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| **Bullseye****What is the purpose of the GSS People Plan?** | The GSS People Plan has been developed to drive forward people issues and build the professional capability of the Government Statistical Service (GSS). It supports the Better Statistics, Better Decisions Strategy while aligning its aspirations and goals with the six essential foundations in the Civil Service Professions Best Practice Framework which are: Governance, Leadership, Strategic Workforce Planning, Standards and Competencies, Curriculum and Qualifications and Networks. It gives clarity to the strategic direction of the statistics profession and wider GSS allowing it to be used to inform priorities.  |
| **Upward trend****Why is this important for me?****How does this impact me and my team?** | Provides clarity on how the GSS aims to support people to reach their potential.Helps build the capability, at both an individual and organisational level, of the statistics profession.Helps attract, retain and develop diverse talent with rewarding careers.Supports the development and retention of statisticians by providing them with rewarding careers.Helps your department realise its own objectives by promoting and increasing engagement with statisticians who can advise on analysis.Ensures a recruitment standard. |
| **Smiling face with solid fill****How can I help?****What do I need to do in my role as an HRD?** | Liaise with your statistical Head of Profession (HoP) about landing the plan using your departmental communication routes; consider a link to the plan from your departmental intranet.Talk about the plan and its importance to building the profile of the profession with your statisticians; add it to your agenda at events. Use the GSS careers team supporting communications documents.Recognise and understand the scarce analytical skills in your department and promote the development of these skills to ensure that skilled analysts are attracted, retained and developed. |
| **Call center** **What further support will I have?** | Talk to your statistical HoP.You can get a member of one of the GSS careers team to speak at one of your events.There is a detailed [Frequently Asked Questions (FAQs) document](https://gss.civilservice.gov.uk/wp-content/uploads/2019/04/FAQ-for-GSS-People-Plan-1-1.docx). |
| **Stopwatch****How much time do I have?** | The plan will be launched in April 2019. The statistical community in your department should be aware of the plan by the end of May 2019. |