Working Party on National Accounts

SURVEY ON THE RESOURCES DEVOTED TO NATIONAL ACCOUNTS (INCLUDING FINANCIAL ACCOUNTS) IN OECD AND KEY PARTNER COUNTRIES, AND ON THE CAPACITY OF NATIONAL STATISTICAL OFFICES (NSOS) AND NATIONAL CENTRAL BANKS (NCBS) TO PRODUCE NATIONAL ACCOUNTS

Joint Meeting
To be held on 1-2 October 2013
OECD Conference Centre
Beginning at 2:00 a.m. on the first day

This document has been prepared by Michèle Chavoix-Mannato and Jennifer Ribarski (OECD) and will be presented under item 6 of the draft agenda

The complete document is only available in PDF format
WORKING PARTY ON FINANCIAL STATISTICS

WORKING PARTY ON NATIONAL ACCOUNTS

Survey on the resources devoted to national accounts (including financial accounts) in OECD and Key Partner countries, and on the capacity of National Statistical Offices (NSOs) and National Central Banks (NCBs) to produce national accounts

This document has been prepared by Michèle Chavoix-Mannato and Jennifer Ribarsky, OECD/STD and will be presented by Peter van de Ven, OECD/STD, under the item 23 of the session Human resources for compiling national accounts of the draft agenda of the joint meeting of the WPFS and WPNA.

The complete document is only available in PDF format
Survey on the resources devoted to national accounts (including financial accounts)\(^1\) in OECD and Key Partner countries, and on the capacity of National Statistical Offices (NSOs) and National Central Banks (NCBs) to produce national accounts

This survey, organised by the OECD Secretariat on behalf of the Working Party on National Accounts (WPNA) and the Working Party on Financial Statistics (WPFS), aims at collecting more detailed information on the resources devoted to the collection/compilation/dissemination of national accounts and financial accounts within National Statistical Offices (NSOs) and National Central Banks (NCBs) and at comparing the state of the art across OECD member countries and Key Partner countries.

In 2006, the OECD conducted a similar survey among the heads of national account units in NSOs and presented the results at the 2006 WPNA meeting. The paper included detailed replies of twenty-six OECD countries and China and a model explaining the differences between OECD countries as well as some indicators. The paper received considerable attention; however, because of the sensitivity of this issue, seven countries preferred their responses are restricted to Delegates, while twenty countries agreed to make their reply available to all users. A synthetic version was posted on the website in February 2007 [STD/CSTAT/WPNA(2006)17]. The following graphs are extracted from this document.

**Figure 1: Total Staff for Core Activities**

The first graph shows significant differences in the absolute number of national account staff between the twenty-six OECD countries and China. The second graph illustrates the relative share of staff between core activities (General Government, Corporations, Financial accounts and Rest of the World).

**Figure 2: Relative Share of Staff by Sector**

The objectives of the present survey are as follows: (1) to extend and update the quantitative information on resources, (2) to include qualitative questions on the availability of an adequate level of human, financial and IT resources, and (3) to include general questions regarding the relationship with policy-makers and the cooperation between agencies.

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\(^1\) Whenever the term "national accounts" is mentioned, the "financial accounts" are implied.
The results of this survey will be reported at the joint WPNA-WPFS session in a confidential room document. Individual responses will be made available on the OECD web site (pending agreement by delegates).

Please send your response to the survey (word and excel files) **before August 20, 2013** to Jennifer Ribarsky (jennifer.ribarsky@oecd.org) and Michèle Chavoix-Mannato (michele.chavoix-mannato@oecd.org).
GUIDELINES

The questionnaire itself is in two main parts: a Word file containing three sections including qualitative and quantitative questions, and an Excel file requesting for detailed quantitative information.

The ultimate objective of the survey is to compare how much resources are devoted to national accounts (including financial accounts) in each country. However, to be internationally comparable, the responses should preferably cover the same activities (from collection to dissemination) and the same field of statistics (non-financial accounts, financial accounts, government accounts, rest of the world accounts).

Furthermore, we kindly request you to count human resources in terms of both number of staff in FTEs (Full Time Equivalents) and number of hours, because of the different meaning of FTE in countries. To be more accurate, we would also like to ask you to break down staff into “qualified staff” (4 or more years of university, in statistics, economics, IT) and other staff (including support staff), and also into “new staff”, “experienced staff” (between 2 and 4 years in the field of national accounts) and “expert staff” (more than 5 years of experience in the field of national accounts).

**Definition of the field “national accounts” to be covered**

The content of national accounts can differ between countries. Furthermore, the partitioning of activities related to “national accounts” between units of the same agency and/or between agencies may vary across countries.

1. **Activity coverage**

A first need consists of obtaining a clear description of the *activity coverage* of national accounts in each country/agency. For this purpose, national accounts have been split into different sets of *core activities*, including the collection and compilation of data (CA1 to CA21), of *secondary activities*, including calculation (benchmarks and revisions), methodology, dissemination and software (SA1 to SA8), and of *related activities*, including additional accounts and special linked statistics (RA1 to RA6), as can be seen below.

The priority of the survey is to estimate the global resources, in terms of staff of your units, and in term of hours worked, that are devoted

- to the Core Activities CA1 to CA21;
- to the Secondary Activities SA1 to SA8; and
- to the Related Activities RA1 to RA6.
Core activities

CA1 GDP expenditure approach, (annual, current price/volume)
CA2 GDP expenditure approach (quarterly, current price/volume/seasonally adjusted)
CA3 Non-financial national accounts (annual)
CA3.1 of which General government accounts (annual)
CA3.2 of which detailed expenditure of General government (annual)
CA3.3 of which Non-financial and financial corporation sector accounts (annual)
CA3.4 of which Household sector accounts (annual)
CA3.5 of which Rest of the world accounts (annual)
CA4 Balance sheets for non-financial assets by institutional sector (annual)
CA5 Non-financial national accounts (quarterly)
CA5.1 of which flash estimates (quarterly)
CA6 Non-financial sector accounts (quarterly)
CA6.1 of which General government accounts (quarterly)
CA7 Financial accounts (flows), by institutional sector (annual)
CA7.1 of which General government accounts (annual)
CA7.2 of which Institutional investor accounts (annual)
CA7.3 of which Household sector accounts (annual)
CA8 Financial accounts (flows), by institutional sector (quarterly)
CA8.1 of which General government accounts (quarterly)
CA8.2 of which Institutional investor accounts (quarterly)
CA8.3 of which Household sector accounts (quarterly)
CA9 Financial balance sheets (stocks), by institutional sector (annual)
CA9.1 of which General government accounts (annual)
CA9.2 of which Institutional investor accounts (annual)
CA9.3 of which Household sector accounts (annual)
CA10 Financial balance sheets (stocks), by institutional sector (quarterly)
CA10.1 of which General government accounts (quarterly)
CA10.2 of which Institutional investor accounts (quarterly)
CA10.3 of which Household sector accounts (quarterly)
CA11 Financial flows of funds (from-whom-to-whom) (annual)
CA12 Financial flows of funds (from-whom-to-whom) (quarterly)
CA13 Revaluation accounts
CA13.1 of which annual revaluation accounts
CA13.2 of which quarterly revaluation accounts
CA14 Other changes in the volume of assets accounts
CA14.1 of which annual changes in assets accounts
CA14.2 of which quarterly changes in assets accounts
CA15 Value added by industry (annual)
CA16 Value added by industry (quarterly)
CA17 Employment by industry (annual)
CA18 Employment by industry (quarterly)
CA19 Detailed supply and use tables (annual)
CA20 Capital stock by type of product (annual)
CA21 Capital stock by type of industry (annual)
### Secondary activities

| SA1 | Matrix of intermediate consumption (annual or multi-annual) |
| SA2 | Preparation of benchmark years/comprehensive revisions |
| SA3 | Consolidation of financial accounts and balance sheets |
| SA4 | Seasonal adjustment of quarterly non-financial and financial accounts |
| SA5 | Methodological work |
| SA6 | Studies and research using national accounts data |
| SA7 | Publications and dissemination of national accounts |
| SA7.1 | of which Press Releases |
| SA8 | Development and maintenance of specific software |
| SA8.1 | of which SDMX |

### Related activities

| RA1 | Regional accounts |
| RA2 | Productivity numbers |
| RA3 | Satellite accounts |
| RA3.1 | of which pension accounts (including new Table 17.10, of 2008 SNA) |
| RA3.2 | of which tourism accounts |
| RA3.3 | of which health accounts |
| RA3.4 | of which environment accounts |
| RA4 | Development of special statistics (special price or volume indices, special surveys) |
| RA5 | Purchasing power parities |
| RA6 | Other activities (please specify) |

### 2. Units involved by type of work

The second issue refers to the **units involved** in these activities and the various structures/organisation within the agencies and to the **exact type of work** carried out by the different units assigned to national accounts. It can be primary (dealing with individual source data) or secondary (dealing with data already pre-aggregated) or both.
**SURVEY (WORD document)**

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<thead>
<tr>
<th>Country:</th>
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<td>Name of respondent: ……………….</td>
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Do you agree that your response to this survey be made available on the OECD web site?  
Yes: ….  
No: ….

If NO, do you agree that it is made available to WPNA and WPFS delegates (in a document to be presented at the next joint WPNA-WPFS meeting) on the Working Parties websites?  
Yes: ….  
No: ….

Please include below, if available, the URL of an internet web page where one can find, an official organisational chart for national accounts in your country (units in the NSO and/or in the NCB) and/or any official text summarising the role and the objectives of these units (preferably in English, but in your own language if not):

……………………………………………………………………………………………………

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**General questions**

- What are the estimates for **Total population** and for **Total employment** in your country (according to SNA definitions) for the last year available? (please specify)

  **Total population:** …………….  
  Year: ……..;  
  **Total employment:** …………….  
  Year: ……..

- What is the total number of **Employees in your agency** (NSO, NCB, Other: please specify by agency)?

  Agency: ……………………….  
  **Employees:** …………….  
  Year: ……..

- What is the total number of **Employees in the Statistical Department** of your agency (NSO, NCB, Other: please specify by agency)?

  Agency: ……………………….  
  **Employees:** …………….  
  Year: ……..

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This document is composed of three sections:

- **Section 1**, (including an excel file) aiming at collecting quantitative information on resources devoted to national accounts (including financial accounts) in OECD and Key Partner countries;
- **Section 2**, looking at the capacity of National Statistical Offices and National Central Banks to produce the core set of national accounts;
- **Section 3**, dealing with the relationship with policy-makers and the cooperation between agencies.

**Section 1. Quantitative information on resources devoted to National Accounts**

The three first questions aim at identifying precisely all the units that are involved in the three types of activities identified above. The information requested there is the full name of all units, using the official organisational scheme of the statistical office, of the central bank or of any other agency.

**Question 1. Units that are involved in the Core Activities CA1 to CA21**

<table>
<thead>
<tr>
<th>Unit</th>
<th>Agency</th>
<th>Department</th>
<th>Division</th>
<th>Section</th>
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<td>UNIT 1</td>
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**Question 2. Units that are involved in the Secondary Activities SA1 to SA8**

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Question 3. Units that are involved in the Related Activities RA1 to RA6

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For the three following questions, please use the attached Excel file which contains three worksheets. The first one is devoted to the core activities CA1 to CA21. The second one is devoted to the secondary activities SA1 to SA8, and the third one is devoted to the related activities RA1 to RA6.

Step 1: At the top of the sheet, please enter your country and agency, and the name and email address of the respondent.

Step 2: On row 9, please enter the UNIT numbers corresponding to the units listed under questions 1 to 3 above.

Step 3: For all cells in yellow, please indicate which unit is involved in which activity by entering an “x” if appropriate.

Step 4: Please enter the total number of staff\(^2\) (in FTE) and the total number of hours worked for the given unit involved in the core activities CA1 to CA21, in the secondary activities SA1 to SA8, and to the related activities RA1 to RA6 (cells in red).

If possible, please show:
- the number of qualified staff (4 or more years of university)
- the number of
  - new staff,
  - experienced staff (2 to 5 years of experience)
  - expert staff (more than 5 years of experience)
- the average age of the staff.

\(^2\) Include support staff (secretaries).
Question 4. Please fill the “Core Activity Matrix” in the first worksheet of the attached Excel file using units listed under question 1 above

Question 5. Please fill the “Secondary Activity Matrix” in the second worksheet of the attached Excel file using units listed under question 2 above

Warning: Although some units can be part of different matrices, please try to avoid double counting of FTE staff in the matrices.

Question 6. Please fill the “Related Activity Matrix” in the third worksheet of the attached Excel file using units listed under question 3 above

Warning: Although some units can be part of different matrices, please try to avoid double counting of FTE staff in the matrices.

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Question 7. Please provide an estimate of the number of FTE staff (including support staff), and of the related number of hours worked, devoted to the collection/compilation/dissemination of:

a) **Non-financial General government accounts:**

   \[\text{FTE staff number:} \quad \ldots \quad \text{Hours worked:} \quad \ldots\]

   Does it correspond to the manipulation of a high number of individual units’ accounts? \quad \ldots\]

   Can you distinguish between the three components collection/compilation/dissemination? \quad \ldots\]

   If so please specify \textit{FTE staff number} and \textit{Hours worked} for each component.

   ........................................................................................................................................................................................................

b) **Non-financial Corporation sector accounts:**

   \[\text{FTE staff number:} \quad \ldots \quad \text{Hours worked:} \quad \ldots\]

   Does it correspond to the manipulation of a high number of individual units’ accounts? \quad \ldots\]

   Can you distinguish between the three components collection/compilation/dissemination? \quad \ldots\]

   If so please specify \textit{FTE staff number} and \textit{Hours worked} for each component.

   ........................................................................................................................................................................................................
c) **Non-financial Household sector accounts:**

FTE staff number: ……….  
Hours worked: ……….

Does it correspond to the manipulation of a high number of individual units’ accounts?  …….
Can you distinguish between the three components collection/compile/dissemination?  ……….
If so please specify FTE staff number and Hours worked for each component.

........................................................................................................................................................................


d) **Rest of the world accounts:**

FTE staff number: ……….  
Hours worked: ……….

Does it correspond to the manipulation of a high number of individual units’ accounts?  …….
If yes, does this staff also compile Balance of Payments?  
Yes: …….
No: …….
Can you distinguish between the three components collection/compile/dissemination?  ……….
If so please specify FTE staff number and Hours worked for each component.

........................................................................................................................................................................


e) **Financial accounts (flows):**

FTE staff number: ……….  
Hours worked: ……….

Does it correspond to the manipulation of a high number of individual units’ accounts?  …….
Can you distinguish between the three components collection/compile/dissemination?  ……….
If so please specify FTE staff number and Hours worked for each component.

........................................................................................................................................................................


f) **Financial balance sheets (stocks):**

FTE staff number: ……….  
Hours worked: ……….

Does it correspond to the manipulation of a high number of individual units’ accounts?  …….
Can you distinguish between the three components collection/compile/dissemination?  ……….
If so please specify FTE staff number and Hours worked for each component.

........................................................................................................................................................................


g) **Other core activities:**

Please specify and give the same type of information for as many activities as necessary
Question 8. Please respond to some additional questions reflecting the degree of complexity of your national accounts, in order to better compare the resources across countries:

i. Oldest year available for the time-series of GDP? ……

ii. Oldest year available for time-series of household saving? ……

iii. How many revisions are conducted on the annual estimate of GDP for a given year (excluding benchmark revisions)? ……

iv. How many industries are available in your most detailed internal table on value added by industry\(^3\)? ……

v. Is there a regular benchmarking process? ……

If yes, every 5 years? …… Every 4 years? …… Other (please specify)? ……

Question 9: Some countries have clearly separate staff for annual accounts and for quarterly accounts. Are you one of these countries?

Yes: …… No: ……

Question 10: General government Accounts

i. Are the tables for “core” government units (budgetary units) completely calculated under your direct responsibility or is some aggregation/calculation (such as accrual adjustments or reclassification of certain flows/units) done elsewhere (e.g. the ministry of finance or another department within your agency?)

Under your total responsibility: …… Partly elsewhere: …… Completely elsewhere: ……

ii. If part of the work is done elsewhere, please characterise briefly the amount of work done under your responsibility for government accounts: …………………………………………………

iii. Are you collecting data on “non-core” government units (non-budgetary units) by yourself or are you receiving aggregated data from some other source? ………………………………………

\(^3\) Since the aim is to reflect the amount of work, please base this answer on the most detailed tables that is compiled even if this level of detail is kept internal and not published.
**Question 11: Specific national situations**

Please describe here any specific situation of your country’s national accounts which are important in your view to explain the resources devoted to national accounts in comparison with other countries:

...............................................................

...............................................................

**Question 12: Comparisons over the last 10 years**

i. Overall, would you say that the amount of resources devoted to national accounts in your country over the last 10 years has been:
   a. decreasing? …...
   b. stable? …...
   c. increasing? …...

ii. If, overall, the number of staff has decreased or increased significantly over the last 10 years, please provide an estimate of this change: ..........................................................

iii. What have been the most important new achievements in the last 10 years in terms of output of the national accounts units? ..........................................................

iv. Did you obtain additional staff to conduct these new outputs? …...
   If yes, how many: …...

v. Would you say that, in your country, general government accounts became more and more important in the last 10 years? …...
   If so, did you obtain additional staff for this? …...
   If yes, how many? …...

**Question 13: Future projects**

What are your main future projects for improving your national accounts and the productivity of the staff of national accounts units? ........................................................................................................
 ........................................................................................................
 ........................................................................................................

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Section 2. Capacity of National Statistical Offices and National Central Banks to produce the core set of national accounts (including financial accounts)

a. Human resources

*Staff number*
Is the current number of employees sufficient
- to collect data for, compile and disseminate the core set of national account statistics? ..... 
- to collect data of sufficient quality? ..... 
- to collect data in accordance with international practices and methods? ..... 
- to improve the existing economic statistics? ..... 
- to compile additional data (for example, sub-annual)? ..... 
- to apply modern methods and practices? ..... 

*Training*
Has the national agency a dedicated unit responsible for the organisation/provision of training
to its current staff members and/or new staff? ..... 
Can staff access to international training (or other countries’ facilities) to improve their level of statistical skills and knowledge in the field of national accounts? ..... 
Is the training offer addressed to low, mid and/or high level staff? ................ 
Can employees benefit from staff exchanges with other countries/international organisations, in order to learn good practices and methods followed by other institutes in the framework of national accounts? 

b. Financial and technical resources

*Financial resources*
Have you faced reductions in financial resources over the last five years
- to collect the required data? ..... 
- to make the necessary improvements including implementation of current international standards and methods? ..... 
- to make use of modern practices and methods and better IT solutions? ..... 
If so, how did you manage budget cuts?

*IT resources*
Can the IT system allow an efficient production of national account statistics
- for the data collection? .....
- for the data compilation? ..... 
- for the data dissemination? ..... 

Does staff benefit • from the necessary software to compile the statistics? ..... 
• from the necessary training regarding IT tools? ..... 
• from relevant data warehouses to collect and store data? ..... 
• from effective networks to communicate data inside and outside the institute? ..... 

Sources

In order to produce national account statistics, is the availability of financial and human resources sufficient
- to ensure the good quality and updating of business registers, so that relevant and consistent samples can be drawn from them and allow to conduct specific surveys? ..... 
- to collect survey data? ..... 
- to develop new data sources (timely, cost effective and efficient)? ..... 
- to access administrative data sources? ..... 

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Section 3. General questions on the relationship with policy-makers and on the cooperation between national agencies

Policy-makers

What strategy do you use to make the policy-makers in your country aware
- of the importance of high quality and timely national account statistics? 

- of the importance of the improvement of existing statistics? 

- of the importance of the compilation of new economic statistics? 

- of the importance of a long-term strategy for developing and producing the necessary data? 

- of the importance of training and staff development? 

- of the importance of investing in the improvement of IT tools? 

Do you need assistance from International Organisations to improve their awareness? .....
**National Statistical Office (NSOs) and National Central Banks (NCBs)**

Does the NSO/NCB need technical assistance and advice in developing a long-term training plan (from either national or international organisations)?

If so please specify: ………………………………………………………………………………………………

Is there a high level of cooperation and coordination and good working relationship between the NSO and the NCB units involved in the production of national accounts?

Please explain: ………………………………………………………………………………………………..

Do data sharing arrangements between NSO and NCB (and other parties involved) exist in order
- to allow a timely and efficient access to the data managed by one agency or the other?
- to avoid unnecessary duplication of work?
- and to avoid discrepancies?

Does the NSO/NCB use a quality assessment framework (checks and validations) to ensure the overall quality of national account data that it produces?

Please describe: ………………………………………………………………………………………………..
SURVEY (EXCEL Document)

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<thead>
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</tbody>
</table>

**Cells in yellow:** enter a "x" if the given unit is involved in the given CA

**Cells in red:** enter an estimate of the number of FTE staff and hours worked devoted to those activities, as well as the average age of staff employed in the unit

**UNITS listed in Question 1:**

<table>
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<tr>
<th>Unit 1</th>
<th>Unit 2</th>
<th>Unit 3</th>
<th>Unit 4</th>
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</tr>
</thead>
</table>

**CORE ACTIVITIES:**

- **CA1** GDP expenditure approach (annual, current price/volume)
- **CA2** GDP expenditure approach (quarterly, current price/volume/seasonally adjusted)
- **CA3** Non-financial national accounts (annual)
  - **CA3.1** of which General government accounts (annual)
  - **CA3.2** of which detailed expenditure of General government (annual)
  - **CA3.3** of which Non-financial and financial corporations sector accounts (annual)
  - **CA3.4** of which Household sector accounts (annual)
  - **CA3.5** of which Rest of the world sector accounts (annual)
- **CA4** Balance sheets for non-financial assets by institutional sector (annual)
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CA11 Financial flows of funds (from-whom-to-whom) (annual)
CA12 Financial flows of funds (from-whom-to-whom) (quarterly)
CA13 Revaluation accounts
CA13.1 of which annual revaluation accounts
CA13.2 of which quarterly revaluation accounts
CA14 Other changes in the volume of assets accounts
CA14.1 of which annual changes in assets accounts
CA14.2 of which quarterly changes in assets accounts
CA15 Value added by industry (annual)
CA16 Value added by industry (quarterly)
CA17 Employment by industry (annual)
CA18 Employment by industry (quarterly)
CA19 Detailed supply and use tables (annual)
CA20 Capital stocks by type of product
CA21 Capital stocks by type of industry

**Total FTE staff per column devoted to CA1 to CA21**
*of which qualified staff (= or > 4 years University)*
*of which new staff*
*of which experienced staff (2 to 5 years of experience)*
*of which experts (more than 5 years of experience)*

**Total hours worked per column devoted to CA1 to CA21**
*of which qualified staff (= or > 4 years University)*
*of which new staff*
*of which experienced staff (2 to 5 years of experience)*
*of which experts (more than 5 years of experience)*

**Average age of staff employed per column devoted to CA1 to CA21**

**Country:**

19
**Cells in yellow:** enter a "x" if the given unit is involved in the given SA

**Cells in red:** enter an estimate of the number of FTE staff and hours worked devoted to those activities, as well as the average age of staff employed in the unit

<table>
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<tr>
<th>SECONDARY ACTIVITIES</th>
<th>Unit 1</th>
<th>Unit 2</th>
<th>Unit 3</th>
<th>Unit 4</th>
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**Total FTE staff per column devoted to SA1 to SA8**

*of which qualified staff (= or > 4 years University)*

*of which new staff*

*of which experienced staff (2 to 5 years of experience)*

*of which experts (more than 5 years of experience)*

**Total hours worked per column devoted to SA1 to SA8**

*of which qualified staff (= or > 4 years University)*

*of which new staff*

*of which experienced staff (2 to 5 years of experience)*

*of which experts (more than 5 years of experience)*

**Average age of staff employed per column devoted to SA1 to SA8**
Name:  
Email:  

**Cells in yellow**: enter a "x" if the given unit is involved in the given RA

**Cells in red**: enter an estimate of the number of FTE staff and hours worked devoted to those activities, as well as the average age of staff employed in the unit

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**UNITS listed in Question 3**:  

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<th>Unit</th>
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<th>RA3</th>
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<th>RA3.3</th>
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</table>

**RELATED ACTIVITIES:**

- RA1: Regional accounts
- RA2: Productivity numbers
- RA3: Satellite accounts
- RA3.1: of which pension accounts *(incl. new Table 17.10, of 2008 SNA)*
- RA3.2: of which tourism accounts
- RA3.3: of which health accounts
- RA3.4: of which environment accounts
- RA4: Development of special statistics (special price or volume indices, special surveys)
- RA5: Purchasing power parities
- RA6: Other activities (please specify)

---

**Total FTE staff per column devoted to RA1 to RA6**

*of which qualified staff (= or > 4 years University)*

*of which new staff*

*of which experienced staff (2 to 5 years of experience)*

*of which experts (more than 5 years of experience)*

---

**Total hours worked per column devoted to RA1 to RA6**

*of which qualified staff (= or > 4 years University)*

*of which new staff*

*of which experienced staff (2 to 5 years of experience)*

*of which experts (more than 5 years of experience)*

---

**Average age of staff employed per column devoted to RA1 to RA6**