

# Maturity Models self-assessment: HR Analytics

Before you start your self-assessment, think about how you will approach it, who and what you need to help you with the process. Working with a diverse group of people from different parts of your organisation will be beneficial and will aid unbiased and balanced assessment.

Please allow up to five working days to receive your Maturity Model self-assessment report. Our analysis team will email you the report as soon as it is ready.

By completing the Maturity Model self-assessment tool you are giving your permission to share your information with the NFCC, please note that your data will not be shared with any third-parties.

If you have any questions, please contact the Portfolio Analysis team

### **Please provide your contact details so that we can send the results of your self-assessment to you: \***

|  |  |  |
| --- | --- | --- |
| Name   |

|  |
| --- |
|   |

 |
| Service/Organisation   |

|  |
| --- |
|   |

 |
| Role/Job title   |

|  |
| --- |
|   |

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| Email address   |

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| --- |
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### **When do you expect to review this Maturity Model and complete the self-assessment again?**

|  |  |
| --- | --- |
|    | In 3 months |
|    | In 6 months |
|    | In 9 months |
|    | In 12 months |
|    | Other (please specify):

|  |
| --- |
|   |

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**Level 1 - Operational Reporting**

For each statement below, please select whether you agree or disagree and to what extent. You are asked to think about your service as it stands today and also how you think you might answer next time you complete the self-assessment (based on the answer you gave on earlier in the tool).

### **Please state to what extent you agree or disagree with the following statements. Please choose from Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly Agree**

### *If a statement does not apply to your service, please leave the response blank.*

|  |  |  |
| --- | --- | --- |
| **Statement** | **Thinking about your service now:** | **In the future:** |
| 1. Reactive reporting of operational and compliance measures. |  |  |
| 2. Focus on data accuracy. |  |  |
| 3. Consistent and timely reports on issues such as sickness, diversity and basic workforce data such as turnover, retirement profiling. |  |  |
| 4. Compliance with GDPR. |  |  |

###  **If you have any evidence to support your responses to the statements above, please note them here:**

|  |  |
| --- | --- |
| **Statement** | **Evidence** |
| 1. Reactive reporting of operational and compliance measures. |  |
| 2. Focus on data accuracy. |  |
| 3. Consistent and timely reports on issues such as sickness, diversity and basic workforce data such as turnover, retirement profiling. |  |
| 4. Compliance with GDPR. |  |

### **If you wish to note any actions you might take to achieve your goals, please note them here:**

|  |  |
| --- | --- |
| **Statement** | **Actions** |
| 1. Reactive reporting of operational and compliance measures. |  |
| 2. Focus on data accuracy. |  |
| 3. Consistent and timely reports on issues such as sickness, diversity and basic workforce data such as turnover, retirement profiling. |  |
| 4. Compliance with GDPR. |  |

**Level 2 - Advanced Reporting**

For each statement below, please select whether you agree or disagree and to what extent. You are asked to think about your service as it stands today and also how you think you might answer next time you complete the self-assessment (based on the answer you gave on earlier in the tool).

### **Please state to what extent you agree or disagree with the following statements. Please choose from Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly Agree**

### *If a statement does not apply to your service, please leave the response blank.*

|  |  |  |
| --- | --- | --- |
| **Statement** | **Thinking about your service now:** | **In the future:** |
| 1. Proactive reporting for decision making. |  |  |
| 2. Analysis of trends and benchmarking. |  |  |
| 3. Customisable, self-service dashboards. |  |  |

### **If you have any evidence to support your responses to the statements above, please note them here:**

|  |  |
| --- | --- |
| **Statement** | **Evidence** |
| 1. Proactive reporting for decision making. |  |
| 2. Analysis of trends and benchmarking. |  |
| 3. Customisable, self-service dashboards. |  |

### **If you wish to note any actions you might take to achieve your goals, please note them here:**

|  |  |
| --- | --- |
| **Statement** | **Actions** |
| 1. Proactive reporting for decision making. |  |
| 2. Analysis of trends and benchmarking. |  |
| 3. Customisable, self-service dashboards. |  |

**Level 3 - Advanced Analytics**

For each statement below, please select whether you agree or disagree and to what extent. You are asked to think about your service as it stands today and also how you think you might answer next time you complete the self-assessment (based on the answer you gave on earlier in the tool).

### **Please state to what extent you agree or disagree with the following statements. Please choose from Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly Agree**

### *If a statement does not apply to your service, please leave the response blank.*

|  |  |  |
| --- | --- | --- |
| **Statement** | **Thinking about your service now:** | **In the future:** |
| 1. Statistical analysis used to solve business solutions. |  |  |
| 2. Identification of issues and actionable solutions. |  |  |
| 3. All data used to support insights, reports and decisions. |  |  |
| 4. Supports an integrated approach to talent and career management. |  |  |
| 5. Helps leaders make decisions to create better work environments and maximise employee productivity. |  |  |
| 6. Supports cultural change. |  |  |
| 7. Identifying knowledge gaps which help resource allocation for ongoing learning. |  |  |
| 8. Supports improvements in recruitment and induction processes. |  |  |
| 9. Collaborative sharing and benchmarking data with partner agencies and other organisations in comparison to national picture. |  |  |

### **If you have any evidence to support your responses to the statements above, please note them here:**

|  |  |
| --- | --- |
| **Statement** | **Evidence** |
| 1. Statistical analysis used to solve business solutions. |  |
| 2. Identification of issues and actionable solutions. |  |
| 3. All data used to support insights, reports and decisions. |  |
| 4. Supports an integrated approach to talent and career management. |  |
| 5. Helps leaders make decisions to create better work environments and maximise employee productivity. |  |
| 6. Supports cultural change. |  |
| 7. Identifying knowledge gaps which help resource allocation for ongoing learning. |  |
| 8. Supports improvements in recruitment and induction processes. |  |
| 9. Collaborative sharing and benchmarking data with partner agencies and other organisations in comparison to national picture. |  |

### **If you wish to note any actions you might take to achieve your goals, please note them here:**

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| --- | --- |
| **Statement** | **Actions** |
| 1. Statistical analysis used to solve business solutions. |  |
| 2. Identification of issues and actionable solutions. |  |
| 3. All data used to support insights, reports and decisions. |  |
| 4. Supports an integrated approach to talent and career management. |  |
| 5. Helps leaders make decisions to create better work environments and maximise employee productivity. |  |
| 6. Supports cultural change. |  |
| 7. Identifying knowledge gaps which help resource allocation for ongoing learning. |  |
| 8. Supports improvements in recruitment and induction processes. |  |
| 9. Collaborative sharing and benchmarking data with partner agencies and other organisations in comparison to national picture. |  |

**Level 4 - Predictive Analytics**

For each statement below, please select whether you agree or disagree and to what extent. You are asked to think about your service as it stands today and also how you think you might answer next time you complete the self-assessment (based on the answer you gave on earlier in the tool).

### **Please state to what extent you agree or disagree with the following statements. Please choose from Strongly agree, Agree, Neither agree or disagree, Disagree, Strongly Agree**

### *If a statement does not apply to your service, please leave the response blank.*

|  |  |  |
| --- | --- | --- |
| **Statement** | **Thinking about your service now:** | **In the future:** |
| 1. Development of predictive models. |  |  |
| 2. Scenario planning – looks at "what if’s". |  |  |
| 3. Integration with FRS workforce planning. |  |  |
| 4. Data governance model clearly in place and trusted by staff. |  |  |
| 5. Measurements of employee engagement through different mechanisms. |  |  |
| 6. Data used to influences cultural change. |  |  |
| 7. Managers empowered with data so they can recognise issues at their level to support decision making. |  |  |

### **If you have any evidence to support your responses to the statements above, please note them here:**

|  |  |
| --- | --- |
| **Statement** | **Evidence** |
| 1. Development of predictive models. |  |
| 2. Scenario planning – looks at "what if’s". |  |
| 3. Integration with FRS workforce planning. |  |
| 4. Data governance model clearly in place and trusted by staff. |  |
| 5. Measurements of employee engagement through different mechanisms. |  |
| 6. Data used to influences cultural change. |  |
| 7. Managers empowered with data so they can recognise issues at their level to support decision making. |  |

### **If you wish to note any actions you might take to achieve your goals, please note them here:**

|  |  |
| --- | --- |
| **Statement** | **Actions** |
| 1. Development of predictive models. |  |
| 2. Scenario planning – looks at "what if’s". |  |
| 3. Integration with FRS workforce planning. |  |
| 4. Data governance model clearly in place and trusted by staff. |  |
| 5. Measurements of employee engagement through different mechanisms. |  |
| 6. Data used to influences cultural change. |  |
| 7. Managers empowered with data so they can recognise issues at their level to support decision making. |  |