

## Interesting Sites on the NET

CFSI recommends these interesting Web sites and links:

### Now you can have access to the Virtual Campus from home:

<http://webapps.dfait-maeci.gc.ca/campus/default.asp>

### International culture links:

<http://www.e-thologies.com>  
<http://www.businessculture.com/>

### The SERV Centre recommends:

<http://www.outpostexpat.nl/>  
<http://www.psc-cfp.gc.ca/recruit/jobse.htm>  
<http://www.careerclick.com/ottawacitizen/>  
<http://www.un.org/Depts/>  
<http://pubx.dfait-maeci.gc.ca/FSCA/FSCAMain.nsf>

There are also over 900 Web sites in the book *Working and Living Overseas* by Jean-Marc Hachey.

The LES chat line is excellent but perhaps many LES are unaware of it and have not yet made use of it. Just type this URL

<http://intranet.lbp/department/spd/spd/les/discGroup-e.asp>

The Learning Resource Network of the Public Service Commission was created as a single window on learning in the Federal Public Service of Canada. Its goal is to help users find relevant resources and services, and to establish and maintain contact with public servants, organizations and communities interested in learning. Among many entries, there are links of interest to middle managers:

<http://learnet.gc.ca/>

## New Locally Engaged Staff (LES) Division Created

The creation of the LES division (HRL) is part of the broader reorganization of the Human Resources function of the Department and is based on the same supporting principles, i.e. an integrated and strategic approach to the policy function, and account management or one-window concept for the provision of services and advice on LES human resources issues. The HRL division regroups the existing HPSA and HPSL functions and staff and, most importantly, will have a number of much needed additional resources. We anticipate



Armande Audet, acting director of the new division, HRL, whose focus is locally engaged staff abroad.

having the new organization fully staffed and operational by the end of March 2000. As the acting director of the new LES division, I am confident that, with the reorganization and the increase in resources, we will be able to devote the necessary attention to the strategic planning and management of LES. In order to build on solid ground, the priority will be to reconnect with LES and mission management to assess the needs and the extent of changes or improvements required to the LES HR policy framework, the management tools and the general services that we provide. In the more immediate future, we will complete and refine the new compensation determination methodology implemented in April 1999; complete the two classification reviews underway, one on the LES consular positions and the other on the LES systems administrator positions; continue the work on the implementation of separate pension plans; and support and assist in any way possible the implementation of the LES Training Strategy by the Centre for Corporate Services Learning (CFSS).

This is only a brief outline of the work ahead of us. I hope we can count on everyone's support in moving our agenda forward in the months to come.

Armande Audet



Locally engaged staff on a two-week training program in Ottawa meet with Canadians, left to right: Alice Power, director, CFSS; Vivien Ratcliffe, program manager, LES training, CFSS; Gretchen Austin, Boston; Jackie Buchholz, Minneapolis; Cathy O'Malley, Washington; Angi Collins, Seattle; Margaret Huber, Champion for LES; Lisa Bolt, Buffalo; Adriaan de Hoog, director general, CFSI; Eunice Lo, Hong Kong; Dominique Clune, Washington; Mary-Lee Gilkey, Atlanta; Cathy Rice, Detroit; Margaret Caines, consultant, training and design; Helen Getka, Washington, and Frances Baltzan, Washington.