

### 2013 – International Year of Statistics

Did you know that 2013 is the International Year of Statistics? It is a year for celebrating Statistics, our subject area, our profession, our passion and at times our struggle!



Statistics2013, as it is called, is led by five international statistical institutes of world repute among which the Royal Statistical Society and the American Statistical Association. It aims to promote the importance of statistics to all segments of the society.

Says Ron Wasserstein from the Statistics2013 steering committee

*The broad goals of Statistics2013 are:*

- *Increasing public awareness of the power and impact of statistics on all aspects of society;*
- *Nurturing statistics as a profession, especially among young people; and*
- *Promoting creativity and development in the sciences of probability and statistics.*

Stats M is among the 1500 organizations in 111 countries which is participating in the event. We are planning a statistics seminar around July this year and we shall among others, launch the Stats M logo and the Code of Practice for Official Statistics

Each one of you can also get involved in the celebrations. Just check out the various ways to do so on the Statistics2013 website at [www.statistics2013.org](http://www.statistics2013.org) and you'll be amazed!

### Performance Management System (PMS) 2013

As from this year, the PMS will be used to determine eligibility to increment and promotion and Performance Appraisal Forms (PAFs) will replace the traditional confidential report system.

The new PAFs are meant to cover a full calendar year but exceptionally for 2013, they will cover the period March to December.

The PAFs are available for three categories of staff, namely:

- Senior Management,
- Workmen's Group; and
- General Staff.

The PAFs have been made simpler and more user-friendly - main changes include:

- Achievement on key tasks and level of competencies are now given equal weight 1:1 as compared to 7:3 previously;
- Provision for a Performance Improvement Plan (PIP) which is monitored in case an employee gets a rating below 2.4 on a scale ranging from 1 (unsatisfactory) to 4 (excellent).

### Stats M initiates the setting up of a Statistical Business Register (SBR)

The SBR is one of the top priorities of the office. This has been on the agenda since 2008 in the Strategic Plan but through lack of know-how and resources, not much has been achieved until now.

Conscious of the fact that an SBR is a prerequisite for the proper administration of establishment surveys and for generating statistics on business demography particularly in the light of Government's policy to promote SMEs, the office has sought and obtained technical assistance from AfDB to assist in setting up a Statistical Business Register (SBR).

In this context connection, Michael Colledge, expert with vast experience on SBR and Marietha Gouws, Executive Manager at Stats SA fielded a mission at Stats M from 25 to 29 March 2013.

They have made a series of recommendations among which:

- *establishment of a new SBR that covers enterprises and establishments to replace the current CBR which consist of business licenses;*
- *use of business registration data from Companies Division and MRA as the primary sources of data for the SBR.*

### Staffing Development

The following five Statisticians have been offered appointment as Senior Statisticians in a temporary capacity with effect as from 2 April 2013.

- Mukesh DAWOONAUTH
- Bibi Rooksana MORABY
- Banyasing UNMAR
- Chettun Kumar ARIANAICK
- Abdool Sariff MUNGRALEE