To: International colleagues  
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Subject: Short questionnaire on Training and HR policy  
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Questionnaire filled-in by Bojana Radevic & Montenegro

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

The aim of this strategy and its supporting policies and procedures is to provide a working environment in which staff are able to maximise their performance, commitment and contribution to the aims of the statistics.

In MONSTAT staff development and training is an obligation for line managers who are responsible for identifying individual training and development needs and supporting and encouraging staff.

Main challenges are staff development and training for:
- Staff development and training for statisticians
- Staff development and training to support research and analysis
- Leadership and management development
- Best practice in the management of people
- Enhancing service delivery

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

Most important focus points are:
- Staff development and training for statisticians
- Leadership and management development

3. Which HR- and training tools do you have in place (or are you developing at the moment) to answer HR- and training challenges succesfully?

Monstat has not organized any meeting related to HR, but the state Administration ”Human Resources Management Authority” have an defined program of oneday seminars for all state authorities.

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?

Our vision is to make Statistical Office of Montenegro recognized as institution that provides internationally comparable, reliable and timely information in accordance with the needs of users at the national and international level.

The specific objectives:
- Adoption of the organization of work according to European statistics;
- Timely provide and develop human resources and organization through provision of vocational training;
- To harmonize the working conditions of employees with European standards in terms of earnings and conditions of work;
- Provide the ability of continuous professional development through forms of
organized by international institutions, as well as attending post-graduate studies in statistics;
• Establish a system for monitoring internal productivity and performance in order to create conditions for the timely troubleshooting and planning further development and promotion of employees;
• Provide adequate office space for MONSTAT.

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?

Investing in knowledge and training of employees.