

EQUAL OPPORTUNITIES FOR WOMEN PROGRAM
PROGRAMME DE L'ÉGALITÉ D'ACCÈS À L'EMPLOI POUR LA FEMME

FORM - FORMULE I

Fiscal Year/Année financière

1978-79

Rationale/Explication

In an attempt to improve the rotational promotion and appraisal system, the Department is moving to review and revise these systems.

Objective/Objectif

To continue action already begun through working groups and study of reports (including recommendations) to increase the effectiveness of the rotational promotion and appraisal systems.

Action Plans (Activities)/Plans d'action (activités)

The Employment Section will:

- distribute new forms and guidelines as available, and test line response;
- begin introducing agreed changes.

Rotational groups affected are the CM, CR, and SCY.

Evaluation Criteria/Critères d'évaluation

- Number of appeals lodged;
- number of appeals upheld;
- number of appeals dismissed;
- number of promotion exercises delayed.

Evaluation/Évaluation

Development of the new appraisal forms and guidelines to raters is still in progress. It should be noted that even after the introduction of new guidelines, there will not necessarily be any appreciable effect on the opportunities for women in particular as these revisions have been planned from the outset as a response to expressed concerns of both staff and line managers for the overall equity and application of the merit principle in selection processes, not as a vehicle for the specific advancement of Departmental career prospects for women.