MB-009 – Workforce Planning
Standardisation of Handbook BH 299-2008

Aim:
To develop a Standard in Workforce Planning based on the current Standards Australia HB299-2008 Handbook: Workforce Planning. To produce a practical Standard in Workforce Planning that will enable consistency in language, reliability in method and quality outcomes and one which is reflective of international growth in demand for workforce planning services, products and technology.

Background:
The Handbook HB299-2008 has been widely sought after as a guide by Australian industries. Industry response to HB299-2008 has been strong and positive and industry is now seeking more specific and practical information around implementation of Workforce Planning into business practice. Workforce Planning is now regarded as a business imperative with businesses holding the CEO or Board of Directors accountable for evidence-based Workforce Planning. WFP is now internationally regarded as a new discipline requiring new skills and knowledge supported by accreditation. The development of a Standard in Workforce Planning will enable industry and businesses of all sizes to advance their Workforce Planning capabilities and to respond more effectively to the current and projected demands of the labour market and the dynamic national and international business environment. Executive, HR, Finance, ITC and Policy are all drivers of demand for workforce planning skills, and knowledge and access to a Standard will enable consistency and reliability in method which will strengthen business planning outcomes.

International research shows:

1) “Managing talent, leadership development, strategic workforce planning and employee engagement are the most critical topics around the world....”global organisations need to master their HR processes and while delivering on recruiting and staffing commitments to meet future challenges.”
Source: The Boston Consulting Groups and the World Federation of People Management Associations – global survey 5,500 executives from 109 countries. October 2010. This research has been validated as an international priority by Boston Consulting Group in their 2011 report.

2) “World-class companies invest twice as much of their annual budget on strategic workforce planning and spend slightly more on technology than typical companies”.
Source: World class HR organisations- Book of Numbers research from The Hackett Group Inc. (NASDAQ: HCKT) April 2011

3) A 2010 study commissioned by IBM, based on conversations with more than 700 Chief HR officers worldwide, many organisations were seen to lack the infrastructure to make fact-based decisions regarding workforce allocation.

4) In the past 12 months (Feb 2011 – Feb 2012) Workforce Planning jobs advertised on Seek increased 600% in Australia alone, validating industry awareness of the importance of these skills as a business imperative.
The current HB299-2008 Workforce Planning Handbook places strong emphasis on evidence-based workforce planning underpinning sustainable workforce development strategies. The evolution of this Handbook into a Standard will reinforce the importance of the same.

**Harmonisation and alignment:**

The International Organisation for Standardization has submitted a proposal ISO/TS/P 217 Human Resource Management for a new field of technical activity on Human Resources Management. This includes Management System Standards for 14 HR content areas, one of which is **Workforce Planning**, Retrenchment and Talent Management. Standards Australia as an ISO member body was invited to participate in a ballot to support the proposal. The Standards Australia Committee MB-009, Human Resources and Employment supported this proposal. The committee consider it timely and complementary to our request to progress HB299-2008 into a Standard.