Conceptual approach to HR development

Conceptual Approach to HR Development - Federal Statistical Office of Germany

General
1. Definition and goals of human resources development at the Federal Statistical Office
2. Modular structure
3. Human resources development as a management task

Modules of human resources development at the Federal Statistical Office
1. Efficient recruitment
2. Career start programme for the höherer Dienst (higher service)
3. Feedback to superiors / staff inquiries
4. Staff management interviews and individual planning of advanced training
5. Promotion pool for the function of "head of division"
6. Specialists in the höherer Dienst
7. VAST and VART programmes
8. Promotion pool for the function of Hauptsachbearbeiter (senior staff member in charge of particular matters)
9. Qualification programmes offered in case of restructuring
10. Staff exchange

Quality and efficiency control
Quality and efficiency control

Annexes
Annex 1 - Job profile in the höherer Dienst (higher service)
Annex II - Job profile "head of section"
Annex III - Job profile "head of division"
Annex IV - Job profile "head of department"
Annex V - Job profile in the gehobener Dienst (higher intermediate service)
Annex VI - Job profile for Hauptsachbearbeiter (senior staff member in charge of particular matters)
Annex VII - Job profile in the mittlerer Dienst (intermediate service)
Annex VIII - Staff management qualities required at the Federal Statistical Office
Annex IX - Procedural principles of cross-agency staff exchange
Annex X - Report on the meeting of the working group on staff exchange between statistical offices