

COUNTRY STATEMENT AUSTRALIA;

1. What are the goals and mandates of your organization (what is your organization really trying to achieve)?

The Australian Bureau of Statistics (ABS) mission is to “assist and encourage informed decision making within governments and the community, by leading a high quality, objective and responsive national statistical service”

The functions are as follows:

- to constitute the central statistical authority for the Australian Government and by arrangements with the governments of the states;
- to collect, compile, analyse and disseminate statistics and related information;
- to ensure the coordination of the operations of official bodies in the collection, compilation and dissemination of statistics and related information;
- to formulate, and ensure compliance with, standards for the carrying out by official bodies of operations for statistical purposes;
- to provide advice and assistance to official bodies in relation to statistics;
- to provide liaison between Australia and other countries and international organisations in relation to statistical matters.

2. Does your organization have indicators that measure the contributions of your staff in your organization's goal achievement? If yes, what are these indicators?

At the corporate level, there is corporate plan that sets out goals and strategies for the next three years. These corporate goals and strategies are used as basis of planning for each Division, Branch and Section work program and ultimately for developing performance agreements for each staff member. Each staff member's performance, capabilities and aspirations are reviewed formally twice each year as part of a performance review process.

3. How do your people acquire the knowledge and skills for their current position's job performance?

ABS has developed a skills framework for statisticians, as well as a system where a person records their own assessment of their competence against each skill. The person's supervisor also provides an assessment and this is used at performance review to determine individual training needs. The relevance and priority of particular skills will vary from position to position. A range of learning opportunities are available to ABS staff including on-the-job training, coaching and mentoring and short courses conducted by the ABS or other organizations.

ABS staff can also apply to undertake university study and have leave entitlements to pursue this.

4. Where do professional staff members of your organization mainly come from (universities and colleges etc.)?

ABS has a graduate recruitment program that targets particular skills in disciplines such as methodology, social sciences, economics and information technology. All staff members contribute

to the achievement of the mission and goals of the ABS whatever their professional or academic background might be, whether they are front line statistical collection staff, systems developers, programmers, people skilled in dealing with clients, analysts or statistical methodologists. Appropriately skilled people are able to move between different work streams. ABS recruitment and training policy and programs reflects the diversity of skills needed.

5. Does your country have a institutionalized professional training in statistics? Is it ladder-typed (basic, intermediate, advanced)

Several universities offer degree courses in statistics or courses that have a strong statistical component. The ABS provides a number of short courses that compliment professional and academic training.

6. Please give the number of your staff have received training during the last three years, in which area, for how long (average duration) and where (place, including domestic training as well as overseas) during the last three years? Indicative numbers or percentages would suffice.

Unable to provide full details. Below is a table setting out the numbers and topics of training courses provided in 2006 to ABS staff and staff of other organizations:

NUMBER OF TRAINING COURSES PROVIDED TO ABS STAFF IN 2008

NSTI Training - Number of Training Courses in 2008 (1 January - 31 December 2008)

Course	Location							WA	Total
	CO	NSW	NT	QLD	SA	TAS	VIC		
ABS Sample and Frame Maintenance Procedures								1	1
ABS Information Warehouse Concepts	4	1			2	1			8
ABSIW Finding & Extracting Data	4	1			2	1			8
ABSIW Creating Datasets	4	1			2	1			8
ABSIW Managing Time Series	4	1			1	1			7
ABSIW for Middle Managers		1							1
Accounting for Non-Accountants	1	1		1					3
Advanced Questionnaire Design					1				1
Advanced Government Finance Statistics									0
Advanced National Accounts Course									0
Basic Statistical Analysis	2							1	3
Basic Survey Design		0							0
Collecting Data in the ABS	5	1	0	1	1	1	1		10
Cognitive Interview Workshop	3				2				5
Confidentiality in the ABS	35	15	3	3	5	8	10	7	86
Data Quality in the ABS				1		1			2
Economics for Non-Economists	1						1		2
Estimation and Imputation for Business Collections	1	1							2
Facilitation Workshop	3		1				1		5
International Accounts Course (Advanced)									0
Integrated Macro-economic Statistics (IMS)	2								2
Introduction to Economic Concepts	3	1		1	1				6
Introduction to Economic Statistics and Processes	3			1			1	1	6
Introduction to Social and Population Statistics	1								1
Introduction to Questionnaire Design	1								1
Introduction to Statistical Collections	2	1					1	1	5
Introduction to Labour Statistics	3						1	2	6
Overview of ABS Dissemination Process									0
Overview of Macroeconomic Statistics	3	1		1	1		1		7
Publication Production Workbench - Introduction	7	2	1		2	1	1	1	15
Publication Production Workbench (Refresher)	2	1					1		4
Publication Production Workbench - What's new with PPW 2.8	5		1		2			1	9
Professional Statistical Program	3								3
Research Skills Training	5	2	1				1	2	11
Sample Design for Business Collection Staff	1					1			2
Statistical Writing	1				1				2
A System for Social Statistics	1								1
Testing Forms with Businesses	1	2				1		1	5
Thinking Analytically, Problem-solving & Story-telling (TAPAS)	4			1	1	1	1	2	10
Understanding Demographic Data	2	2			1		1	1	7
Understanding Time Series	1								1
Valuing Australia's Environment	2								2
Total	120	35	7	10	25	18	22	21	258

NUMBER OF COURSES PROVIDED TO EXTERNAL ORGANISATIONS 2008

Course	CO	VIC	NSW	WA	QLD	SA	NT	TAS	Total
Turning Data into Information	4	2	2	2	5	2	1	1	19
Making Quality Informed Decision	2	1	2	2	3	0	1		11
Analysing Survey Data Made Simple	4	0	1	1	0	0			6
Understanding Demographic Data	1	2	3	1	3	1			11
Introduction to Labour Statistics	3	1	2	0	0	1			7
Basic Survey Design	0	1	1	1	1	0			4
Principles of Questionnaire Design	2	0	1	0	0	1			4
Valuing Australia's Environment	1	0	0	0	0	0			1
Using ABS datacubes in Supertable	1	0	0	0	1	2			4
<i>Customised Training</i>									
Making Quality Informed Decisions									
Basic Survey Design		1							1
Statistics Training									
Questionnaire Design Tips*									
Accessing ABS information*									
Time Series Made Simple				1					1
National Accounts									
Introduction to Macro-economic Stats	4								4
Stats and their Uses				2					2
Stats for quality writing				2					2
Making Quality Informed Decisions									
Turning Data Into Information	1								1
Introduction to Sampling Techniques									
Analysing Survey Data Made Simple	1								1
Total	24	8	12	12	13	7	2	1	79

* Free seminar service

7. How many of those referred to in Question 6 are still currently working in your agency?

Unable to provide

8. Does your agency have policies; procedures and work instructions that need to be implemented by the staff upon returning from training to assist in the implementation of your agency's goals and mandates?

Yes