.40 - 11.00</b>	<b>Coffee/tea break</b>

Session 7: E-learning and master in international statistics	
<b>11.00 - 12.30</b>	<p><b>Discussant: Chris Libreri, Australian Bureau of Statistics</b></p> <p>E – learning System in STI, Statistics Korea: Achievements and Challenges <i>Kyung Ae Park, Statistics Korea</i></p> <p>M-learning courses used in the National Population and Housing Census 2011, as an example of lifelong learning, tailored to an individual time organisation model employed by census enumerators, and to their information needs, as well as in the context of training courses conducted as part of supplementary recruitment of enumerators <i>Agnieszka Grobla and Monika Gemza, Central Statistical Office of Poland</i></p> <p>Towards a European Master in Official Statistics <i>Anne Kofoed, Marius Suci, Markus Zwick, European Commission, Eurostat</i></p> <p>The European Master in Official Statistics from a national point of view: the Italian contribution <i>Maria Pia Sorvillo, National Institute of Statistics of Italy (ISTAT) and Monica Pratesi, University of Pisa</i></p>
<b>12.30 – 14.00</b>	<b>Lunch</b>
Session 8: Mobility	
<b>14.00 – 15.20</b>	<p><b>Discussant : Jan Byfuglien, Statistics Norway</b></p> <p>The procedure for transfer of a member of the civil corps for the appointment to the post of a deputy director without conducting recruitment <i>Tomasz Bialas, Central Statistical Office of Poland</i></p> <p>Mobility and knowledge sharing <i>Marleen Verbruggen and Adrie Ykema, Statistics Netherlands</i></p> <p>Mobility in the UK Government Statistical Service <i>Anne Foulger, Office for National Statistics, UK</i></p>
<b>15.20 - 15.40</b>	<b>Coffee/tea break</b>
Session 9: Work environment	
<b>15.40 – 16.30</b>	<p><b>Discussant : Eva Laczka, Hungarian Central Statistical Office</b></p> <p>The improvement of HR management by using Lean <i>Jan Byfuglien, Heidi Torstensen and Anne Trolie, Statistics Norway</i></p> <p>An unusual human resource management challenge: Employment of persons with reduced capacity to work in the Hungarian census call centre <i>Gábor Csutorás, Hungarian Central Statistical Office</i></p> <p><u>Room document:</u> Experiences from INEGI/Mexico regarding Human Resources Management (HRM) in recent years <i>Josue Suarez, INEGI/Mexico</i></p>

<b>Session 10: The Virtual Statistical System presented by the World Bank</b>	
<b>16.30 – 18.00</b>	Round table discussion on the use of the Virtual Statistical System (VSS) in the training activities of the regional training institutes
<b>19.00-22.00</b>	<b>Danube dinner cruise offered by the Hungarian Central Statistical Office</b>  Transfer will be provided to and from Hotel Flamenco to the dock. <b>Boarding time is at 19.00.</b>

<b>Friday, 7 September 2012</b>	
<b>Chair: European Free Trade Association (EFTA)</b>	
<b>Session 11 : Group work</b>	
<b>9.00 – 9.30</b>	<b>Moderator: Dr. Nicole Njaa, Norway</b>
<b>9.30 – 10.30</b>	Welcome, objectives for the session  Group work 1: Change and Implications
<b>10.30 - 10.50</b>	<b>Coffee/tea break</b>
<b>10.50 - 12.15</b>	<b>Moderator: Dr. Nicole Njaa, Norway</b>  Group work 2: HRMT Contributions
<b>12.15 - 12.30</b>	Conclusions of the session
<b>12.30-14.00</b>	<b>Lunch</b>
<b>Session 12: Future work</b>	
<b>14.00 – 15.30</b>	<b>Moderator: Gabriel Gamez, UNECE</b>  Conclusions and proposals for future activities on HRMT: <ul style="list-style-type: none"> <li>• Concrete output: Compilation of good practices on HRMT</li> <li>• Proposal about possible future activities for the CES Bureau</li> </ul> Closing of the Workshop