



concerns that there are too few posts abroad to allow FSs to see as much foreign service as they would like, and may need, to develop the competencies required for promotion, this could pose a management problem for the pool. We thus propose that conversions will be managed over a number of years to ensure a balance of HQ and overseas assignments is maintained. We also propose to monitor proportional access to all EX-1 positions to ensure no significant variations develop.

The COs and ESs who agree to be converted will have the same promotional opportunities, and the same career management services, as all other FSs do. Incumbents of positions to be converted who do not wish to become part of the FS group will be left as they are on a present-incumbent-only basis, and their positions will be converted to FS when they become vacant.

To avoid the problem of cumulative misclassification and subsequent conversions in the future, we will strictly apply the rotationality policy to all positions new and changed from now on.

In addition, the Foreign Service Development Program (the FSDP, which replaced the FS-1 level – see below) provides for an assignment in a central agency to give our FSs some insight into the legislative framework and machinery of government for the broader Public Service. As this program matures, we will be looking to place a good number of FSDPers annually, of which only a few are likely to find central agency assignments. We will identify positions within the Corporate Services Sector where the balance of FSDPers can obtain comparable experience in planning; in finance, property, information and human resource management; and in communications. Since such positions will provide training value to FSDPers that is directly related to the functions performed by rotational employees, those which are now non-rotational will likely be found to be rotational under the departmental policy and folded into the FS stream in consequence.

5.3.1.3 UCS

The FSDP was introduced with the 1998 recruits (see Progress to Date below). With the introduction of this program, FS1s will be promoted to the next level of FS upon completion of five years service and satisfaction of standards. The balance of the FS Group - the FS-2 level - will be fundamentally restructured through the implementation of the UCS. There are two significant issues here.

First, the application of the UCS to the FS Group will almost certainly divide the FS-2 level into two or three levels, because the FS-2 level encompasses a much broader range of work than is normally found in the Public Service within a single level. In fact, the FS group may be the only group in the Public Service whose level structure will be expanded because of the UCS. Restructuring of the FS-2 level into more levels will better reflect the diversity of senior FS roles and provide more regular opportunities for promotional salary increases during an FS career.