Questions and answers to the HRMT questionnaire.

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

   a) Improvement in the level of professional, IT and foreign language skills;
   b) Identification of professional requirements and tasks to be solved, at the level of each division and employee;
   c) Evaluation of current staff, ranking of employees based on test results and in accordance with staff’s duties.
   d) Attraction of young and motivated staff.

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

   a) Creation of comprehensive register for permanent and contracted staff, maintenance and management of relevant software;
   b) Development of interviewers’ recruiting system and their effective distribution in the surveys;
   c) Increase of staff’s professional and general skills. Increase of motivation (including remuneration) to improve quality.

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?

   a) At the moment, principles of HR management are conditioned in accordance with the current legislation, statutory acts and Geostat’s internal regulations. In the framework of cooperation project with Statistics Sweden, trainings in HR management and other general issues will take place, based on the Swedish and international experience.

4. Imagine 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?

   a) Main challenges in 2016 will remain the same – attraction and maintenance of skilled staff as well as creation of favorable remuneration and proper equipment for the staff. Along with development of information technologies, there will be a need for adoption of modern management systems, both in the central and regional offices to increase efficiency of the Geostat’s operations.

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?

   a) Based on the general system of higher education, it will be necessary to develop an educational training system for future statisticians aimed at specific needs. Active international cooperation as well as collaboration with local academic institutions will be crucial to attain this goal.
1. Legal Status and Management

Since February 1st, 2010:
Legal Entity of Public Law;
Independent from the Government Administration;
Managed by Board;
Annual reporting to the Parliament and President.

2. Legislation and Normative Acts

Law on Official Statistics;
Law on Legal Entities of Public Law;
Labor Code;
Charter of Geostat;
Law on the Annual Budget;
Board approval on Staff list and Salaries.

3. Staff and Organizational Structure

Total number of permanent staff - 149;
60 non-permanent staff (40 supporting staffs and 20 operators);
450 interviewers (some of them work for different survey);
Executive Director, two Deputy Executive Directors;
11 divisions (include 9 sub-divisions);
8 regional offices.

4. Composition of the Annual Budget Request

Geostat mission and targets;
Business cycle of activities (based on National Accounts);
Main tasks;
Strategic tasks with costs, with very detailed descriptions;
Requested financial and human resources;
Measuring progress;
Table of additional resources from donors.