To: International colleagues  
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Subject: Short questionnaire on Training and HR policy  
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Questionnaire filled-in by  
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1. What are the main challenges (topics) in your office regarding Training & Development at the moment?  
To meet employees’ needs with limited financial resources

2. What are the three most important focus-points in your HR policy at this moment?  
- The right motivation for employees under budgetary cuts / restrictions  
- To finish successfully the third stage of organizational change  
- The rigorous and conceptual selection procedure to be implemented management recruitment without exceptions

3. Which HR- and training tools do you have in place (or are you developing at the moment) to answer HR- and training challenges successfully?  
- “Tailored” training on the basis of training/development needs survey  
- High-quality recruitment  
- Appropriate motivation of employees  
- Proper feedback during personnel process, feedback in training, ...

4. Image your office in 2016: what in your opinion will be the biggest challenges for your office (relating business architecture and HR-management) at that time?  
- Better use of administration resources, connectivity of the registers / files.  
- New technologies – better use of modern equipment,

5. In the ideal situation where there would be no budgetary restrictions: Which tools do you think are necessary to use or develop to meet the needs of the next generation of statisticians (in 2016) in regard to training and HR policy?
Investment into development of employees is a good way of spending the money. To provide more training, more placements abroad, more scholarships, more short-term attachments, preferably in Eurostat or other NSIs with aim to deepen knowledge of European statistical culture.

In matter of speaking, should we call next generations of employees a new generation of statisticians? In five years there will not be next generation.

Furthermore, the strength and long-term success of the CZSO as well as majority of NSIs with regards to the HR policy and training is not in new generation’s training but in the vigorous effort to offer statisticians appropriate training for the entire duration of their NSI career. Only this way, they (both NSIs and statisticians) will be adequately prepared for changing needs and they will meet new challenges.