



MINISTRY  
OF FINANCE

# Working for Finland – Central Government Human Resources Strategy 2030

1.2.2024

**Introduction** \_\_\_\_\_ **4**

Human resources strategy helps us to succeed \_ 4

Human resources strategy arose by \_\_\_\_\_ 5

Common goals support management \_\_\_\_\_ 5

**Human resources strategy** \_\_\_\_\_ **7**

Outline of the Central Government Human  
Resources Strategy \_\_\_\_\_ 7

Goals of the Central Government Human  
Resources Strategy \_\_\_\_\_ 8

**Central government today** \_\_\_\_\_ **10**

Central government is Finland's most diverse  
workplace \_\_\_\_\_ 10

Effective central government is a national success  
factor \_\_\_\_\_ 11

Our changing environment requires  
anticipation and renewal \_\_\_\_\_ 11

Appendix: Implementation of the Central  
Government Human Resources Strategy





Photo: Emilia Hoisko

## Human resources strategy helps us to succeed

Our skilled and committed personnel play a decisive role in the success of central government and its operating units. The Central Government Human Resources Strategy provides a common vision and goals, guiding development in the coming years.

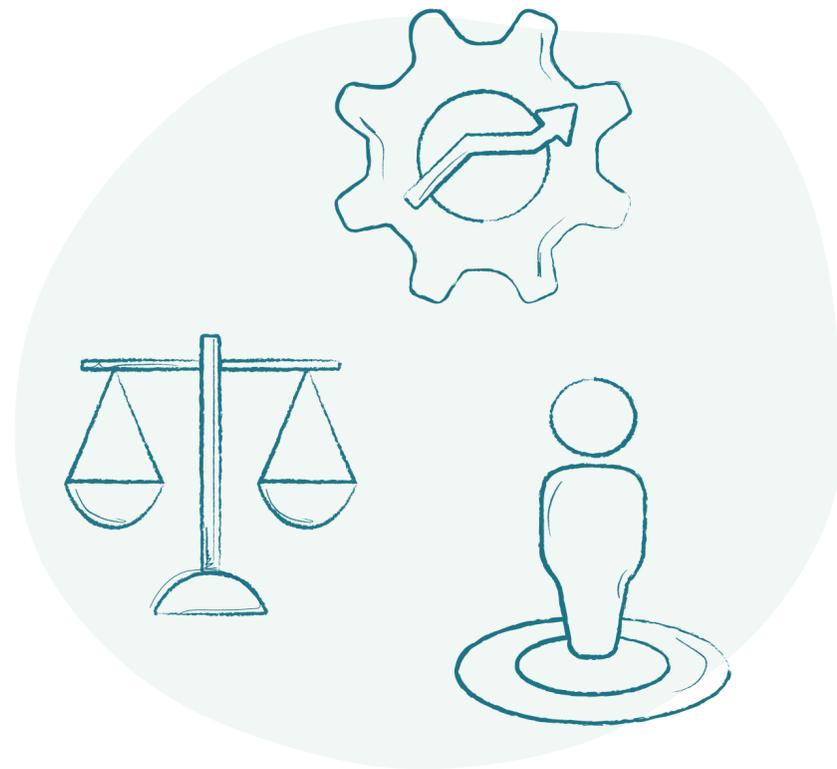
“Working for Finland” is already true today, but it also sums up our vision for 2030. We want to offer our personnel a good, inspiring and renewing work environment.

Our strategic goals are linked to the central government’s shared values, operating culture, management and human resources policy.

In order to achieve our goals, we will implement actions taking into account the policies of the Government Programme at the central government and operating unit levels during three action periods (see [Appendix](#)). In implementing the actions, operating units take into account their own goals and situation.

## Human resources strategy arose by

- Working and learning together
- Anticipating the future
- Utilising what already exists
- Renewing

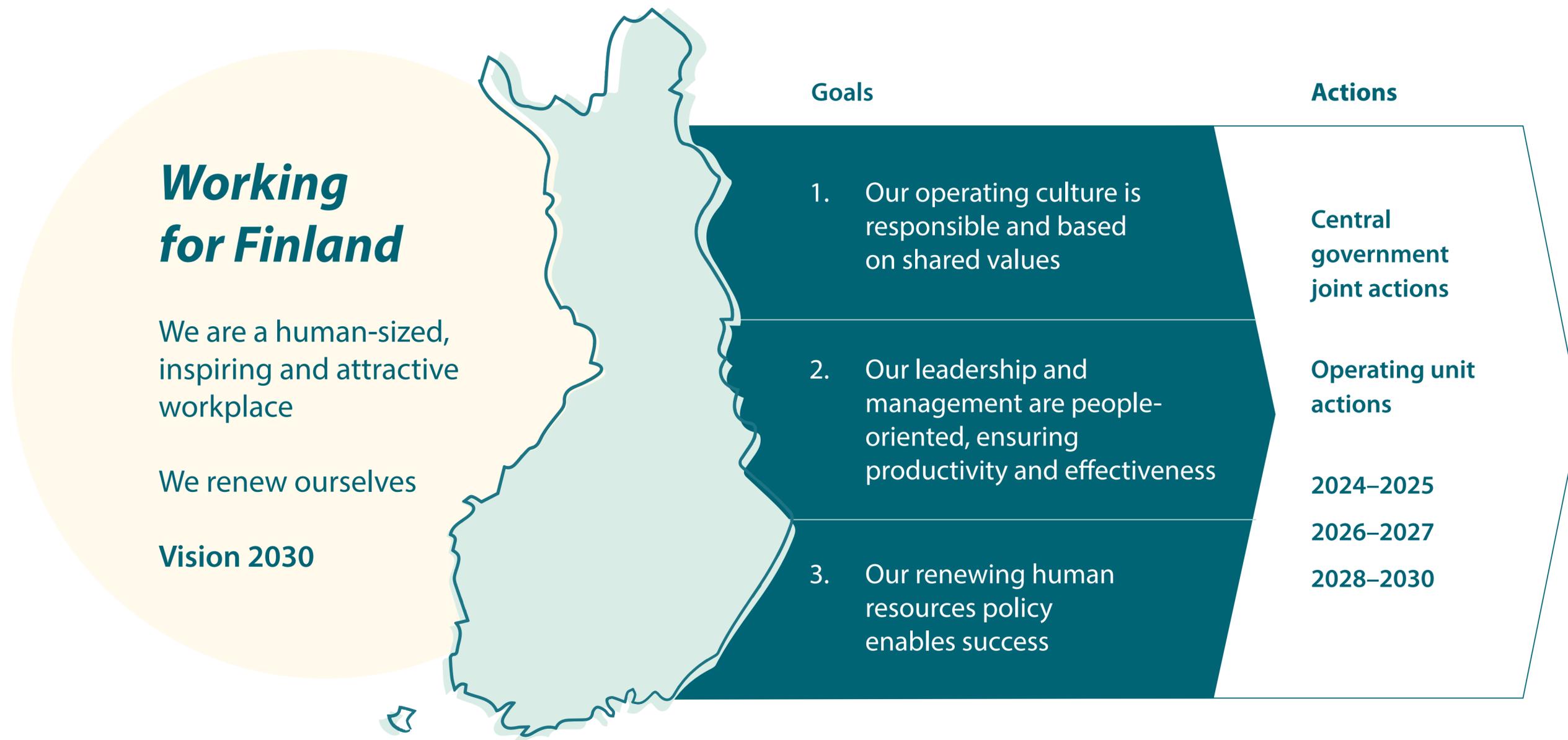


## Common goals support management

- The central government must be able to perform its tasks with scarcer resources than at present, while ensuring the wellbeing at work of personnel and the attractiveness of the central government as an employer.
- Agencies are responsible for their own human resources management, but they have long sought a common human resources strategy and development direction for central government.
- Common goals and measures strengthen the coherence of the central government and support the management of the central government's operating units.
- The goals of the Central Government Human resources strategy and their implementation are included in the contracts of senior management and in the government performance management process.



## Outline of the Central Government Human resources strategy



## Goals of the Central Government Human Resources Strategy

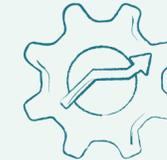
Every central government employee implements the goals and actions of the strategy in their own role and work as an expert, supervisor and leader.

### 1. Our operating culture is responsible and based on shared values



- As central government public servants and employees, we act in accordance with shared values.
- We promote cooperation and phenomenon-based working between administrative branches and across organisational boundaries.
- We renew ourselves, focusing on responsibility/accountability, communality, equality, diversity and inclusivity.
- We utilise new ways of working, taking digitalisation, multi-location working and shared work environments into account.

### 2. Our leadership and management are people-oriented, ensuring productivity and effectiveness



- We do meaningful work for Finland and a sustainable future.
- We ensure that organisations are successful in their activities and in the services they provide.
- We invest in professional leadership and management, the holistic wellbeing of personnel, and the balancing of work and other life activities with the goal of productive and inspiring work communities.
- We renew our expertise and embrace the opportunities presented by the transformation of work.

### 3. Our renewing human resources policy enables success



- We ensure that central government is an attractive employer, with skilled and committed personnel that have the ability to meet the employer's needs in a changing world.
- We ensure a proactive and renewing human resources policy as well as strategic human resources planning that takes into account future skills needs.
- HR supports the productivity and wellbeing of the organisation as a partner to management, based on common policies and using shared government services.





Photo: Emilia Hoisko

## **Central government is Finland's most diverse workplace**

We work for Finland – with expertise and commitment.

We employ around 80,000 public servants and employees in more than 100 organisations.

Our personnel carry out diverse, multidisciplinary tasks in Finland and around the world.

Tasks, for example, are related to defence and security, legislative preparation, public finance, nature and the environment, research, education and culture as well as ICT and digitalisation.

Working in central government is an opportunity: with us, personnel can build varied careers, both in Finland and internationally.

Every year, there are thousands of job vacancies in central government, which can be applied for via the [Valtiolle.fi](https://valtiolle.fi) job search website. Many tasks can be performed from multiple locations.

We support individual and community development, as continuous learning is part of our work. We work and share expertise in networks.

We offer competitive terms and conditions of employment adapted to each individual's circumstances as well as excellent opportunities to balance work and other life activities.

## Central government's role and tasks

### **Effective central government is a national success factor**

Central government promotes Finland's interests and wellbeing. Its mission is to serve citizens, businesses and communities and to influence the achievement of national goals within the European Union and in wider international relations.

As part of the public sector, central government is responsible for a wide and diverse field of tasks:

- for the foundations of society, such as the rule of law and public security
- for welfare tasks such as education, science, culture and social security
- for other basic social and economic conditions as well as balanced and sustainable development.

## **Our changing environment requires anticipation and renewal**

- The changing world, the transformation of work, unpredictable, complex and complicated phenomena challenge our ability to tolerate uncertainty.
- Sustainable development and responsibility are cross-cutting themes in all activities.
- The supply of skilled labour is decreasing and recruitment challenges are increasing.
- Ways of working and the skills requirements are changing, e.g. through technological development.
- The need to invest in employees' wellbeing at work and working capacity as well as resolving burnout and mental health challenges is increasing.
- Balancing individual needs, effectiveness and communality is an ongoing process.



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