



Preparation of human resources for changes resulting from the modernization of statistical production in polish public statistical system

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Stove-pipes model of current surveys organization

Survey 1 (*dedicated organizational unit 1 and dedicated IT system 1*)

**Data
collection**

Data processing

Data analysis

Data dissemination

Survey 2 (*dedicated organizational unit 2 and dedicated IT system 2*)

Data collection

Data processing

Data analysis

Data dissemination

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Survey N (*dedicated organizational unit N and dedicated IT system N*)

**Data
collection**

Data processing

Data analysis

Data dissemination



Reorganization Concept

- **Process approach**
 - Holistic – looking from the angle of all surveys and using the synergy effect
 - „From the outside to the inside” - based on forecast expectations of the customer
 - Focused on the analysis and improvement of relations (i.e. interface) between composite elements of the organization
- **Reorganization of the statistical survey process**
 - Optimization and standardization of working processes
 - Optimization of data collection – single collection of a variable used in several surveys
 - Maximal use of secondary data – f.ex. from administrative sources
- **Integration, consolidation and standardization IT solutions**
 - Including adaptation of solutions to the new working processes, organizational structure
- **Improvement of organizational structure of official statistics** – units organization according to the GSBPM





Integrated Statistical Business Process System in Poland – Organization of new architecture

Primary units

Organization , coordination and control unit

Data collection unit

**Data processing
unit**

Data analysis unit

**Customer service
unit**

The unit providing IT services

Supporting units



Organizational team

- **Team on reorganizing the statistical surveys system included the following subteam:**
 - Sub-teams for organization, coordination and control;
 - Sub-team for data collection;
 - Sub-team for data processing;
 - Sub-team for data analysis;
 - Sub-team for client services;
 - Sub-team for IT services.



Task teams and their competences (1/2)

Data collection Unit

- comprehensive knowledge of the tools used to collect data and knowledge in the construction of information systems.
- knowledge of using administrative sources and possibilities of the use of typical and untypical data sources are also very useful.

Data processing Unit

- methodological knowledge (e.g. survey methodology including used concepts, applied standards: dictionaries, classifications and nomenclatures)
- IT knowledge (construction of ETL processes, methods and construction processes of integration, database design, design and development of information systems and also creation OLAP cube).

Data analysis Unit

- competences in the use specialized analytical tools as well as knowledge of analytical and classification standards.
- the skills of analytical and synthetic thinking and drawing conclusion and interpretation of information for the preparation of analytical papers (publications, reports).



Task teams and their competences (2/2)

Client service Unit

- the ability to establish friendly relations with the customer,
- create promotional strategies and also use websites.

IT services Unit

- the ability to construction of highly specialized tools supporting the implementation of the tasks at all stages of process statistical production,
- competences in the systems analysis, systems and architecture designing, programming skills (e.g. Java, SQL, .NET), database and IT infrastructure administration and also security system administration.

The control, coordination and organization Unit

- competence in system design, knowledge of methodology and statistical tools, the principles of quality assessment, information of the standards such as GSIM, SDMX,
- knowledge of quality management and as well as international quality standards regarding the methods and tools of measurement quality.

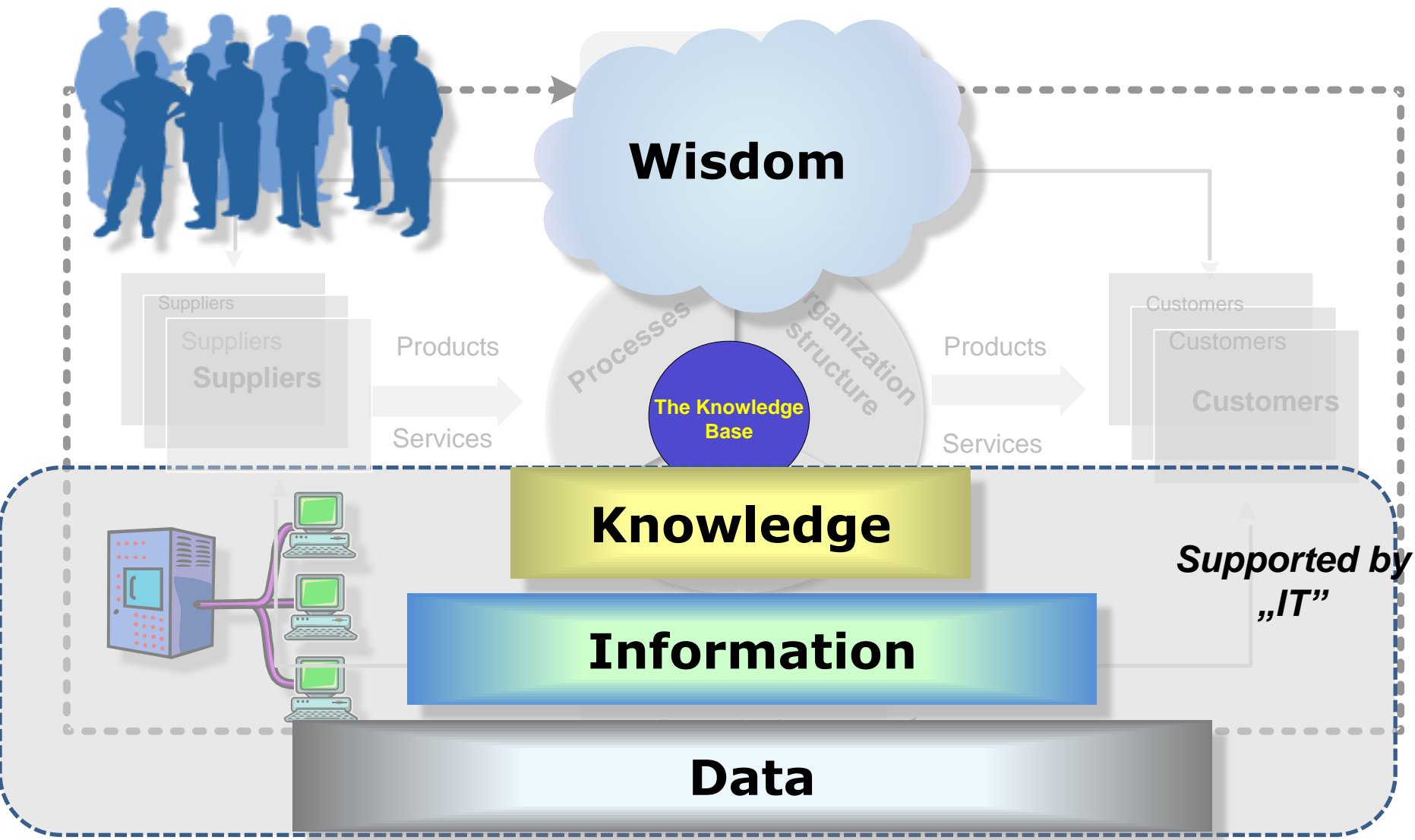


The training system and continuing human resources education

- **It is necessary to take action regarding in particular:**
 - Determination of the employees competence in the various stages of statistical production;
 - Gradual introduction of task specialization an the associated concentration of competence;
 - Raising the general level of competence through the training system and continuing human resources education;



The Knowledge Base – capacity building





Framework plan of reaching the Integrated Statistical Business Process System in Poland

The principal rules:

- Gradual increase of surveys performed with the new methods
- Evolutionary transformation of the organization
- Evolutionary transformation of the IT environment
- Successive implementation of new work processes



Summary (1)

- Several specialized organizational units appointed in accordance with the criterion of task specialization.
- The concentration of competence and optimizing the use of human resources.
- The increase in the importance of professional development and reputation of the professional statistician.
- Instead of the knowledge dispersed in organization it is proposed that it be concentrated and employed with the use of the Knowledge Base which will support more efficiently capacity building.



Summary (2)

- Instead of collection data independently for each survey, and lack of cooperation for the needs of other surveys – using dedicated system which would support collection data for many surveys.
- Instead of individual, dispersed communication between particular leader units and statistical products customers, establish a dedicated unit – a connection point with statistical customer.



Thank you for attention



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