

**Subject:** Request for information on the recruitment of assistant statisticians within NRS.

**FOI reference:** 202200293562

**Date received:** 08 April 2022

**Date responded:** 14 April 2022

**Information requested:**

1. What communications have there been between NRS management and the Scottish Government (e.g. HR), as a result of this? For example, has NRS raised concerns to ScotGov, about biases in the required competencies, marking, or hiring processes, which might disadvantage NRS employees? (This might be because NRS employees may undertake different statistical work than statisticians directly in the Scottish Government, perhaps by tending to work on fewer data sources). And how has the Scottish Government responded?
2. (A) Does NRS consider such a discussion with the Scottish Government a live matter, or a resolved matter? (B) Does NRS management consider the recently revised assistant statistician job specs, to fairly reflect the reality of the requirements and opportunities of assistant statistician work at NRS, or does NRS management consider some of the requirements in the job specs do not match or are overly prescriptive?
3. What plans if any does NRS have to support its staff (where seeking promotion) in being able to meet the recently-revised assistant statistician job specs? For example, how does it plan for census staff to meet the B3 requirement on using multiple data sources, when census work tends to use one data source? If there is such a plan, when is it dated?

**NRS Response:**

1. As is normal practice members of the National Records of Scotland (NRS) statistician group will contribute to discussions with Scottish Government (SG) colleagues about development of statisticians and performance at Statistician Boards. Recruitment of statisticians to the statistical function is the responsibility of the Scottish Government: Office of the Chief Statistician, who is the Head of Profession. The Statistician Professional cohort of NRS will continue to learn from successful and unsuccessful applications.

2 A. As stated above it is normal practice for members of the NRS statistician group to contribute to discussions with SG colleagues about development of statisticians and performance at Statistician Boards, and as usual discussions will continue.

2 B. NRS considers the assistant statistician job specifications to be appropriate. The NRS statistician group will continue to discuss with SG colleagues development of statisticians and performance at Statistician Boards.

3. The statistician professional cohort of NRS seeks to learn from successful and unsuccessful applications. NRS will continue to support its statisticians in their professional development through peer support and advice. While activities to support staff are being taken forward, NRS do not hold the plan you have requested because one has not been created.

This is a formal notice under section 17(1) of FOISA that NRS does not hold some of the information you have requested.

The Office of the Chief Statistician: Analytical Resourcing Team may be able to answer some of your questions and they can be contacted at:

[statistics.enquiries@gov.scot](mailto:statistics.enquiries@gov.scot)