



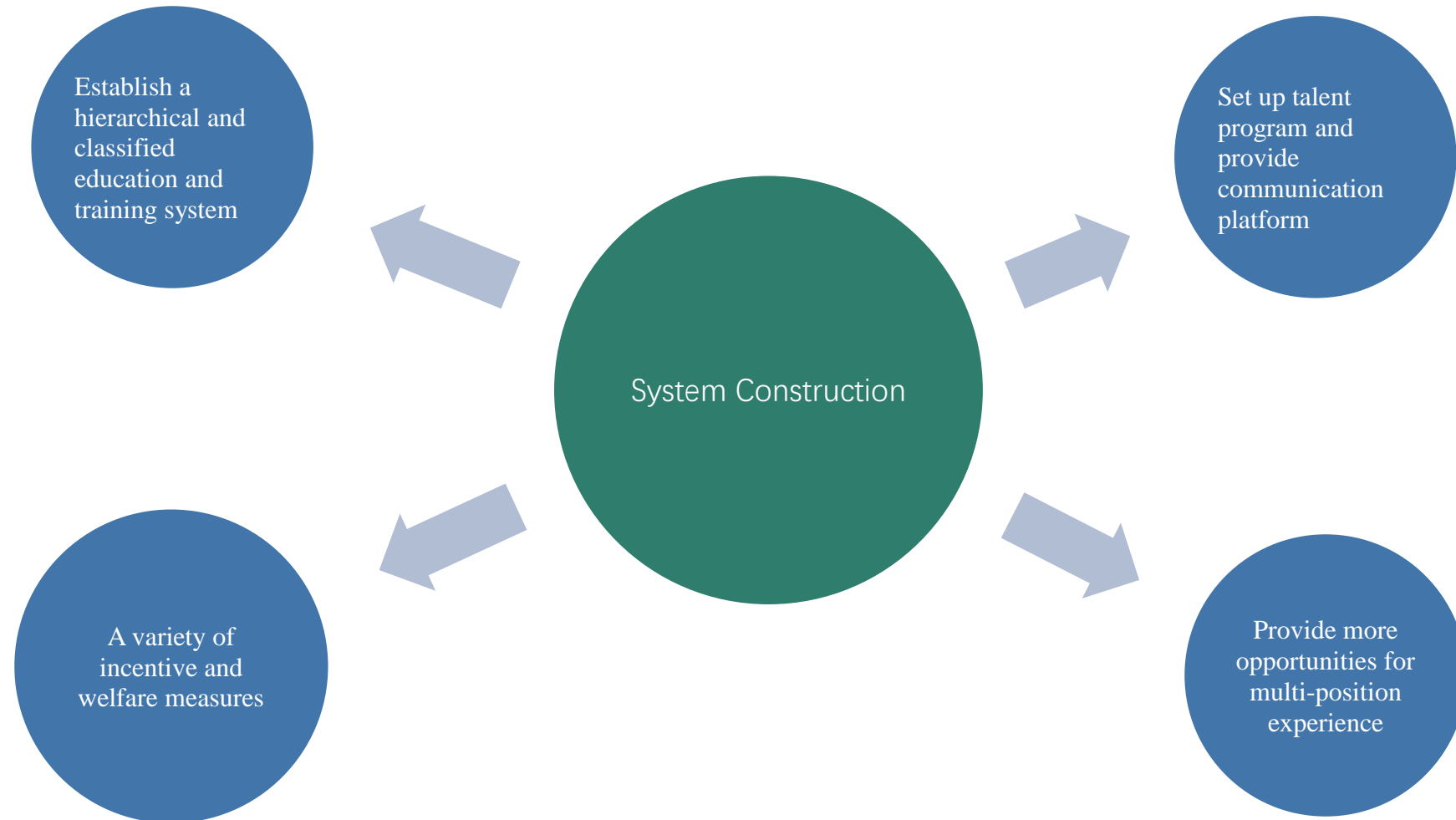
# Create Developing Opportunities and Self-fulfilling Platform for Staff

Lin Tao  
National Bureau of Statistics of China

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# Create Developing Opportunities and Self-fulfilling Platform for Staff





# I. Constantly optimize and perfect the system to strengthen policy foundation

NBS headquarter with its regional affiliated survey offices (20,000 staff)

Local statistical bureaus (80,000 staff)

Ministerial statistical departments



Medium and long term talent development plan



High-level management construction plan



Education and training program



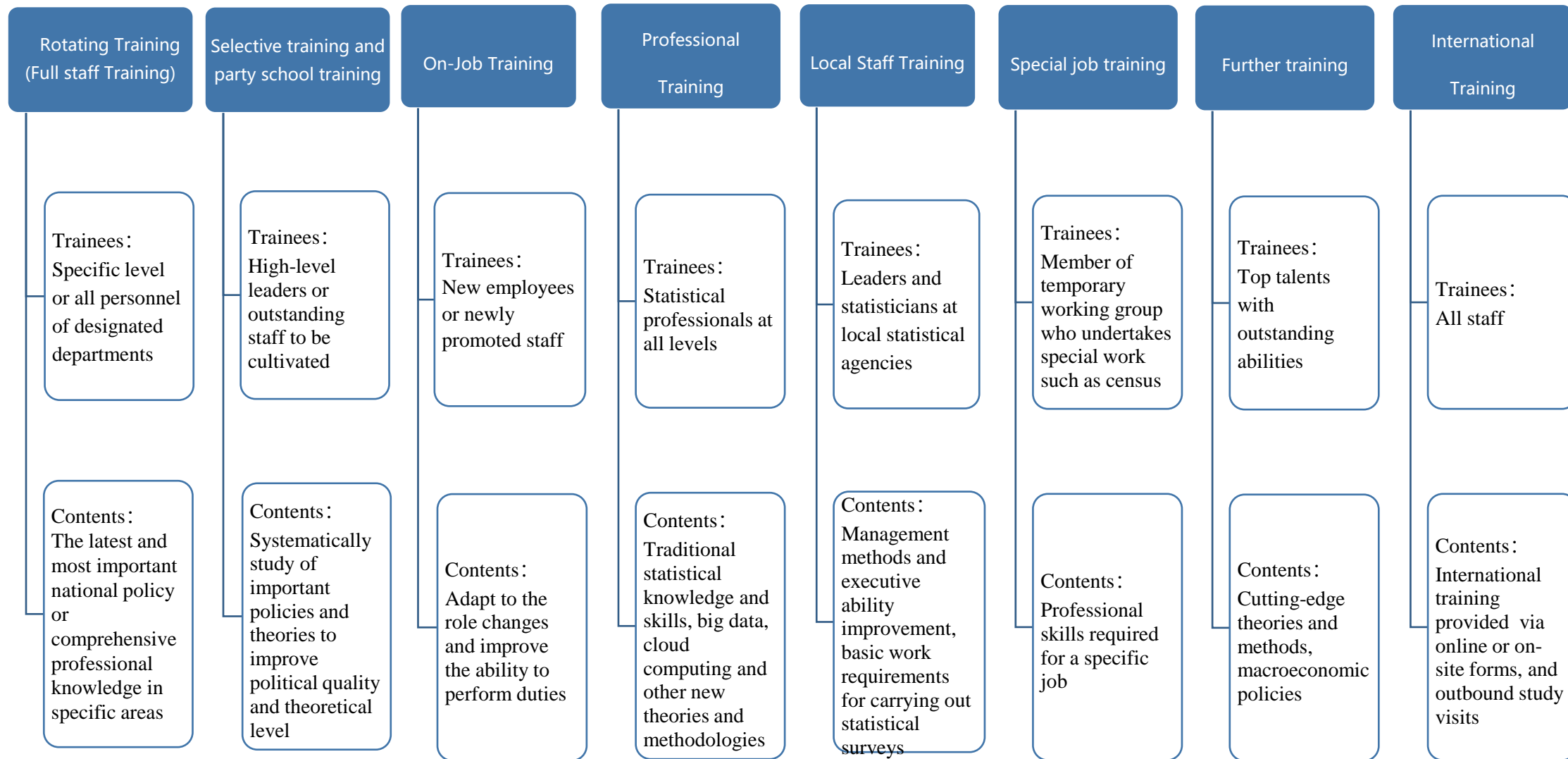
Suggestions on reforming the system and mechanism of talent development

In order to accelerate the rejuvenation of high-level management, a special policy has been issued to strengthen the training and use of outstanding young officials.

In order to help staff have a clear direction of career development, a guidance for staff development path has been formulated.



## II. Establish a hierarchical and classified education and training system to accelerate knowledge update





### III. Provide more opportunities for post experience to enhance abilities in multiple dimensions

#### Temporary local working experience

Designate staff to short-term posts in local statistical agencies or other departments

Staff with potentials can be trained more comprehensively, and young staff can better understand statistical work at local level

#### Study and work at NBS

Select staff from local statistical agencies to work and study at the NBS headquarter

Local staff can learn the work of the NBS personally and the communication between the headquarter and local agencies is improved

#### Post exchange and rotation

Officials at a certain level can only be promoted by holding posts in different places or across departments, and staff at relevant levels must exchange posts after serving for a certain number of years

To improve their sense of overall thinking and overcome job burnout

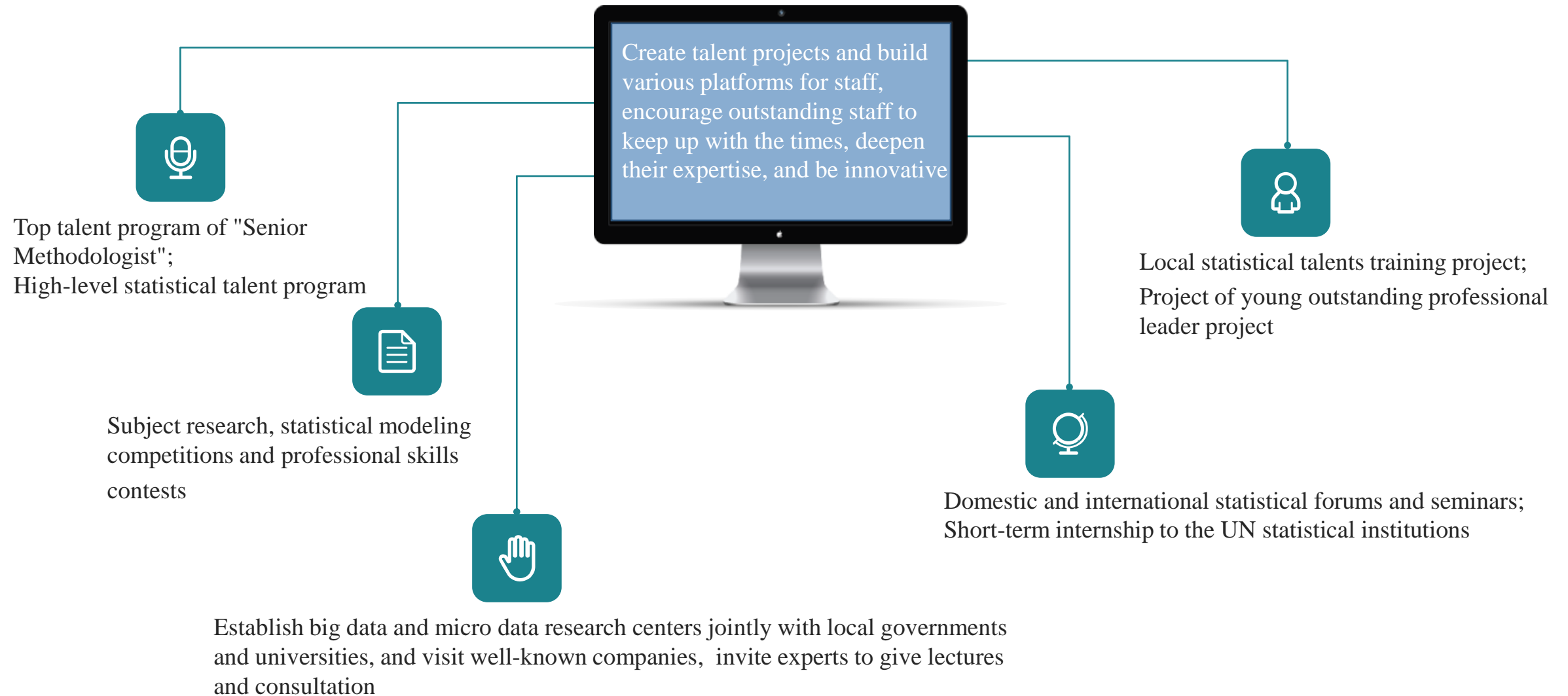
#### Temporary task teams

Focusing on the important tasks of statistical reform and development, excellent talents of the statistical system are selected to jointly tackle key problems

Develop themselves in the practice of completing major tasks



## IV. Set up talent program and provide communication platform to stimulate creativity and vitality





## V. Strengthen incentive and welfare to create an attractive working environment



### Timely recognition and reward

Staff with outstanding performance and great contributions are rewarded in time, and excellent statistical experts are recommended to various talent awards



### Broaden promotion paths

Optimize the promotion path of expert talents, rationally use the number of position resources and accelerate the frequency of promotion



### Improve fault tolerance mechanisms

Improve the fault tolerance and correction mechanisms, and encouraged staff to carry out reform and innovation bravely



### Strengthen service guarantee

Help staff solve practical life difficulties  
boost their physical and emotional health  
guarantee welfare benefits such as vacations, festive greetings in kind, etc., sincerely listen to and respond to their needs

感谢您的聆听与观看

**THANKS**