SAMPLE BUSINESS CASE FOR ADDITIONAL STAFF

SAMPLE BUSINESS CASE FOR ADDITIONAL STAFF is a crucial topic for organizations seeking to optimize their workforce and achieve strategic goals. This article provides an in-depth guide to crafting a compelling business case for hiring additional staff, including why it matters, essential components, step-by-step instructions, and real-world examples. Readers will discover how to analyze staffing needs, present financial justifications, address potential challenges, and ensure alignment with business objectives. With practical tips, sample templates, and expert insights, this article equips managers and HR professionals with the tools to secure approval for increased headcount. Whether you're expanding due to growth, addressing workload bottlenecks, or enhancing service quality, this comprehensive resource will help you build a persuasive case for additional staff.

Understanding the Importance of a Business Case for Additional Staff

A well-constructed business case for additional staff is essential for organizations aiming to secure approval for new hires. It demonstrates the strategic value of expanding the workforce, highlights the impact on productivity, and provides evidence-based reasoning for the decision. Presenting a thorough business case ensures that staffing decisions align with business objectives and budget constraints.

Organizations often face increased workloads, business expansion, or skill gaps that require more personnel. Without a clear justification, requests for additional staff may be rejected, resulting in missed opportunities and operational inefficiencies. By developing a robust business case, managers can persuade stakeholders and leadership to invest in the right talent at the right time.

Key Elements of a Sample Business Case for Additional Staff

A persuasive business case for additional staff includes several core components that collectively justify the need for new hires. Each element should be tailored to the organization's unique situation, using data and evidence to support claims.

Executive Summary

The executive summary provides a brief overview of the business case, outlining the key reasons for requesting additional staff and the expected benefits. This section should be concise, clear, and compelling.

Current Situation and Staffing Analysis

Describe the current staffing levels, workload distribution, and any challenges or gaps impacting business performance. Include metrics such as employee utilization rates, overtime hours, and customer service indicators.

Business Need and Objectives

Clearly articulate the need for additional staff, linking it to business goals such as increased sales, improved quality, or enhanced customer satisfaction. Specify the roles and skills required.

Financial Impact and Return on Investment

Detail the costs associated with hiring new staff, including salaries, benefits, and training. Analyze the anticipated return on investment, such as increased revenue, cost savings, or productivity gains.

Risk Assessment and Mitigation Strategies

Identify potential risks related to staffing changes, such as budget overruns or integration challenges. Present strategies to minimize these risks and ensure successful implementation.

Implementation Plan and Timeline

Outline a clear plan for recruiting, onboarding, and integrating new staff. Include a timeline with key milestones and deliverables.

Assessing Staffing Needs and Workforce Gaps

A critical step in building a sample business case for additional staff is assessing current and future staffing needs. This involves analyzing workload trends, business forecasts, and skill gaps to determine the optimal headcount and profile for new hires.

- Review current team structure and responsibilities
- Analyze workload distribution across departments
- Identify bottlenecks or areas of overwork
- Forecast future demand based on business growth or seasonal trends

- Evaluate skill gaps that impact performance or innovation

Utilizing workforce analytics and employee feedback provides a data-driven foundation for your business case, ensuring that staffing recommendations are both justified and actionable.

Financial Justification and ROI Analysis

Financial justification is a cornerstone of any sample business case for additional staff. Decision-makers require clear evidence that hiring will deliver measurable value and align with budgetary constraints.

Start by estimating the direct costs of recruiting, onboarding, and compensating new employees. Factor in indirect costs, such as training, equipment, and workspace. Then, compare these expenses with the anticipated benefits, including increased output, reduced overtime, or enhanced customer retention.

Use ROI analysis to demonstrate the financial impact. Calculate projected revenue gains or cost savings resulting from improved efficiency, faster project delivery, or expanded service offerings. Present these figures in a transparent, easy-to-understand format.

Step-by-Step Guide to Writing a Business Case for Additional Staff

Developing a successful business case involves a structured approach. Follow these steps to ensure your document is comprehensive, persuasive, and tailored to your organization's needs.

1. Define the problem or opportunity driving the need for extra staff.
2. Gather relevant data on current workloads, performance metrics, and projected business needs.
3. Identify the specific roles and skills required to address gaps.
4. Calculate all associated costs and potential benefits.
5. Evaluate risks and propose mitigation strategies.
6. Develop a detailed implementation plan with timelines.
7. Draft an executive summary highlighting key points.
8. Review and refine the business case for clarity and impact.
9. Present the case to stakeholders for approval.

Using this step-by-step framework increases the likelihood that your request for additional staff will be approved and successfully implemented.

Sample Template: Business Case for Additional Staff

A standardized template streamlines the process of creating a business case and ensures all critical elements are addressed. Below is a sample structure you can adapt for your organization.

- Title: Business Case for Additional Staff
- Executive Summary: Brief overview of the request and expected outcomes
- Background: Current situation analysis and justification for new hires
- Objectives: Business goals supported by additional staffing
- Staffing Requirements: Roles, skills, and number of employees needed
- Financial Analysis: Detailed cost breakdown and ROI projections
- Risks and Mitigation: Identification of risks and solutions
- Implementation Plan: Timeline, recruitment strategy, and onboarding steps
- Conclusion: Summary of recommendations and next steps

Customize this template with organization-specific data and insights to create a compelling, professional business case.

Common Challenges and How to Address Them

Crafting a sample business case for additional staff may encounter several obstacles. Recognizing these challenges and proactively addressing them improves the credibility and success of your proposal.

Budget Constraints

Limited financial resources can hinder approval for new hires. To overcome this, focus on the long-term value and ROI of increased staffing, and explore cost-sharing or phased hiring approaches.

Stakeholder Resistance

Decision-makers may be skeptical about the necessity of additional staff. Use clear data, industry benchmarks, and case studies to counter objections and demonstrate the strategic advantage.

Unclear Value Proposition

A vague or generic business case is unlikely to gain support. Clearly link staffing requests to specific business outcomes, such as improved service levels, faster project completion, or revenue growth.

Best Practices for Presenting Your Business Case

The way you present your business case for additional staff can significantly impact its effectiveness. Adhering to best practices ensures your proposal is well-received and understood by decision-makers.

- Use clear, concise language and avoid jargon
- Support assertions with data, metrics, and evidence
- Anticipate potential questions or objections
- Highlight alignment with organizational goals and priorities
- Include a strong executive summary and visual aids where possible
- Prepare to discuss alternative solutions or phased approaches

Following these best practices helps make your business case persuasive, credible, and actionable.

Conclusion

Developing a sample business case for additional staff is a strategic process that requires careful analysis, clear justification, and effective communication. By understanding the key elements, assessing workforce gaps, providing financial analysis, and addressing common challenges, organizations can build a strong case that supports growth and operational excellence. Applying templates and best practices ensures your proposal stands out and meets the expectations of stakeholders.

Q: What is a business case for additional staff?

A: A business case for additional staff is a formal document that outlines the need, benefits, costs, and risks associated with hiring new employees to support organizational objectives.

Q: What key components should be included in a business case for additional staff?

A: Essential components include an executive summary, current situation analysis, staffing requirements, financial justification, risk assessment, implementation plan, and conclusion.

Q: How can I justify the cost of hiring additional staff?

A: Justify costs by presenting data on increased productivity, revenue growth, cost savings, improved service quality, and reduced employee burnout, supported by ROI analysis.

Q: What challenges may arise when proposing additional staff?

A: Common challenges include budget limitations, stakeholder skepticism, unclear business value, and integration risks. Address these with data, benchmarks, and clear strategic alignment.

Q: How do you assess the need for extra staff?

A: Assess needs by analyzing current workload, employee utilization, skill gaps, business growth projections, and feedback from managers and team members.

Q: Is there a sample template for a business case for additional staff?

A: Yes, a sample template includes sections for executive summary, background, objectives, staffing requirements, financial analysis, risk mitigation, implementation plan, and conclusion.

Q: What financial metrics should be included in the business case?

A: Include salary costs, benefits, recruitment expenses, training costs, projected revenue growth, productivity improvements, and overall return on investment.

Q: How can I address stakeholder resistance to hiring more staff?

A: Address resistance by providing clear evidence of business need, benchmarking against industry standards, and outlining the risks of not hiring, such as lost opportunities or decreased service quality.

Q: Who should review and approve the business case for additional staff?

A: The business case should be reviewed by department managers, HR leaders, finance teams, and executive decision-makers responsible for workforce planning and budgeting.

Q: What are the benefits of using a structured business case for staffing decisions?

A: Benefits include more informed decision-making, better alignment with business goals, improved budget management, and increased likelihood of securing approval for new hires.

[Sample Business Case For Additional Staff]

Sample Business Case for Additional Staff: A Proven Template for Success

Are you struggling to keep up with the demands of your growing business? Is your team stretched thin, impacting productivity and potentially jeopardizing your bottom line? If so, you need a compelling business case to justify hiring additional staff. This comprehensive guide provides a sample business case for additional staff, walking you through the critical components to secure approval and bolster your team. We'll equip you with a clear template, showing you how to articulate the need, quantify the benefits, and demonstrate a strong return on investment (ROI). Let's dive in and learn how to build an irrefutable case for expanding your workforce.

Understanding the Importance of a Strong Business Case

Before we delve into the specifics, it's crucial to understand why a well-structured business case is essential. Simply stating "we need more people" isn't enough. Decision-makers need concrete evidence demonstrating the need, the costs, and, most importantly, the projected benefits. A strong business case showcases your understanding of the business needs and your ability to strategically allocate resources. This document becomes a roadmap, guiding your expansion and ensuring alignment with overall organizational goals.

Structuring Your Sample Business Case for Additional Staff

Your business case should follow a logical structure, presenting information clearly and concisely. Here's a template you can adapt:

1. Executive Summary:

This section provides a concise overview of the entire business case. It should highlight the problem, proposed solution (hiring additional staff), key benefits, and projected ROI. Keep it brief – aim for no more than one page.

2. Problem Statement:

Clearly articulate the challenges your team currently faces due to understaffing. Use quantifiable data whenever possible. For example:

Increased workload: "Current staff handles an average of X tasks per day, exceeding recommended

capacity by Y%."
Missed deadlines: "Due to insufficient resources, Z% of projects have missed deadlines in the last quarter."
Decreased productivity: "Employee overtime has increased by X% due to insufficient staffing, impacting overall productivity."
Erosion of customer satisfaction: "Customer satisfaction scores have dropped by Y points, potentially linked to slower response times and reduced service quality."

3. Proposed Solution:

Clearly state your proposed solution: hiring additional staff. Specify the number of employees needed, their roles, and their respective responsibilities. Justify your choices based on the identified problems and the necessary skills to address them.

4. Cost Analysis:

Detail the associated costs of hiring additional staff. This includes salaries, benefits, training, onboarding, and any additional equipment or resources required. Present this information transparently and honestly.

5. Benefits Analysis:

This is where you demonstrate the positive impact of hiring additional staff. Quantify the benefits wherever possible. Examples include:

Increased productivity: "Hiring X additional employees will increase overall productivity by Y%, resulting in Z additional units produced/tasks completed."
Improved customer satisfaction: "Addressing response time issues through additional staff will improve customer satisfaction scores by an estimated Z points."
Reduced overtime costs: "Hiring additional staff will reduce overtime costs by X% annually."
New revenue generation: "Expanding the team will allow us to pursue new opportunities and generate an estimated X amount in new revenue."
Risk mitigation: "Addressing current staffing shortages mitigates the risk of project delays and potential loss of clients."

6. Return on Investment (ROI) Calculation:

Calculate the projected ROI by comparing the total cost of hiring additional staff with the expected benefits. Present this clearly, demonstrating a positive return and justifying the investment.

7. Conclusion and Recommendation:

Summarize your findings, reiterate the key benefits, and explicitly recommend approval for hiring additional staff. Reinforce the positive impact on the company's overall goals and strategic objectives.

Creating a Compelling Narrative

Remember, your business case isn't just a collection of numbers; it's a story. Craft a compelling narrative that clearly explains the problem, the solution, and the positive outcomes. Use strong visuals like charts and graphs to illustrate your data and make your points more impactful.

Conclusion

Building a strong business case for additional staff is crucial for securing approval and strengthening your team. By following this template and providing clear, concise, and data-driven arguments, you’ll increase your chances of success. Remember to focus on quantifiable benefits and demonstrate a clear return on investment. This will not only secure the necessary resources but also position you as a strategic thinker within your organization.

FAQs

1. What if my request for additional staff is denied? If your initial request is denied, review your business case. Are there areas you can strengthen? Are there additional data points you can include? Schedule a meeting to discuss the decision and address any concerns raised.

2. How can I accurately predict ROI? ROI predictions involve some degree of estimation. Use historical data, industry benchmarks, and reasonable assumptions to build a credible forecast. Acknowledge the inherent uncertainties and present a range of potential outcomes.

3. What type of data should I include? Focus on quantifiable data such as sales figures, customer

satisfaction scores, project completion rates, employee productivity metrics, and operational costs.

4. How long should my business case be? The length should be appropriate for your audience and the complexity of your request. Aim for clarity and conciseness rather than excessive length. A well-structured business case of 5-10 pages is often sufficient.

5. How can I make my business case more persuasive? Use a clear and concise writing style, support your arguments with strong evidence, and present your information in a visually appealing manner using charts and graphs. Focus on the positive impact on the company's overall goals.

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Buckingham, Michael D. Watkins, and Linda Hill, this book will inspire you to: Draw out your employees' signature strengths Support a culture of honesty and civility Cultivate better communication and deeper trust among global teams Give feedback that will help your people excel Hire, reward, and tolerate only fully formed adults Motivate your employees through small wins Foster collaboration and break down silos across your company This collection of articles includes Are You a Good Boss--or a Great One?, by Linda A. Hill and Kent Lineback; Let Your Workers Rebel, by Francesca Gino; The Feedback Fallacy, by Marcus Buckingham and Ashley Goodall; The Power of Small Wins, by Teresa M. Amabile and Steven J. Kramer; The Price of Incivility, by Christine Porath and Christine Pearson; What Most People Get Wrong About Men and Women, by Catherine H. Tinsley and Robin J. Ely; How Netflix Reinvented HR, by Patty McCord; Leading the Team You Inherit, by Michael D. Watkins; The Overcommitted Organization, by Mark Mortensen and Heidi K. Gardner; Global Teams That Work, by Tsedal Neeley; Creating the Best Workplace on Earth, by Rob Goffee and Gareth Jones.

sample business case for additional staff: *Building an Enterprise-Wide Business Continuity Program* Kelley Okolita, 2016-04-19 If you had to evacuate from your building right now and were told you couldn't get back in for two weeks, would you know what to do to ensure your business continues to operate? Would your staff? Would every person who works for your organization? Increasing threats to business operations, both natural and man-made, mean a disaster could occur at any time. It is essential that corporations and institutions develop plans to ensure the preservation of business operations and the technology that supports them should risks become reality. Building an Enterprise-Wide Business Continuity Program goes beyond theory to provide planners with actual tools needed to build a continuity program in any enterprise. Drawing on over two decades of experience creating continuity plans and exercising them in real recoveries, including 9/11 and Hurricane Katrina, Master Business Continuity Planner, Kelley Okolita, provides guidance on each step of the process. She details how to validate the plan and supplies time-tested tips for keeping the plan action-ready over the course of time. Disasters can happen anywhere, anytime, and for any number of reasons. However, by proactively planning for such events, smart leaders can prepare their organizations to minimize tragic consequences and readily restore order with confidence in the face of such adversity.

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sample business case for additional staff: ACCCN's Critical Care Nursing - E-Book Leanne Aitken, Andrea Marshall, Wendy Chaboyer, 2015-10-01 With each edition, ACCCN's Critical Care Nursing has built on its highly respected reputation. Its contributors aim to encourage and challenge practising critical care nurses and students to develop world-class critical care nursing skills in order to ensure delivery of the highest quality care. Endorsed by the Australian College of Critical Care Nurses (ACCCN), this 3rd edition presents the expertise of foremost critical care leaders and features the most recent evidence-based research and up-to-date advances in clinical practice, technology, procedures and standards. Expanded to reflect the universal core elements of critical care nursing practice authors, Aitken, Marshall and Chaboyer, have retained the specific information that captures the unique elements of contemporary critical care nursing in Australia, New Zealand and other similar practice environments. Structured in three sections, ACCCN's Critical Care Nursing, 3e addresses all aspects of critical care nursing, including patient care and organisational issues, while highlighting some of the unique and complex aspects of specialty critical care nursing practice, such as paediatric considerations, trauma management and organ donation. Presented in three sections: - Scope of Critical Care - Principles and Practice of Critical Care - Speciality Practice Focus on concepts that underpin practice - essential physical, psychological, social and cultural care New case studies elaborate on relevant care issues Practice tips highlight areas of care particularly relevant to daily clinical practice Learning activities support knowledge, reflective learning and understanding Additional case studies with answers available on evolve NEW chapter on Postanaesthesia recovery Revised coverage of metabolic and nutritional considerations for the critically ill patient Aligned with the NEW ACCCN Standards for Practice

sample business case for additional staff: Mean Girls at Work: How to Stay Professional When Things Get Personal Katherine Crowley, Kathi Elster, 2012-11-02 One of the New York Post's Top 10 Career Books of 2012 and a Booklist Top 10 Business Book DO YOU WORK WITH A MEAN GIRL? A woman’s field guide to the new frontier of professional development—working with other women Women-to-women relationships in the workplace are . . . complicated. When they’re good, they’re great. But when they’re bad, they can ruin your day, your week—even your year. Packed with proven advice from two of today’s leading experts in workplace relationships, this one-of-a-kind guide gives women the tools they need to navigate difficult situations unique to women-to-women relationships—whether with a boss, a colleague, a client, or an employee. Have you dealt with a woman in the workplace who: “Accidentally” excludes you from important meetings? Seems intent on taking you down professionally? Gossips about you with other coworkers? Makes you look bad by missing deadlines? Forms a “pack” of mean girls to make your life miserable? Mean Girls at Work isn’t just about surviving difficult situations. It’s about transforming a toxic relationship into one that benefits and supports both of you. This book is also for women who engage in mean behavior . . . but don’t know it. After all, who hasn’t gossiped about a female coworker? Who hasn’t rolled her eyes in the presence of a woman she doesn’t like? Who hasn’t scanned another woman head to toe—which is just a nonverbal way of saying, “You’ve just been judged”? The authors provide invaluable advice to the more subtle ways of being mean—even if they’re not intended. With a workforce composed of a higher percentage of women than ever, workplace dynamics have changed. Crowley and Elster cover every conceivable scenario, providing critical advice on how to rise above the fray and move forward professionally. Mean Girls at Work is your map to dodging the mines and moving forward in today’s transformed workplace. Praise for Mean Girls at Work “An invaluable suit of armor for surviving nine to five!” —Leil Lowndes, bestselling author of How to Talk to Anyone “If you think the emotional cruelty of comedies like Mean Girls and Heathers doesn’t exist in the real world workplace, think again. In Mean Girls at Work, Katherine Crowley and Kathi Elster valuably chronicle female vs. female predators and offer solid defensive strategies.” —Ann Kreamer, author of It’s Always Personal: Navigating Emotion in the New Workplace “Whether you are in your twenties and just starting your professional career, your midcareer forties, when you are supposed to have figured it out already, or a woman in her fifties or sixties who’s seen it all—this book is a must-read. . . . The authors have finally given women the tools and the sound advice necessary to deal with . . . conflicts that keep us all from succeeding. . . . Carry this book with you to work every day!” —Carolyn Cassin, President, Michigan Women’s Foundation “A must-read for women of all ages in today’s workforce. This book offers what we all need to develop the capacities to endure this ever-changing workplace. We know it is all about relationships and you need the skills outlined in this book to survive and thrive when the Mean Girls attack.” —Kim Harrington, Coordinator, Professional Development and Training, Office of Human Resources, California State University, Sacramento

sample business case for additional staff: The Business of Nurse Management Nancy Bateman, RN, BSN, 2012-01-13 Named a 2013 Doody's Essential Purchase! I have not found another book like this with such detailed and comprehensive information in a multitude of areas. It will be a great help to nurse managers. Score: 97, 5 Stars--Doody's Medical Reviews This work is more than a mere academic attempt to define basic management concepts, but rather is a robust toolkit, providing real-life examples and experiences coupled with actual tools and techniques, allowing novice nurse managers to understand concepts such as supply chain management, financial management, and labor and productivity modeling. Additionally, this book serves as a roadmap to the successful implementation of these concepts. I think the author can be confident that there will be many grateful nurse leaders who will have gained a broader perspective of their evolving role, and about how to best implement those practices. Robert Doyle, BSN, MS Managing Director National Supply Chain Practice Leader Navigant Consulting Nurse managers often assume their positions without sufficient knowledge of the nuts and bolts of managing staff and supplies. This volume provides time-tested tools, templates, and guidance that new nurse managers, administrators, and educators can use immediately to effectively manage staff and supplies while promoting quality patient care. It provides strategies for resolving common issues that can be easily adapted to individual situations and it illustrates how specific departmental needs fit into an overall operational picture. The book covers in detail all aspects of supply management, including the budgeting skills required for cost-effective purchases and supply utilization, and department budgeting. It provides tools for labor and productivity issues, including staffing models that facilitate waste reduction and increased efficiency. Strategies for effective communication with staff, colleagues, and senior management are presented, along with techniques for successful design and facilitation of meetings, conflict resolution, time management, and a working knowledge of health care finance. Case studies illustrate best approaches and successful resolutions to a variety of management challenges. Key Features: Provides time-tested tools for the daily business of nurse management Offers proven strategies and formulas that can be easily adapted and put to work immediately Includes step-by-step education on budget and finance within the health care industry Builds leadership skills through communication models and facilitation/presentation guides Clarifies complex budgetary and management issues without technical jargon

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sample business case for additional staff: *New Product Development* Marc Annacchino, 2003-10-16 Marc Annacchino's New Product Development will maximize return on development dollar invested by providing the reader with an interdisciplinary understanding of the new product development process. New Product Development is the last frontier in gaining a competitive edge. While other factors such as functionality, quality and reliability, availability and shipment performance are now entry level requirements, New Product Development is the competitive weapon of necessity. This comprehensive and detailed book is a practical guide to the process of New Product Development from initial concept and corporate goals assessment through marketing, planning, development, manufacturing and product management. It contains over 200 illustrations with 52 actual tools needed to execute an actual program. On the accompanying CD-ROM version, these tools are embedded in the text for presentation to the reader. Embedded hyperlinks allow the reader to jump to a special sandbox which will allow them to apply the concepts presented in the text directly to their development program and save them as part of their filing system, providing the actual framework for practitioner use.This book and accompanying tool set is the best investment you can make to ensure new product success!*Contains CD-ROM with over 50 software tools needed to implement programs*Presents a unique multidimensional perspective that comes from 26 years of experience and over 40 real implementations*Provides readers with blueprints for organizing and documenting their development programs

sample business case for additional staff: *Assessing the impact of proposed new policies* Great Britain: National Audit Office, 2010-07 Impact assessments, used to assess the need for and the likely impact of proposed government policy interventions, do not yet consistently provide a sound basis for assessing the relative merits of different policy proposals. Impact assessments are of a high standard, but wide variation remains between the best and worst. Eighteen per cent of the NAO's sample was assessed as 'red' because they may not provide sufficient evidence to convince the reader that the right conclusion has been reached. Over half had weaknesses with only 28 per cent fully meeting reasonable quality standards. The number of policy options considered has improved, but is still too limited, with almost half of the assessments considering only one option, or one option plus a do nothing option. In addition, Impact assessments for interventions originating from European Union decisions are often produced only after a decision has been made at European Union level. The use of quantification in analysis for impact assessments is improving, with 86 per cent of those reviewed by the NAO containing some quantification of the costs of their preferred option and 60 per cent containing some quantification of benefits. However, 10 per cent of the assessments had not quantified either the costs or the benefits. Departments have increased the resources that they allocate to preparing Impact Assessments and internal scrutiny has improved. Some impact assessments have altered the course of policy development, yet only half of policy staff felt that they were useful in the policy process.

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sample business case for additional staff: IT Consultant Diploma - City of London College of Economics - 12 months - 100% online / self-paced City of London College of Economics, Overview This course deals with everything you need to know to become a successful IT Consultant. Content - Business Process Management - Human Resource Management - IT Manager's Handbook - Principles of Marketing - The Leadership - Information Systems and Information Technology - IT Project Management Duration 12 months Assessment The assessment will take place on the basis of one assignment at the end of the course. Tell us when you feel ready to take the exam and we'll send you the assignment questions. Study material The study material will be provided in separate files by email / download link.

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Project Human Resource Management - Project Communications Management - Project Risk Management - Project Procurement Management - Project Stakeholder Management - 50 Models for Strategic Thinking - English Vocabulary For Computers and Information Technology Duration 12 months Assessment The assessment will take place on the basis of one assignment at the end of the course. Tell us when you feel ready to take the exam and we'll send you the assignment questions. Study material The study material will be provided in separate files by email / download link.

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sample business case for additional staff: *16th Congress of the International Society for Forensic Haemogenetics (Internationale Gesellschaft für forensische Hämogenetik e.V.), Santiago de Compostela, 12–16 September 1995* Angel Carracedo, Bernd Brinkmann, Walter Bär, 2012-12-06 The 6th volume of Advances in Forensic Haemogenetics comprises the scientific contributions to the 16th Congress of the International Society for Forensic Haemogenetics ISFH held on Sept., 12-16, 1995 at Santiago de Compostela, Spain. The numerous papers mainly deal with the applicability of DNA technology to forensic questions. The invited speakers approached important topics such as variation of mitochondrial DNA in ancient and modern humans, the STR approach to solve forensic questions, the statistical analysis of STR data, automation of DNA analysis, long PCR and its applications, national DNA databases and ethical and legal aspects of DNA analysis. It has become obvious that PCR based polymorphic systems clearly dominate the scene of forensic DNA analysis worldwide. It will however be necessary to make efforts to standardize the still increasing number of systems with regard to nomenclature to achieve a universal comparability of results. Legal systems differ from country to country which has to be taken into account when reporting DNA results. There is still controversy about the way DNA results are to be presented in court-rooms. We should make efforts to assess the value of DNA evidence by a common scientifc statistical approach that is comprehensive enough to treat all possible hypotheses such as involved relatives, different ethnics and/or the not so rare situations with mixed stains.

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States Commission on Civil Rights, 1983

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