



FJÁRMÁLA- OG
EFNAHAGSRÁÐUNEYTIÐ

ÞEKKIRÐU AUÐINN ÞINN OG HVAÐ ÞARF TIL?

HVERNIG SMÁ ÞOLINMÆÐI, JÁKVÆÐNI OG ÁKVEÐIN GRUNNVINNA
STYÐUR VIÐ FAGLEGA MANNAUÐSSTJÓRNUN

Helga Gunnarsdóttir sérfræðingur
Kjara- og mannauðssýslu ríkisins (KMR)

Haust 2017

UMFJÖLLUNAREFNI

- » Orri og faglega stýring mannauðsmála
- » Mannauðskerfi - innihald
- » Hvað er að fréttu?
- » Tölfræði - hvað þarf til?
- » Ávinningurinn
- » Markmið ríkisins
- » Nýjungar
- » Dæmi
- » Framtíðarsýn og fyrirmyndir



ÞROSKASTIG MANNAUÐSSTJÓRNUNAR

Mannauður talinn lykill
að samkeppnishæfni

Starfsmanna-
hald

Starfsmanna-
stjórnun

Mannauðs-
stjórnun

Samþætting og
stefnumótun



Stig 0

Stig 1

Stig 2

Stig 3

Stig 4 +

Stig 5

Stig 6

Engin meðvituð
starfsmanna-
stjórnun

Hefðbundið
starfsmanna-
hald

Fagleg starfs-
mannastjórnun

Árangursrík
mannauðs-
stjórnun

Mannauðs-
stjórnun nátengd
rekstrinum

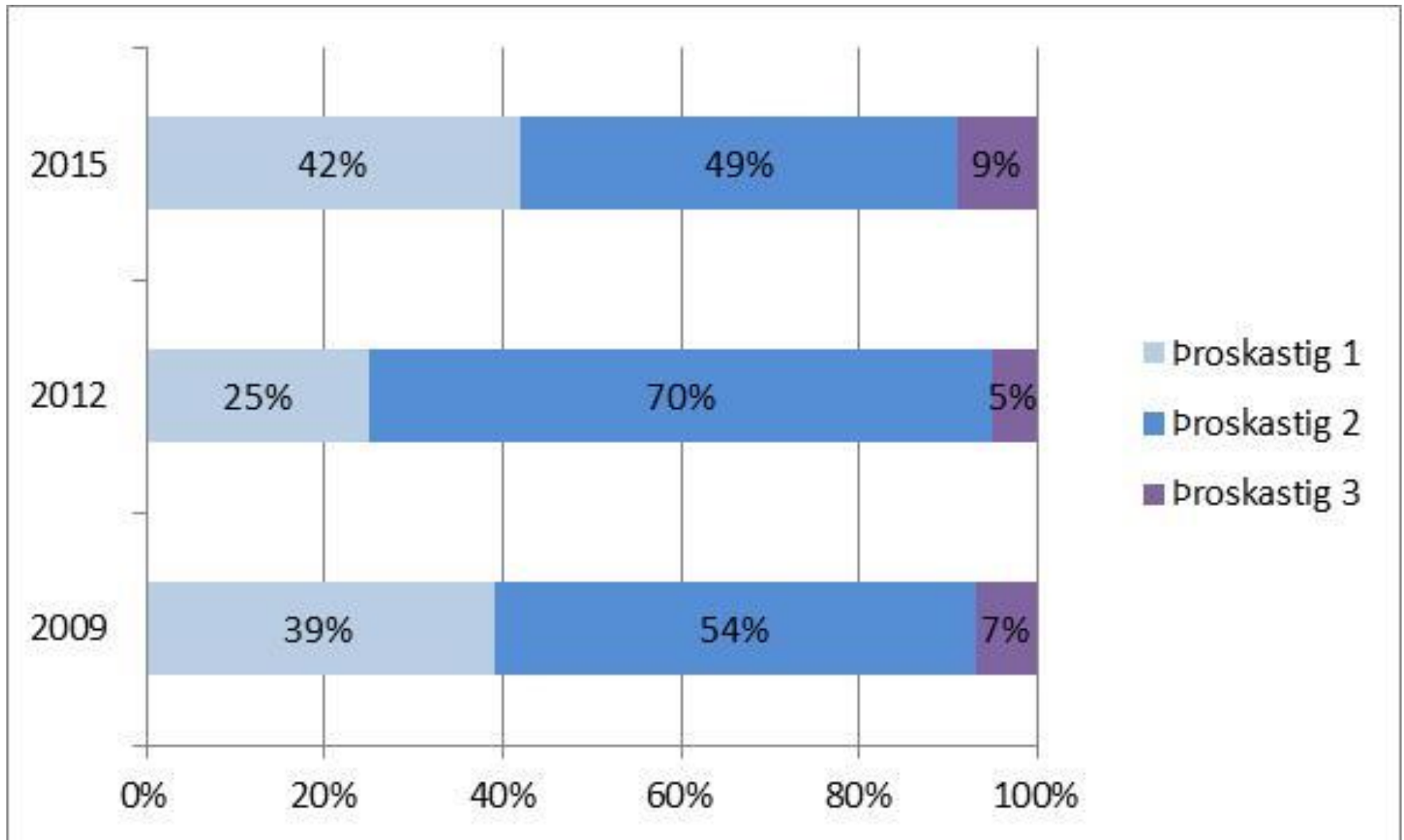
Millistig, frá
rekstraráherslu til
stefnumiðunar

Skipulagsheild
myndar samþætt
kerfi

Aukin krafa á stjórnanda



CRANET KÖNNUN – OPINBER ÞJÓNUSTA



Mannauðskerfi Orra

Sjálfsgreiðsla

Ráðningarkerfi

Vinnustund

Fræðslukerfi

Launakerfi

Starfsmannakerfi

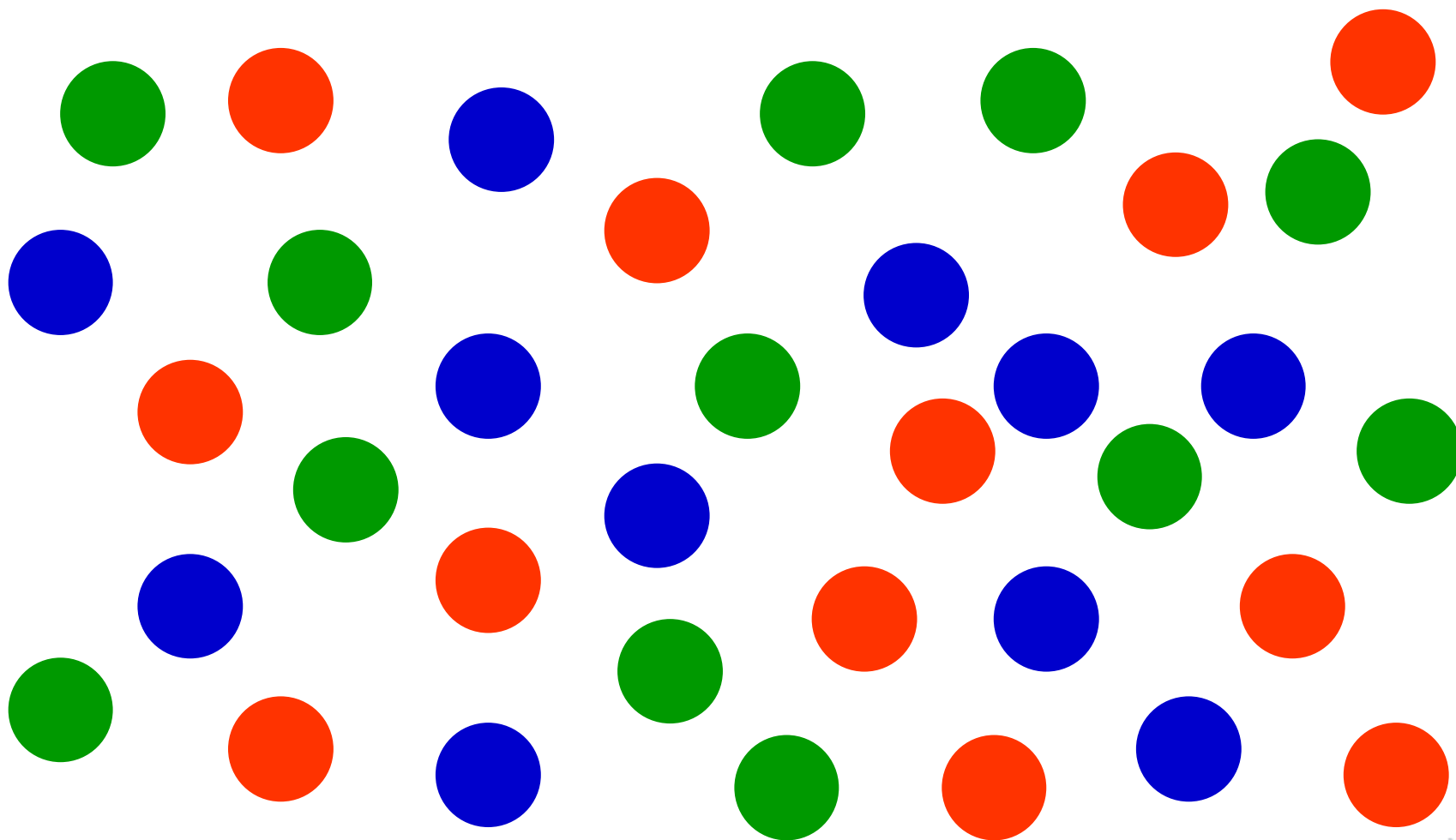


STEFNA STJÓRNVALDA OG STAÐA MANNAUÐSMÁLA RÍKISINS

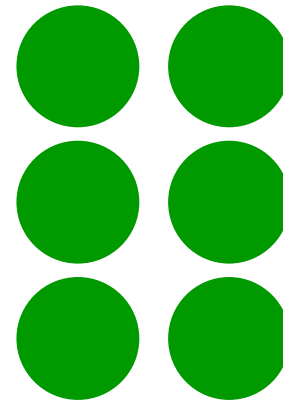
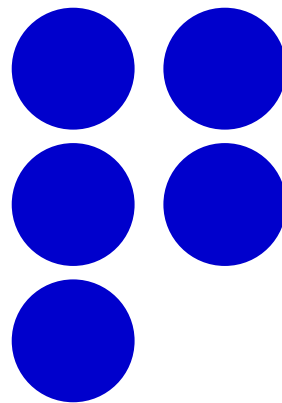
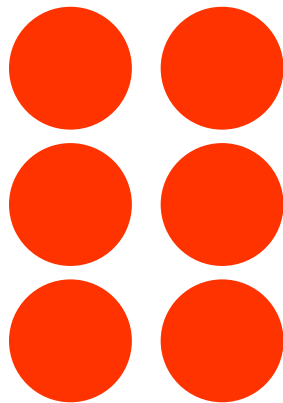
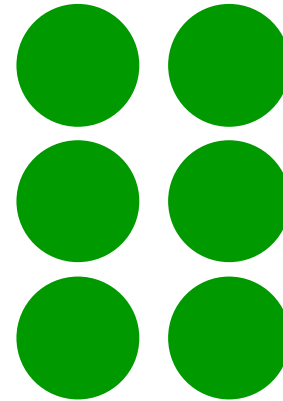
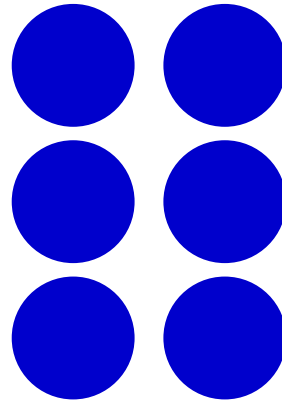
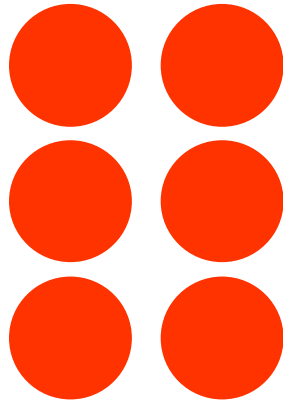
- » Mannauðsstjórnun
 - markvissar aðferðir
 - efling starfsmanna
- » Rannsóknir – svigrúm til úrbóta
- » Greining, stjórnun og stefnumótun
- » Hækkun í meðalaldri starfsmanna
- » Samsetning mannauðsins – mannaflapörf
- » Endurmenntun
- » Skráning og birting samræmdra upplýsinga



HVAÐ ERU MARGIR BOLTAR AF HVERJUM LIT? Í HVAÐA LIT VANTAR EINN BOLTA?



EN NÚNA?



HVERNIG NÝTAST GÖGNIN OKKUR?

- » Nýliðafræðsla og reynslutími
- » Mannaflaspár og samsetning mannauðs
- » Mannauðsstefna
- » Jafnlaunavottun
- » Stofnanasamningar
- » Endur- og símenntun
- » Starfslok
- » Starfsmannavelta og fjarvistir
- » Vinnuálag
- » Samanburður



MARKMIÐ RÍKISINS

- » Notendavænt og skilvirkt kerfi
- » Samræmdar upplýsingar
- » Allar stofnanir notendur
- » Réttar upplýsingar
 - Fyrir ríkið
 - Stofnanir – mannauðsdeildir
 - Yfirmenn og starfsmenn
- » Vöruhús gagna
 - Tölfræði úr öllum kerfishlutum
 - Fyrirfram skilgreindar skýrslur
 - Regluleg birting upplýsinga



VERKEFNI Í GANGI

- » Klára innleiðingu Mannauðskerfis
 - 78 stofnanir með 50 eða fleiri starfsmenn
 - 72% þeirra nota VinnuStund
 - 32% þeirra nota Ráðningarkerfið
 - Innleiðingaráætlun
- » Kennsla á kerfið
 - Núverandi notendur – betri nýting
 - Nýir notendur - VinnuStund og Ráðningarkerfi
 - Leiðbeiningar í myndbandaformi (YouTube)



ÞRÓUN KERFIS

- » Þróunarrhópur
- » Fjármagn
- » Kröfur notenda
- » Ýmislegt í farvatninu
- » Ný útgáfa Ráðningarkerfis
- » Rafrænar undirritanir
- » Morgunverðarfundir

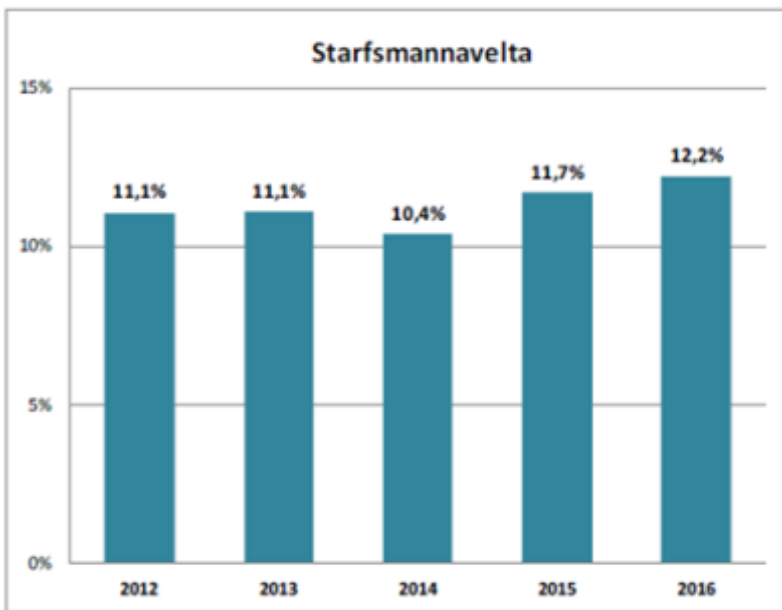
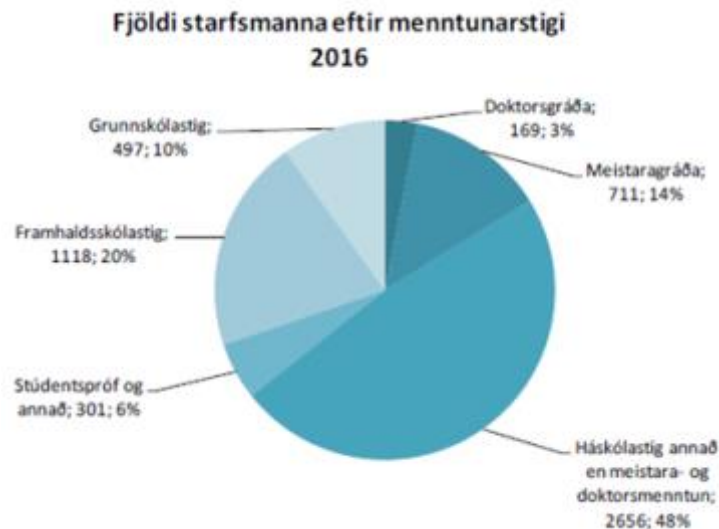
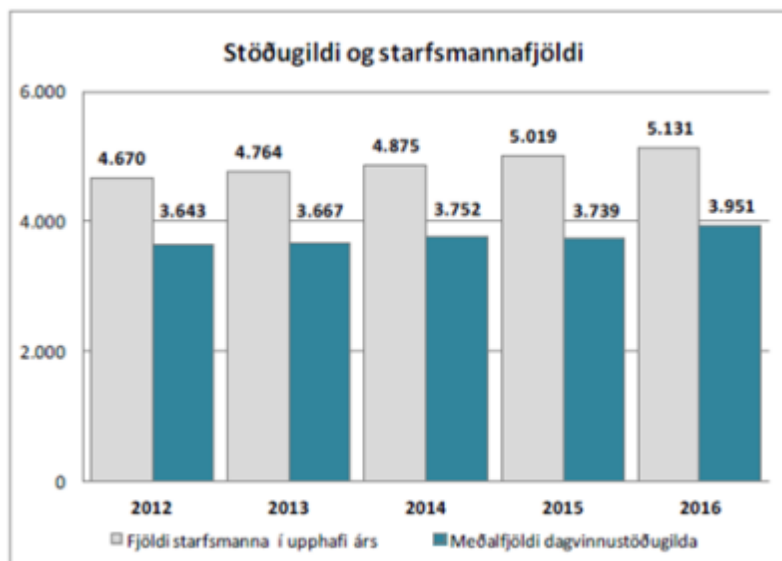


ÞETTA GETUM VIÐ TEKIÐ ÚT Í DAG

- » Fjöldi starfsmanna og stöðugilda
- » Aldursdreifing
- » Kyn
- » Menntun
- » Viðbótarfræðsla
- » Starfsmannavelta
- » Laun og samsetning þeirra
- » Nýráðningar
- » Fjarvistir
- » Starfslok og ástæður þeirra o.fl.



REGLULEG GREINING Á LANDSPÍTALA - DÆMI



Fjarvistir

	Fjöldi stöðugilda	Hlutfall fjarvista af greiddum stöðugildum jan.-mar.		
		2017	2016	Mism. milli ára
Veikindi starfsmanna	304,0	7,7%	7,5%	0,2%
Veikindi barna	28,7	0,7%	0,7%	0,0%
Kauplaus veikindi	25,6	0,7%	0,3%	0,4%
Fæðingarorlof	74,4	1,9%	1,5%	0,4%
Námsferðir og námsleyfi	37,6	1,0%	0,9%	0,0%

SVONA VILJUM VIÐ GEFA ÚT FYRIR OKKUR SEM HEILD EFTIR 2 ÁR

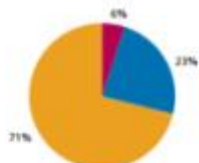
Facts on Swedish Central Government as employer



Low headcount in Central Government sector

The Central Government sector includes governmental agencies, infrastructure administrations, universities and colleges. In 2012 approximately 254 000 people were employed in the Central Government sector. This equals 5.5 percent of all employees on the Swedish labour market.

Employees per sector in 2012



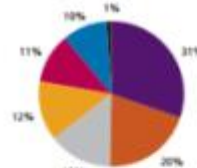
- Central Government 254 200 employees
- Municipalities and County councils 1 058 700 employees
- Private sector 3 291 200 employees

Source: Statistics Sweden, Labour Force Survey (LFS)

Central Government agencies involved in all parts of society

The largest number of employees in the Central Government sector is active within higher education. Other tasks performed in this sector is crime control, protection of borders, international cooperation, taxation, social insurance benefits, employment and planning of infrastructure.

Central Government agencies by function in 2012



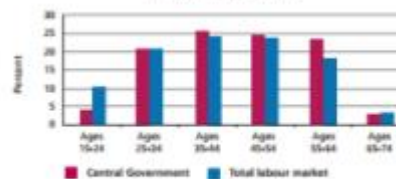
- Education 73 000 employees, 44 agencies
- General public services 28 000 employees, 40 agencies
- Public order and safety 50 000 employees, 13 agencies
- Defence 75 000 employees, 12 agencies
- Social protection etc. 37 000 employees, 18 agencies
- Economic affairs etc. 24 000 employees, 15 agencies
- Recreation, culture and religion 7 000 employees, 20 agencies

Source: The Swedish Agency for Government Employers (SAGE), Classification of the Functions of Government (SOFORC)

Balanced gender distribution, bias towards older age groups

About 52 percent of the Central Government employees are women and 48 percent are men. However within Defence 80 percent are men, whereas nearly 70 percent of the employees within Social protection are women. Age distribution among Central Government employees deviates in two aspects from the labour market in Sweden as a whole. In 2012, 26 percent of the employees in Central Government were 55 years of age or older, compared to 22 percent of all employees. The comparatively low share of younger employees within Central Government is mostly due to the need for higher education to qualify for Central Government works.

Age distribution in Central Government and in total labour market in 2012

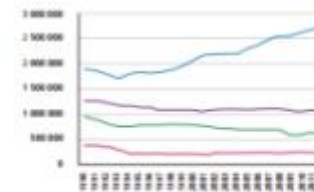


Source: Statistics Sweden, LFS September data, and SAGE

Consistent number of employees in Central Government sector

During the mid nineties the total number of employees decreased. Since 2001 the number of employees again has risen to the levels of the mid nineties. In Education as well as General Public Services it has increased by nearly 20 percent during the last decade. In agencies working with economic affairs, infrastructure and environmental protection, the number of employees has instead decreased by a half because of privatisations during the same period.

Employment in Sweden 1990-2012



- Trade, transport and other private services
- Municipalities and County councils
- Manufacturing, mining and energy (private)
- Central Government

Source: Statistics Sweden, LFS



Við verðum líka að vera til fyrirmyndar

