

58. *The Classification Section classify positions on the basis of the new job descriptions and the positions then be matched with position numbers at posts, according to the breakdown on Pages 44 and 45.*
59. *A thorough study and re-classification be carried out of all SCY rotational positions in Ottawa, using the same principle as that for positions abroad.*
60. *A number of rotational positions in the AS and PE Groups be developed to which secretaries could advance. These positions could include Executive Assistants to Heads of Posts at certain large posts (Washington, London, Paris come to mind), administrative, personnel and consular officers. This would also provide an avenue out of their occupational ghetto for those secretaries who do not want to sacrifice their rotationality for advancement.*
61. *Beginning with the introduction of the new system recommended by the Committee, a "get tough" policy will have to be adopted (or we will be caught in the same carousel again).*
62. *A training path for career progression be established, in order to prepare SCYs for promotion into the officers' ranks.*
63. *Along with an establishment review and formal training of supervisors, it be emphasized that duties and responsibilities can be delegated to SCYs.*
64. *The APROD concept be tried at selected missions abroad.*
65. *Should the APROD concept be adopted, it provide for progression into the AS rotational stream.*
66. *Before APROD is adopted, the implication be fully explained to the secretarial group and other administrative support staff groups.*