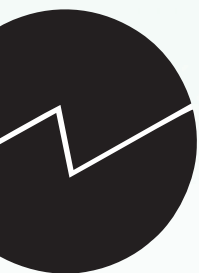
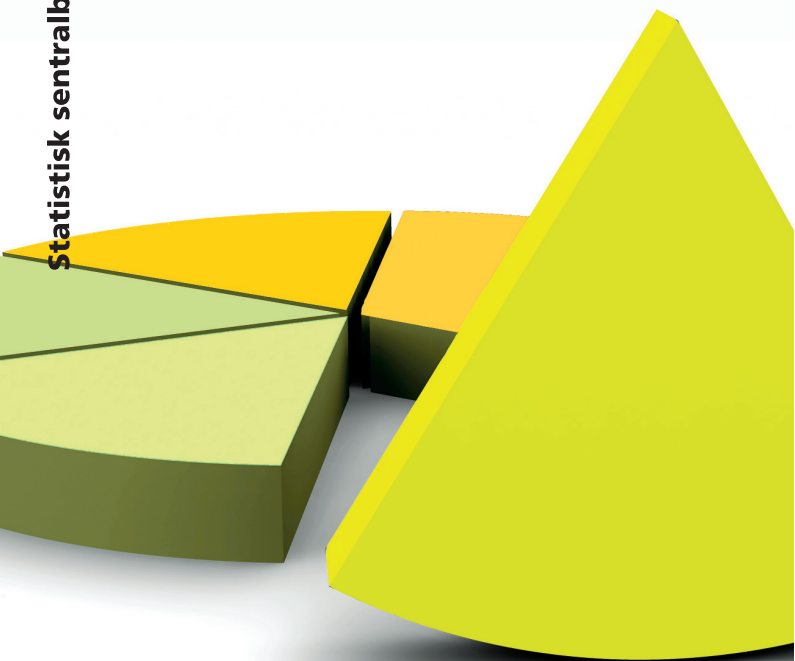


Statistics Norway



Strategy for human resource

Statistisk sentralbyrå



An institution that counts

Statistics Norway shall be an attractive employer, with the emphasis on learning, innovation and improvement.

A targeted and systematic focus on knowledge sharing and human resource development shall ensure that the employees have the right skills.

Changing surroundings mean that Statistics Norway must adapt to new user needs, a rapid technological development, new ways to cooperate and increased competition for qualified personnel.

Statistics Norway shall be in the forefront and meet these and other challenges by focussing on strategic and systematic human resource development in all levels of the organisation.

Forward-looking and transparent management

Management in Statistics Norway shall be strategic, goal-oriented and change-oriented.

Statistics Norway shall have a transparent management philosophy that describes the values, qualities and requirements that guide the management of the institution.

The management must be able to adapt to new demands and changing surroundings. This requires knowledge of developments in society and how internal processes can be implemented in an optimal way to safeguard the institution, its staff and the quality of its products.



Sharing knowledge

Sharing knowledge and best practices is necessary in order to ensure high-quality products and processes, and to develop and retain the right expertise in the organisation.

The most important aspect of human resource development is the daily professional work and cooperation with colleagues. Creating fruitful arenas for learning and professional development in all levels of the organisation is a priority area in this respect.

Furthermore, efforts shall be made to increase knowledge sharing between senior and junior staff, and a better foundation shall be created for knowledge sharing between various areas within Statistics Norway. Systematic quality work shall be used actively to further develop and improve the documentation of knowledge and work processes.

Expertise development and knowledge sharing with other statistics and research institutes in Norway and abroad shall also be strengthened.

High-quality on-the-job training

Statistics Norway offers a wide range of courses in methods and tools for statistics production and research. The use of information technology and distribution of results are integrated in the production process. On-the-job training shall be strengthened in these areas.

In order to secure the right expertise in the future, Statistics Norway will seek cooperation with universities to offer training in the production of statistics.

Statistics Norway shall be a driving force in the international statistics cooperation, which is an important arena for expertise development, and conduct research of a high international quality.

An attractive employer

Statistics Norway shall meet increasing competition for qualified personnel by projecting the organisation as an attractive employer. A presence at universities and other higher education institutions shall make Statistics Norway more visible to future employees.

Statistics Norway shall focus on recruiting and retaining well-qualified staff. Statistics Norway must offer competitive salaries, particularly compared to other public bodies. Opportunities for career development shall be emphasised. In addition, flexible working hours and the opportunity to work or continue education abroad shall be actively promoted in the marketing of Statistics Norway.

Expertise development – a joint responsibility

In a modern knowledge organisation, all employees must have the opportunity to develop their own resources. Such opportunities shall be visible and communicated to every member of staff.

The relationship between different measures to increase expertise shall be developed further. Systematic evaluation shall be applied to assess the effect of the various measures.

Statistics Norway's management has the overall responsibility for the planning, implementation and follow-up of expertise development measures.

The planning and follow-up of individual career development shall form part of the annual compulsory meeting between the employee and the line management.

The human resource strategy shall be followed up in the annual activity plans.

