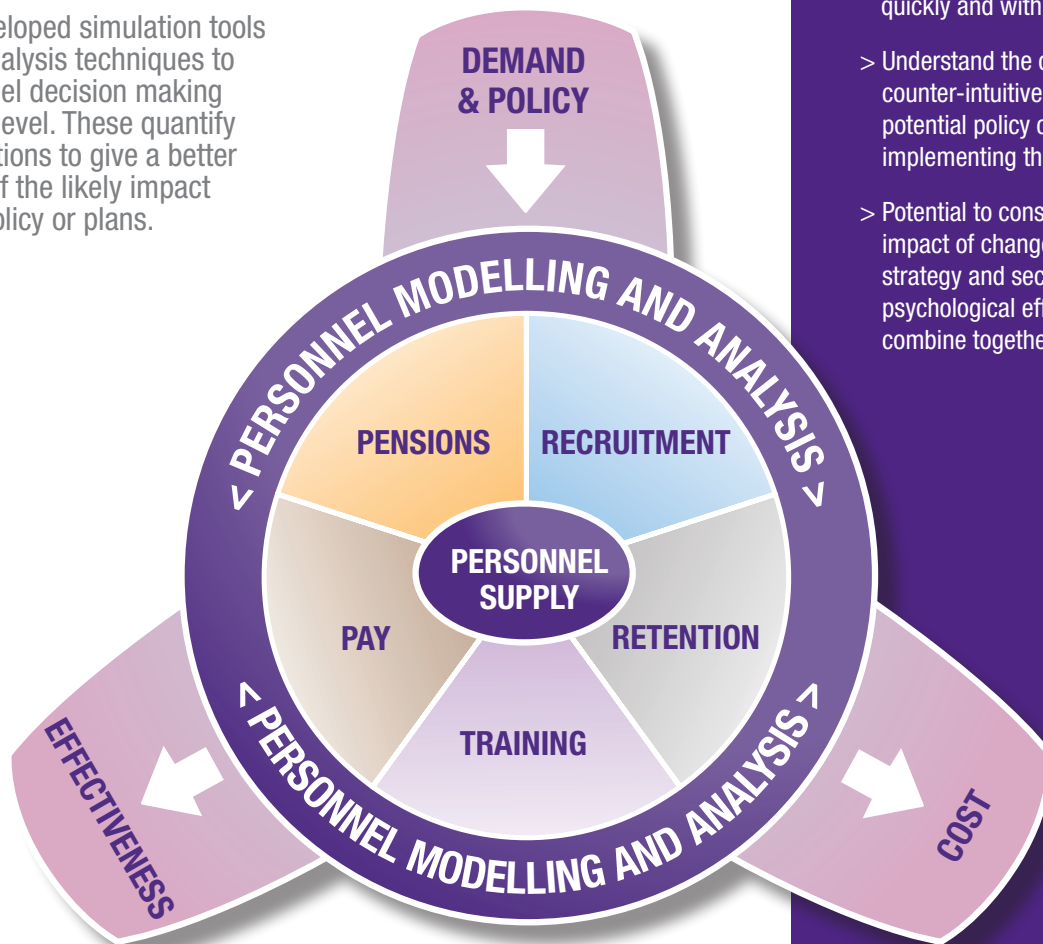


PERSONNEL MODELLING AND ANALYSIS

SUPPORTING COST-EFFECTIVE PERSONNEL STRATEGIES

All organisations need the right personnel profile to be effective. This means having the right numbers in the right functions with the right level of experience at all times. The best strategies will generate little surplus capacity, but still have the right skills to meet all future business needs.

CORDA has developed simulation tools and business analysis techniques to support personnel decision making at the strategic level. These quantify the available options to give a better understanding of the likely impact of changes to policy or plans.



Personnel modelling and analysis can help answer the following big questions:

- > Will planned policy changes have the impact I expect?
- > Which of the feasible employment models will be the most cost-effective over time?
- > Which recruitment policies will maximise effectiveness and minimise cost over time?
- > When can I expect to see a return on investment in a new personnel policy?
- > How do I measure future personnel demand in an uncertain market?
- > How well will personnel supply match future demand?
- > What will be the impact of personnel strategy on the required infrastructure?
- > What will be the most cost-effective relocation strategy following a change of site?

CORDA

Delivering Successful Futures

Benefits:

- > Quantified evidence on the cost-effectiveness of potential personnel strategies
- > The ability to compare diverse personnel strategies over time quickly and with confidence
- > Understand the often counter-intuitive impact of potential policy changes before implementing them
- > Potential to consider how the direct impact of changes in personnel strategy and second order, psychological effects combine together

CASE STUDY – RAF PERSONNEL

The Assistant Chief of Staff for Personnel Policy needed to understand how RAF staff policies impact on cost. CORDA's modelling and analysis supported RAF input to the Strategic Defence and Security Review, a paper endorsed by the Air Force Board, and won a Chairman's Award for Innovation.

We held workshops with a range of RAF and Air Warfare Centre staff, to determine the scope of the modelling and analysis required, before going ahead with the build. The outcome was a **highly flexible** personnel costs model, which enables the user to alter RAF personnel policy and terms of conditions of service, over time, and forecast the **cost impact over the next 40 years**.

It was immediately followed by an analysis support work package, in which we helped Air Command assess the impact of altering a wide range of personnel policies.

The development of this tool required **rapid** progression through the software development and validation lifecycle, and collection and processing of **personnel and cost data from many disparate sources** within the RAF and Defence Analytical Services Agency. The project was complete within the customer's required 10-week timeframe.



CUSTOMER RESPONSE:

"[CORDA's personnel costs model] is a fundamental component of our ability to determine the best way ahead for our people... this has been the result of an intense period of good work over a short timescale and I am most grateful to you and to your team for working at such a pace"

Air Commodore Ross Paterson

