



INSTITUTO NACIONAL DE ESTATÍSTICA
STATISTICS PORTUGAL

Training Plan under the General Regime for the Prevention of
Corruption (RGPC) 2025
Statistics Portugal

(31 January 2025)

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1. INTRODUCTORY NOTE

The training planned under the RGPC is part of Statistics Portugal's Training Plan for 2025, which was drawn up in accordance with the fundamental legal framework governing vocational training, namely Decree-Law No. 86-A/2016 of 29 December, which establishes the legal regime applicable to this matter. This decree defines the training modalities, the competent entities and the strategic training areas, among other relevant aspects; and additionally, Order (Despacho) No. 2786/2022 of 4 March, which added new strategic areas of vocational training, such as the promotion of citizenship, democratic participation and fundamental rights, as well as the enhancement of the public interest and public service; as well as the provisions of the General Labour Law in Public Functions (LTFP), established by Law No. 35/2014 of 20 June.

Vocational training has been recognised as fundamental to achieving adequate levels of efficiency, effectiveness and quality in meeting the operational and strategic objectives of Statistics Portugal, and in the personal and professional development of its employees, with Statistics Portugal's Training Plan constituting a key management instrument.

2. APPROACH

Statistics Portugal's training plan prioritises technical, scientific and technological areas that enable it to keep pace with the modernisation of the process of producing and disseminating official statistics, as well as the training needs arising from compliance with various legal frameworks (including the RGPC).

3. OBJECTIVES

Statistics Portugal's training plan prioritises technical, scientific and technological areas that enable it to keep pace with the modernisation of the process of producing and disseminating official statistics, as well as the training needs arising from compliance with various legal frameworks (including the RGPC).

4. SCHEDULE

This Training Plan, prepared in a structured manner, will be implemented during 2025 and will also be extended into 2026.

5. MONITORING OF THE PLAN AND EVALUATION OF THE ACTIVITIES

During the implementation of the 2025 Training Plan, regular contact will be maintained with Statistics Portugal's management in order to monitor compliance with the plan and make adjustments whenever necessary and appropriate.

The plan will be implemented and reviewed on a quarterly basis, supported with additional information to assist senior management in decision-making regarding the set of training activities it comprises.

The evaluation of the activities carried out will be carried out with the trainees at the end of each activity; approximately six months later, the effectiveness of the action will be evaluated with the trainee and their immediate superior, particularly with regard to the applicability of the knowledge acquired in the training activity in question.

6. TARGET AUDIENCE

- Statistics Portugal employees.
- Whenever possible, access to training courses, particularly internal ones, will be extended to technicians from other statistical authorities, namely the Regional Directorate of Statistics of Madeira (DREM) and the Regional Statistical Office of Azores (SREA), as well as entities with delegated competences from Statistics Portugal.

7. TRAINING ACTIVITIES PLANNED UNDER THE RGPC

Training Area/Activity	Type	Training Provider	Planned Date	Planned Duration	Location	Target Audience
Legal Framework						
European Union - Institutions and Decision-Making Process	external	INA	to be defined	6h	to be defined	Employees from OUs: SAJ, REC
Training within the framework of the National Anti-Corruption Mechanism (MENAC)	external	INA	to be defined	49h	to be defined	Employees from OUs: PCQ, SAJ, DAFP, DMSI
Training on Statistics Portugal's instruments under the National Anti-Corruption Mechanism (MENAC)	internal	to be defined	to be defined	to be defined	to be defined	All employees
Other in the Statistical Production Process						
Specific training course for the integration of employees into Statistics Portugal's special career of Senior Technician Specialist in Statistics (theoretical component)	internal	Statistics Portugal	to be defined	300h	In person/ online	New employees

8. FINAL CONSIDERATIONS

The implementation of this Training Plan is subject to the availability of budgetary resources for this purpose.

Other training activities, not initially foreseen, may take place during the year, whenever necessary and feasible, so this Training Plan may be adjusted during the year as a result of the arrival of new employees or specific needs of the Organisational Units (OUs).

Regarding the training format, courses are expected to be held in person, online, or in a mixed format.

The structure of this Plan for 2025 will be extended into 2026 for those activities that remain justified due to demand.

All items included in the list of training activities by area (point 11 of the document) that are not yet defined, as they depend on the organisation of the training activity, will be updated as information becomes available from the Human Resources Department.