The Government Statistics Service
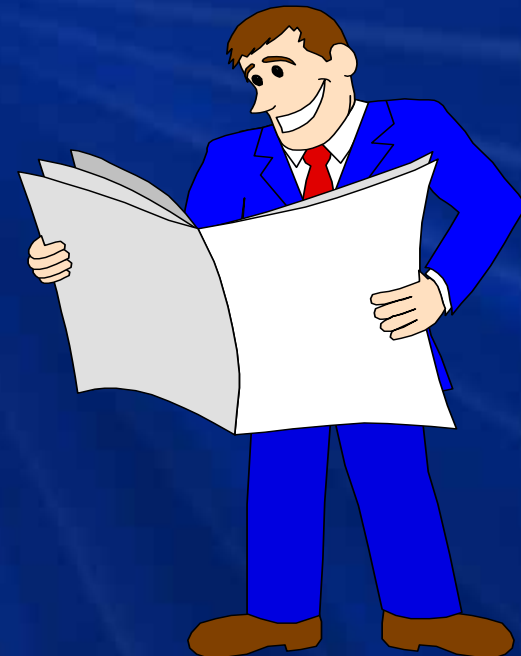
Personnel issues

Mike Hughes

Office for National Statistics

OUTLINE

- **Structure**

- **Organisation**

- **Recruitment**

- **Training and development**

- **Management**

- **Initiatives**

GSS - purpose

To meet the needs of the government, business, and people of the UK for trusted, authoritative, relevant, and timely statistics, analysis and advice

CHARACTERISTICS

7000 staff in approx 40 departments and agencies – 1200 professionals

- **common structure across departments**
- **common recruitment process**
- **common competencies/professional standards**
- **wide geographic coverage across UK**
- **mobility**

GRADING STRUCTURE

- **National Statistician = Permanent Sec**
- **[Director General]**
- **Director = Directorate/Group**
- **Chief Statistician = Division**
- **Senior Statistician**
- **Statistician = Branch**
- **Assistant Statistician/Statistical Officer**

MODELS of ORGANISATION

Models vary between and within departments

- **Statistical Directorate = 4/5 Divisions**

- **Statistical Division within Policy or Analytical Directorate**

- **Statistical Branch within Policy Division**

- **Out-bedded statistician within policy branch**

RECRUITMENT

Common system for all departments

- **Assistant Statisticians**
  - Fast stream
  - 20/30 per year

- **Statistical Officers**
  - 70/80 per year

- **Ist class or upper 2nd honours degree**

TRAINING and DEVELOPMENT

Junior professionals – 10/15 days per annum

National School of Government

Modular MSc in Statistics Southampton

Continuous Professional Development

Log book

60 hours per annum

Annual GSS Conferences

MANAGEMENT

- **Heads of Analysis Group – combines Statistics, Economics, Research, OR**

- **Heads of Profession - senior statistician in each department accountable to National Statistician**

- **Statisticians in Government Team**

INITIATIVES

- **Central career management**

- **More secondments**