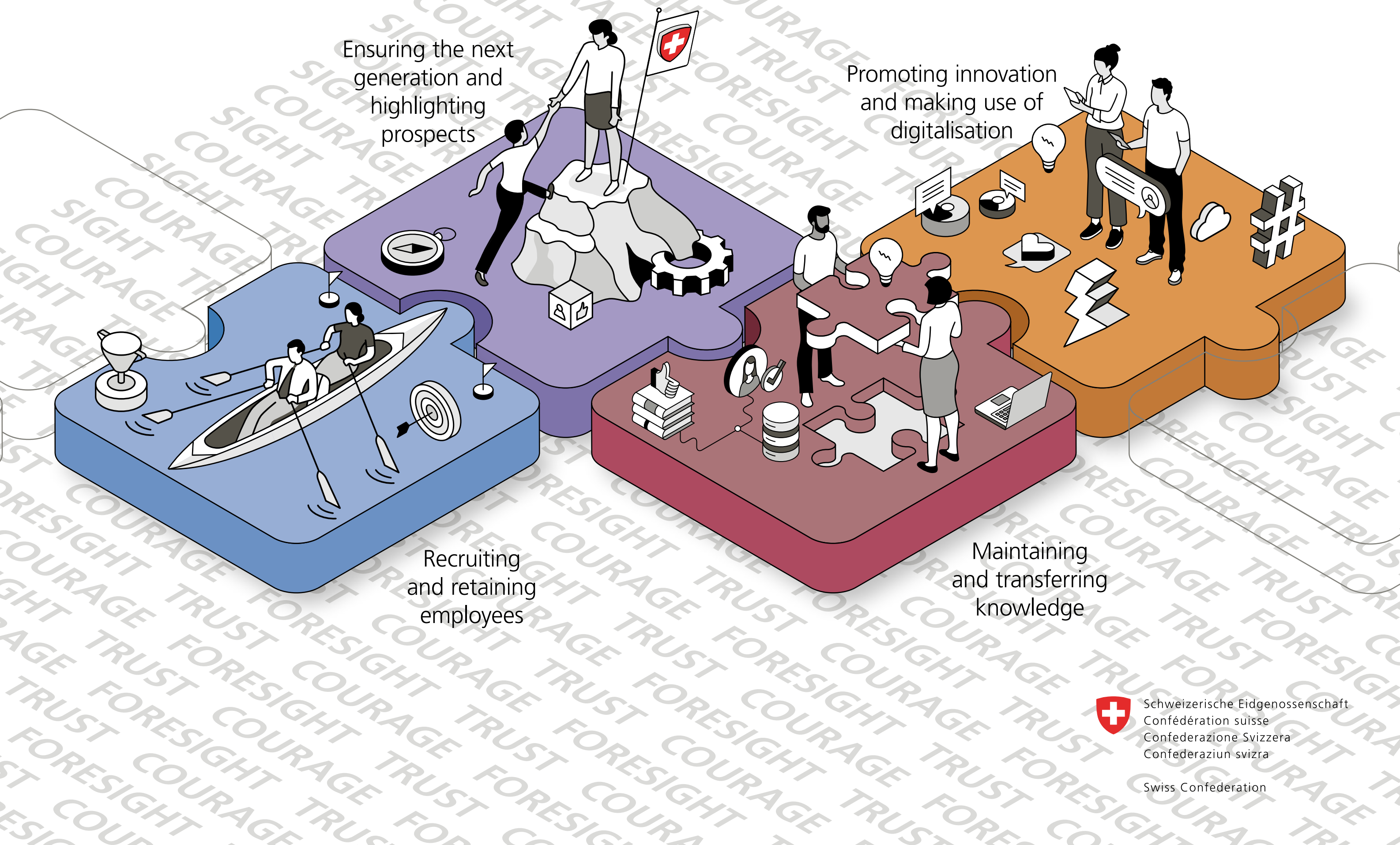


# Personnel strategy of the Federal Administration 2024–2027



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# Personnel strategy 2024–2027

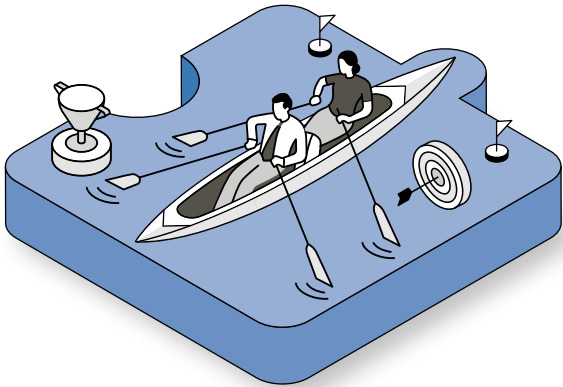
The effects of demographic change are increasingly shaping the world of work and posing major challenges for the Federal Administration. Many employees from the baby boomer generation will be leaving the Federal Administration in the next few years as they retire. Younger generations will follow and bring with them different perspectives and expectations. At the same time, the ongoing digitalisation of work processes is leading to significant changes in areas of responsibility, job profiles and the entire labour market. On the one hand, digitalisation is enabling new solutions and, on the other, it is influencing our processes and the way we work together. In addition, the new digital possibilities are also changing what society and the economy expect from the Federal Administration's services. The Federal Administration personnel strategy 2024–2027 therefore focuses on demographic change in the digital working environment.

With measures in the areas of **«Recruiting and retaining employees»**, **«Ensuring the next generation and highlighting prospects»**, **«Maintaining and transferring knowledge»** and **«Promoting innovation and making use of digitalisation»**, the Federal Administration as an employer is facing up to the challenges of the years ahead, which it also sees as an opportunity, and is supporting its employees along the way. At the same time, as an employer, the Federal Administration is developing the working environment in a targeted manner with a view to the ongoing digitalisation.

A basic prerequisite for successfully implementing the measures set out in the personnel strategy is a culture that creates a positive, respectful and healthy working environment. Managers, but also all employees, are required to play their part in this. The values and principles of cooperation «Trust, courage, foresight», adopted by the Federal Council, form the basis for this.

The main features of the Federal Administration personnel policy as an employer are defined in federal personnel legislation. This continues to form a solid basis. The classic topics of personnel policy, such as attractive working conditions, personnel development, diversity, equality, work-life balance, health and basic vocational training, will continue to be promoted.

## Recruiting and retaining employees



- We are maintaining our good position on the labour market.
- We are strengthening our recruitment skills.
- We approach potential employees via the right channels and attract them using modern recruitment methods.
- We utilise the potential of our employees – especially older employees – and enable them to shape their careers flexibly.

## Ensuring the next generation and highlighting prospects



- We utilise our employees' potential by developing and deploying them with a view to the future.
- We offer our employees prospects by promoting professional mobility within the Federal Administration.
- We aim to retain as many trainees and apprentices as possible after they graduate.

## Maintaining and transferring knowledge



- We utilise our employees' knowledge and transfer it between employees of all ages.
- We empower our employees, managers and HR specialists to use the tools for retaining and transferring knowledge profitably.

## Promoting innovation and making use of digitalisation



- We use the principles and values of the Federal Administration to create a working environment that favours innovation.
- We recognise profitable digital developments and implement them in our day-to-day work.
- We use the opportunities offered by harmonised and standardised personnel processes to increase quality, innovation and economies of scale.

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