To: International colleagues  
From: Carina Fransen, Wouter-Jan van Muiswinkel, Ineke van der Stoel  
Subject: Short questionnaire on Training and HR policy  
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Questionnaire filled-in by Anna Borowska  
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1. What are the main challenges (topics) in your office regarding Training & Development at the moment?
   - to adjust training programme to work programme priorities in order to get higher work performance,
   - creation and implementation of instruments for competencies management,
   - creation HRM programme in the office,
   - individual professional development programmes,
   - e-learning,
   - budget restrictions,

2. What are the three most important focus-points in your HR policy at this moment?
   - maintain high performance staff – well educated with high competences,
   - creating career paths,
   - creating rules for mobility within the office,

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?
   - new system to collect and analyse training needs,
   - evaluation of training plan,
   - employee performance review,

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?
   - electronic documents, no bureaucracy,
   - building proper motivation system,
   - using new technologies,
– proficient and effective functioning of HR policy,
– competencies management,

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?

– motivation system,
– electronic platform for employees (i.e. HR questionnaires, annual appraisal, etc.),
– remote work,
– more statistical training,
– broader use of new technologies,
– instruments for competencies management.