

### Business Case for Data Analytics Proposal

This business case was prepared by Statistics Canada and the Office for National Statistics, and is submitted to the HLG-MOS for their approval.

Type of Activity	
<input checked="" type="checkbox"/> New activity	<input type="checkbox"/> Extension of existing activity
Proposed Modernisation Group(s) for Activity	
<input checked="" type="checkbox"/> Applying Data Science and Modern Methods	<input type="checkbox"/> Blue Skies Thinking
<input checked="" type="checkbox"/> Capabilities and Communication	<input type="checkbox"/> Supporting Standards
<input type="checkbox"/> Other:	<i>Name of proposed group or unknown if not clear</i>
Purpose	
<i>Using evidence-based people data from multiple sources to drive change within the organisation</i>	
Description of the activity and deliverable(s)	
<i>Use a reporting tool such as Power BI to collate data from a range of sources such as attrition data, absence, recruitment time to hire, % of diversity declarations. Using this report as part of the performance cycle then allows for individuals/teams to analyse areas of focus in their organisation/section; for example, it might be that the data shows a performance pay gap between disabled and non-disabled colleagues. The report will also enable more proactive, strategic advice to be provided through a fulsome overview of the data to help support strategies and give real-time indicators on the progress of various initiatives, such as the number of hires of a diversified workforce, retention, and many others.</i>	
Alternatives considered	
<i>Manual manipulation of data may lead to human error and unnecessary effort and less timely or relevant data. In addition, without the ability to measure and assess our interventions we may not be undertaking the appropriate lever to drive the desired behaviour or outcome.</i>	
How does it relate to the HLG-MOS vision and other activities under the Group or HLG-MOS?	
<i>Future of work; making organisations a more attractive place to work, focussing on reducing attrition, understanding the target demographic (e.g. age profile, attrition, retention).</i>	
Proposed start and end dates	
<b>Start:</b> <i>March 2023</i>	<b>End:</b> <i>September 2023</i>

### Guidance notes for completing the template

Business cases should be **strictly no longer than 2 pages**. Keep your text short and to the point. You can delete these guidance notes when you have completed the business case.

Business cases should not go into technical details. Remember, the audience for your business case will be chief statisticians. They will not accept a proposal just because you think it is a good idea. They will need to be convinced!