



NON-ROTATIONAL STAFF

The rotationality review described below specifically addresses the promise in last year's strategy to clarify the role of non-rotational and rotational employees, to regularise non-rotational access to rotational groups and to develop sound career management for non-rotationals. The lateral entry paper proposes an open and transparent system for the fair allocation of opportunities within the rotational pool to qualified non-rotational employees. Our commitment is evidenced by the recent promotion of several non-rotational employees to the rotational EX pool. La Relève task forces, with significant departmental involvement, for certain non-rotational communities (communications, property and materiel management and information technology) have produced improvements in recruitment, training and career management for these communities.

ROTATIONAL STAFF

The new Foreign Service Development Program (FSDP) we promised has been successfully negotiated with PAFSO and central agencies - this year's recruits were brought in under this program. The FSDP is the first part of FS restructuring, resolving several long-standing issues in the areas of compensation, promotion, career development, official language capability and connection with the broader Public Service. We have taken a departmental position, supported by the community, that the Management/Consular Group should become part of the FS group during conversion to the Universal Classification Standard. In the interim we have fulfilled our promise to complete a classification review of stream positions which resulted in significant upgrading.

THE OBJECTIVES OF DFAIT'S HR STRATEGY

DFAIT's human resources strategy is designed to make the department's business plan work. It has three main objectives:

1. to build on the existing departmental HR management foundation a comprehensive integrative HR framework for:
 - defining how we can best align our people with our business purposes,
 - assessing the interdependencies of the HR activities we need to accomplish that alignment, and
 - designing, and ranking our HR activities to make sure we are doing the right things in the right way at the right time for the greatest long-term return on our HR investments;
2. to identify for ourselves and central agencies the urgent HR issues critical to the fulfilment of our departmental mandate; and
3. to help DFAIT contribute to and benefit from the central agency agenda for the full Public Service.