Reforming National Statistical System by Utilizing Statistical Business Framework Architecture

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SIXTH SESSION OF OIC-STATCOM
November 6, 2016, Konya, Turkey
BPS-Statistics Indonesia has representative offices in 33 Provinces, 497 districts/municipalities involving 16,111 employees. About 10% at HQ

FUNCTION:
to provide official statistics for all.

2010: Start Bureaucratic Reform → provide quality public service
The objective: to modernize and strengthen the global, regional and National Statistical Systems.

It is a necessity to move away from the traditional stovepipe approach to produce statistics and advocate, create a new architecture for data collection, processing, and dissemination through a standards-based production process and the adoption of an integrated statistics approach → Bureaucratic Reform and Statcap Cerdas.
BPS Change & Reform for Quality Statistics

**WHY?**

1. Why BPS-Statistics Indonesia has to reform and change?
2. What will BPS face when it does not reform and change?

**HOW?**

1. Bureaucratic Reform
2. Statcap Cerdas
3. Quality Assurance Framework (QAF)
EXTERNAL CHANGE DRIVERS

- Government Policy (Support BAPPENAS, Ministries, etc.)
- The trust of national and international agencies

EXISTING

Institutional Framework

- National Statistics Law 1997
- Law on Public Information Disclosure 2008
- MenPAN RB Regulations
- Regulations on BPS and National Statistical System

MODERNIZATION OF ICT

- Improvement of Human Resource Management
- Organization Alignment

QUALITY OF STATISTICAL DATA

- Better
- Cheaper
- Faster
- Easier

BPS issues from user’s perspective:

- Accuracy and coherence
- Untimeliness
- Limited data access
- Integrated data collection process
- Not optimal policy and quality assurance
- Lack of attention to data users
- Lack of relevancy

“One BPS” – BPS HQ, province, kabupaten/kota, field committed to seamless way of working

To Become the Agent of Trustworthy Statistical Data for All
Three Programs, One Goal

BR Goals

1. QUALITY DATA
2. Clean government and accountable governance
3. Effective and efficient
4. Prime public services

HOW?
8 change areas
- Change Management
- Organization
- Legal
- HRM (Human Resource Management)
- Business Process
- Accountability
- Internal Audit
- Public Services

STATCAP Goal

1. QUALITY DATA

HOW?
- SBFA
- IT Strategy and Development
- Organization Alignment & HRM
- Change Management – Change Agent Network

QAF Goal

1. QUALITY DATA

HOW?
- Strengthen Statistical Process
- Strengthen institutional environment
- Strengthen National Statistical System
- Strengthen Statistical Output
BPS is undertaking Bureaucratic Reform to Improve its Governance

Goals of Bureaucratic Reform:

1) DATA QUALITY PRODUCER
2) BPS CLEAN & ACCOUNTABLE
3) EFFICIENT & EFFECTIVE BPS
4) EXCELLENT SERVICE

PLANNING AND SUPPORT FOR IT IS IMPORTANT!
<table>
<thead>
<tr>
<th>PACKAGE 1</th>
<th>PACKAGE 2A</th>
<th>PACKAGE 2B</th>
<th>PACKAGE 3</th>
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<tbody>
<tr>
<td><strong>Milestone</strong>&lt;br&gt;• 1a: SBFA&lt;br&gt;• 1b: SBFA Roadmap and Implementation Plan&lt;br&gt;• 2: Corporate Statistical Infrastructure&lt;br&gt;• 3: Statistical Product Lines Redesigning and Implementation&lt;br&gt;• 3a: Redesigned Methods and Systems Pilot&lt;br&gt;• 4: Technical Assistance For Selected Statistical Activities&lt;br&gt;• 5: Ensuring Alignment With ICT, HR, Organisation and Culture</td>
<td><strong>Milestone</strong>&lt;br&gt;• 1: IT Strategy&lt;br&gt;• 2: IT Governance and Management&lt;br&gt;• 3: Enterprise Architecture&lt;br&gt;• 4: IT Service Management&lt;br&gt;• 5: IT Prioritisation Roadmap Transformation Plan</td>
<td><strong>Milestone</strong>&lt;br&gt;• 1: High Level Requirement Document&lt;br&gt;• 2: Software Requirements Specification&lt;br&gt;• 3: Detail Design&lt;br&gt;• 4: Integrated Statistical Information System&lt;br&gt;• 5: User Acceptance Test&lt;br&gt;• 6: System Go-live</td>
<td><strong>Milestone</strong>&lt;br&gt;• 1: Organisation Design &amp; Implementation Recommendation&lt;br&gt;• 1a: Performance Management System Pilot&lt;br&gt;• 1b: Organisation Design Rollout&lt;br&gt;• 2: Human Resources (HR) Strategy&lt;br&gt;• 3: HR Policies and Practices Improvement Recommendation&lt;br&gt;• 3a: HR Policies and Practices Pilot&lt;br&gt;• 4: Training &amp; Development Improvement Recommendation&lt;br&gt;• 4a: Training &amp; Development Pilot</td>
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STATCAP CERDAS is the Driver of Bureaucratic Reform

Statistical Capacity Building - Change and Reform for the Development of Statistics

- BPS modernization and reformation program to increase effectivity and efficiency, produce and provide higher quality data, and responsive towards user’s needs.
Interlink among Packages and Timeline of Statcap CERDAS
Objectives of STATCAP CERDAS

1. Increase data quality, while increasing trust and satisfaction of data users, for data provided as well as services.

2. Increase the efficiency of business processes by using international standards, methods, and Information Technology & Communication (ITC).

3. Increase the quality of Human Resource management and growth as business process enablers.

4. Strengthen the organizational structure.
Impact of STATCAP CERDAS

- Capability in conducting the business process, procedure and work standard
- Capability in using IT application
- Better understanding of organizational structure, role and responsibilities in the post-transformation
- Better understanding of the HR system
- Implementation of internalization of organizational culture
- Capacity in disseminating information on the product and services of BPS to the stakeholders
- Better knowledge on the BPS Transformation for the related external stakeholders
8 Key Principles of STATCAP CERDAS

1. National Accounts and Macro Statistics are the primary beneficiaries of statistical integration
2. Each survey serves the needs of multiple SMAs
3. Registrations and administrations as primary sources of data
4. Integrated survey operations from identify needs to dissemination and evaluation
5. Statistical Business Register / Large Business Unit
6. Building an integrated IT landscape
7. Use technology based/paperless collection
8. Use continuous surveying to spread the workload over a year
Statistical Business Framework Architecture (SBFA)

SBFA is a blueprint of BPS business process to execute the Key Principles of the STATCAP CERDAS modernization program.

- **Integrated Business Process**
- **New systems and infrastructures that needs to be implemented to support the new business process**
- **New function that needs to be implemented to support the new business process**
SBFA is Based on GSBPM

User’s Needs

Survey Management

Fine tune, integration, survey & sampling design

Create frame using business register

Using household master frame

Select sample

Questionnaire Support Services

Conduct interview

Input data warehouse – Statistical processing and analysis

Dissemination warehouse

SM1 SM2 SM3 SM4 SM5 SM6 SM7 SM8 SM9 SM10

Users

(Functional Approach)

Business Process

Specify Needs

Design

Build

Collect

Process

Analyse

Disseminate

Evaluate

GSBPM Version 5
Impact of SBFA to BPS organization

- User Needs Management Function
- Quality Management Function (incl. Data Integration (Coherent) Function)
- Field Force Management Function
- Large Business Management Function (also managing SBR)
- Data and Metadata Management Unit
- Administration Data Acquisition Function
### The Future of BPS Organization

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<tr>
<th>No</th>
<th>Aspect</th>
<th>Expectation</th>
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| 1  | Expectation of External Stakeholders        | • Preparing for a World Class NSO  
• Provider of One Data  
• Producer of High Quality Data  
• Service Excellent Organization  
• Enabling Bureaucratic Reform |
| 2  | Expectation of Internal Stakeholders        | • Good Corporate Governance enabling Clean and Accountable BPS  
• Effective, Efficient & Agile Organization (Right Sizing) |
| 3  | Organization Capability                     | • Moving toward Learning Organization  
• Applying Knowledge Management to move from People Dependant into System Enabler  
• Producing continuous capability that support and sustain the BPS Transformation |
| 4  | Organization Culture                        | • High Performance Culture  
• Enhancement of Corporate Values to support High Performance Culture |

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We are now in the process of implementing Organization Alignment

A world bank funded project is in progress for Organization Alignment. The scope are shown in right table as follows:

1. Organizational Alignment

1.1 Organization Design and Implementation

a. Current State Assessment
b. High level organization design
c. Detailed organization structure
d. Strategic performance management system for BPS.
e. Implementation Plan
f. Pilot implementation
g. Improvement of BPS policies and regulations focusing on organization, management and governance

Performance Management for Organization Unit not for Individual Employee

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# The Future of BPS HR Management

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| 1  | Support and Sustain the Transformation and Bureaucratic Reform | • Implement Competency Based HR Management to support successful implementation of STATCAP CERDAS (including SBFA and CAPI and new organization)  
• Support Good Corporate Governance implementation to enable Clean & Accountable BPS  
• Prepare and support for Change of Role in BPS (particularly the one with Regional Government & Sectorial Ministry)  
• Support the Bureaucratic Reform |
| 2  | Support Enhancing Organization Capability | • Build individual capability to support the Transformation  
• Align capability development initiatives with Organization needs to sustain Transformation and to achieve other objectives  
• Prepare for Knowledge Management implementation |
| 3  | Provide excellent HR Management Practices | • Ensure internal fairness and support transparent and fair HR Management practices  
• Prepare for external competitiveness (remuneration & total rewards aligned with individual competencies, performance, contribution and BPS affordability)  
• Ensure proper and suitable Career & Succession Management to sustain the Transformation  
• Implement excellent HR Management Practices which can be used as model for other government agencies. |
We are now in the process of implementing the new HR Management & Development

2. HR Management and Development

2.1 Human Resources Strategy and Its Implementation
- Assessment on HR policies in BPS
- Workload analysis
- Job descriptions refinement
- Jobs review and improvement
- Job family review and improvement
- BPS competencies
- BPS Competency Gap Analysis
- Workforce Planning Model
- Compensation and benefit scheme review and improvement linked to PMS

2.2 HR Policies and Practices Improvement
1. Manpower Planning
2. Recruitment & Selection
3. Career Management
4. Performance Management
5. Implementation Plan and Strategy
6. Implementation and monitoring

2.3 Training and Development Improvement
- Review report on training delivery
- Training & Development Strategy and Plan
- Training & Development Need Analysis
- Training & Development intervention
- Course Catalogue
- Training & Development Evaluation Methods and Tools
- Training and Development Delivery

Performance Management for Individual not for Organization Unit

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Quality Assurance Framework (QAF)

### Quality Assessment and Reporting
- **Quality Assessment and Reporting**

### Managing Statistical System
- P1. Coordinating NSS
- P2. Relationship with Data Users and Data Providers
- P3. Managing Statistical Standards

### Managing Statistical Outputs
- P14. Relevance
- P15. Accuracy and Reliability
- P16. Timeliness and Punctuality
- P17. Accessibility and Clarity
- P18. Coherence and Comparability
- P19. Metadata

### Managing Statistical Process
- P10. Methodology
- P11. Cost Effectiveness
- P12. Soundness of Implementation
- P13. Respondent Burden

### Managing Institutional Environment
- P4. Prof. Independence
- P5. Impartiality and Obj.
- P6. Transparency
- P7. Confidentiality & Security
- P8. Quality Commitment
- P9. Adequacy of Resources
QUALITY DIMENSIONS: MANAGING STATISTICAL OUTPUTS

1. Mendeskripsikan dan mengklasifikasikan pengguna utama
2. Identifikasi kebutuhan pengguna utama
3. Perbedaan antara kebutuhan pengguna dengan output yang dihasilkan

RELEVANSI

1. Sampling Error
2. Non-sampling Error

KONSEP/DEFINISI

1. Kebijakan pengaksesan data dan metadata
2. Media akses
3. Format data dan metadata
4. Tersedia jadwal rilis publikasi
5. Tersedia katalog publikasi

DIMENSI

RELEVANSI

Data mampu memenuhi kebutuhan pengguna baik aspek cukup maupun konten
Data akan memenuhi kebutuhan pengguna untuk mengakses data

AKURASI

Kepakaran dalam menentukan kriteria data yang akan diolah
Ketergantungan ketergantungan antara data
Kepakaran data dan sumber data
Ketergantungan antara data satu sama lain
Ketekunan dalam input data

AKSESIBILITAS

Kemudahan bagi para pengguna untuk mengakses data
Kemudahan bagi para pengguna untuk mengakses data

INDIKATOR

1. Rangka yang sesuai perlu data dan rilis data
2. Ketersediaan waktu untuk pertanggungjawaban
3. Format publikasi yang sesuai dengan standar
4. Formulir publikasi yang ditentukan
5. Format publikasi yang sesuai dengan standar
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