1. What are the main challenges (topics) in your office regarding Training & Development at the moment?

- implementation of our new human resources development concept
- e-learning

2. What are the three most important focus-points in your HR policy at this moment?

managing the job-cut/staff reduction (generally, it is not possible to reoccupy vacancies);
implementation of upward feedback; implementation of our new human resources development concept

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?

staff appraisal interviews (yearly); upward feedback (every 4 years); staff opinion survey (every 4 years); comprehensive training possibilities (inhouse and external); mentoring programme for new staff members

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?

demographic shift, especially recruiting well qualified staff; managing the same amount of workload with less staff

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?

performance-linked payment (more possibilities for incentives/ premiums); offer more permanent posts