

People Strategy

December 2011



The Government Statistical Service

Led by the National Statistician, the Government Statistical Service (GSS) is the diverse community of people engaged in the provision of official statistics, advice and support. This encompasses a number of professional groups, including the Government Statistician Group (GSG), whose recruitment and professional development ensures high levels of statistical competence in relation to official statistics. The GSS community is distributed across UK government bodies and the devolved administrations of Scotland and Wales, and is part of a wider community of public servants providing high quality information, analysis and advice to decision-makers for the public good. The GSS works closely with the Northern Ireland Statistics and Research Agency (NISRA) to ensure, as far as possible, the coherence and compatibility of statistical activities.

Our values

GSS members work closely together to maximise impact on decision making for the public good, with shared values and understanding of our goals. We are bound by the UK Statistics Authority's Code of Practice for Official Statistics to provide objective, relevant and high quality information and advice to help decision-making throughout society. We are proud and passionate about the important role we play in improving people's lives, both in the UK and abroad. We share the Civil Service core values of integrity, honesty, objectivity and impartiality.

A strategy for GSS People to 2014

1 Vision/ overview

The overall goal of the GSS is to be a collaborative community providing statistical data, analysis and advice for the public good. GSS people are at the heart of meeting this goal. It is essential they have the skills, experience and opportunity to work together, and with others, to achieve our vision and develop their careers.

2 What does the GSS offer its members?

A community with access to:

- professional networks led by Heads of Professions, sharing experience, good practice, training materials and resources;
- tried and tested policies and standards to provide a framework for action;
- opportunities to develop a wider understanding of government work;
- opportunities to contribute to the public good through provision of sound evidence and good advice;

Members of the GSG also have:

- Recognised professional standing and sense of community;
- Access to a wide range of government posts in a variety of locations, including European and international posts;
- Influence on policy on statistics and analysis in Government

More details are in Annex A.

3 What are our ambitions?

- To be better recognised and valued, inside and outside of government, as an essential part of the debate and decision making process;
- To be an employer of choice for graduates with statistical and data management skills, facilitating movement and offering varied and fulfilling careers with the prospect of advancement;
- To identify, articulate and encourage development of the skills needed now and for the future.
- To recruit, develop, manage and motivate our people to enhance and expand their skills to meet these needs, and to get the most out of their careers.
- To raise awareness of the GSS and GSG, and to articulate clearly the benefits of GSS and GSG membership.

4 What behaviours and skills do we need to develop and embed?

Behaviours:

We need to support the overarching GSS strategy, goal and vision, and seek and take opportunities to:

- maximise our influence on decision-making;
- improve our understanding of the wider context for and evidence base relevant to our work and how we can and do contribute;
- focus on the needs of users and the quality of outputs;
- demonstrate our competence, while instilling confidence in users that we will listen and strive to meet their needs;
- collaborate widely inside and outside the GSS, including with other professions, showcasing our work and sharing good practice;
- innovate and continually challenge the way we do things;
- work with pace, pride, passion and professionalism;
- be flexible;
- be technologically aware and apply it to our work;
- be self-confident and proactive in our personal development;

Skills:

We need to improve our wider skills and continue to develop our statistical capabilities. We need to recognise the diversity of our talents and ambitions and adapt our approaches to personal development accordingly. We need to find the right balance between technical and non-technical skills, both individually and across the workforce as a whole. Together, we need to develop and embed our skills in:

- maintaining and improving statistical quality;
- being effective all round operators within government;
- influencing decision-making;
- understanding and applying current and emerging web technologies;
- keeping up to speed with developments in statistical techniques;
- improving consultancy and communication skills, particularly for communicating to non-technical audiences;
- effectively handling the media;
- building effective personal relationships
- working across boundaries among Departments and Devolved Administrations and in collaboration with others, including externally and abroad.

5 How will we get there?

The National Statistician's Office, the GSS People Committee and Heads of Profession will support GSS and GSG members to obtain and improve the skills and behaviours needed for the future. The GSS People Committee's work programme priorities for action are to:

- develop information systems that give us an accurate picture of the people in the GSG, with a broader understanding of the composition of the wider GSS;
- ensure a joined-up approach with analytical professions across government;
- develop appropriate GSG recruitment and talent management policies for the different segments therein, and encourage departments to adopt them;
- assess and develop the statistical capability of the GSG and GSS;
- align the GSG Competence Framework and CPD policy with future strategic needs and the new PSG framework;
- provide or promote suitable schemes to help people develop in the right way, particularly in the relatively neglected area of helping people to broaden their experiences and enhance their non-technical skills;
- develop a better understanding of how we can improve our influence, and improve influence;
- support the establishment of regional and peer groups to facilitate knowledge sharing and managed moves
- develop internal communication tools tailored to help us build a sense of community and to deliver the People Strategy;

We all need to support this both personally and through GSS-wide developments. This includes participating in GSS Committees, Task Forces and Working Groups or supporting representatives by providing input to and feedback on papers submitted to these groups, and playing an active role in our own development.

ANNEX A: OBLIGATIONS AND BENEFITS OF GSS MEMBERSHIP

	GSS Organisation (bold: only if employing GSG)	GSS individual (bold: GSG only)
Obligations	<ul style="list-style-type: none"> • Comply with GSS CPD policy • Comply with GSS recruitment and promotion guidance • Make vacant posts open to all across GSG • Use GSS competence framework • Comply with Code of Practice for Official Statistics, associated guidance and controls. • Ensure staff comply with Code of Practice • Arrange for professional oversight of work 	<ul style="list-style-type: none"> • Comply with GSS CPD policy, including keeping a CPD log • Comply with Code of Practice for Official Statistics, associated guidance and controls. • Meet promotion criteria, when required
Benefits	<ul style="list-style-type: none"> • Access to training material and resources, induction programme, courses, policies and procedures, guidance and frameworks, news • Access to a professional network • Recognition as an organisation complying with the Code of Practice, operating to professional statistical and quality standards and using professional statistical staff. • Ability to participate in cross GSS activities and influence the direction of the GSS and wider policy on statistics • Access to the Quality Improvement Fund • Ability to recruit from a pool of statistically qualified staff 	<ul style="list-style-type: none"> • Access to training material and resources, induction programme, providers, courses, policies and procedures, guidance and frameworks, news. • Access to a professional network • Access to GSS conferences and other networking events • Recognised professional statistical standing in the GSS • Ability to influence GSS and wider policy on statistics • Ability to develop wider understanding of government work • Access to a wide range of government posts.

