



CONSOLIDATION BULLETIN

NO. 3

Progress on Consolidation and Restructuring continues, largely through the work of the inter-departmental task forces. In addition, representatives of the four major foreign service departments and the central agencies concerned have met informally, and the full Personnel Management Committee held its fifth meeting on July 31.

Restructuring

As reported earlier, the Restructuring Task Force has been working closely with the Treasury Board to determine the most appropriate method of classifying FS positions, as a first step in establishing a new grade structure.

It has now been concluded that the Treasury Board's Master Evaluation Plan, in its original form, is not suitable for correctly classifying positions in the Foreign Service. As a consequence, the Restructuring Task Force is currently engaged, with Treasury Board assistance, in creating a new classification plan, unique to the FS function, but based generally on the form and concepts of the Master Evaluation Plan. A first draft of the rewritten standard was finalized on August 11 and, since then, the Task Force has been engaged in examining a cross-section of FS positions against this standard on a trial basis. This exercise should determine if the draft plan is capable of differentiating in a meaningful way between functional FS positions, and of evaluating the whole range of positions which will be included in the expanded FS Group in the consolidated Foreign Service.

The original plan of action, approved by the PMC, had envisaged parallel progress with the Restructuring and Consolidation processes. It has now become clear, however, following consultations with central agency experts, that departments will not have available to them the tools necessary to undertake a conversion of officers for some time, and that, as a result, it will not be possible to complete the Restructuring process before mid-1981. Consequently, as the Consolidation process must