

Non-Rotational Employees

Champion - Ian Dawson

1. The Department take steps to remove barriers, perceived and real, between rotational and non-rotational groups and the management of these groups;

DEPUTIES' RESPONSE: Agreed. The implementation of UCS and more transparent deployment policies to be issued by the Human Resources Bureau will effectively remove many of the barriers.

2. The Department also recognize that non-rotational employees, regardless of their group and level, should be more mobile within DFAIT, OGDs and missions abroad;

DEPUTIES' RESPONSE: Agreed. All managers will be expected to review regularly their employees' assignments interests and notify the Human resources Bureau of the results of their reviews.

3. Following consultation with all interested parties, consideration be given to an appointment-to-level system for non-rotational employees.

DEPUTIES' RESPONSE: Individual groups will be surveyed on their members' intentions. Should the numbers warrant, a pilot project will be conducted.

Implementing a policy and procedures for encouraging more mobility for non-rotational employees;

DEPUTIES' RESPONSE: Agreed. As a result of the implementation of the Competency-based Human Resources Management system, a database of positions and of employees' competencies will be developed to facilitate the mobility of staff.