



APPENDIX E FSDP

training will be the core MTP training courses, so DFAIT participants will be in residential courses with participants from other departments.

(b) HQ Assignments: 2.5 years of assignment at DFAIT. While assignments will be tailored according to the background, strengths and interests of individual participants, as well as operational requirements, we aim to have each participant have one assignment in each of a functional, geographic and staff (BCD, CPD, SMD, SPD) division.

(c) First Posting: The first two years of a three-year first posting will be the final stage of the FSDP.

We would also like to include an assignment of 6 months to 1 year in any one of a central agency (e.g. PCO, TBS, Finance), other major OGD client, including, for Trade Commissioners, one of the Team Canada Inc. partners, or an ITC or equivalent.

Language training in difficult languages will be encompassed in the probationary period. Moreover, we will be initiating, concurrently with the FSDP, a requirement that anyone taking difficult language training sign an undertaking to continue their employment in DFAIT after their language training, for a period no less than two times the training period. This will apply equally to all DFAIT employees.

9. Harmonization:

(a) Promotions: To ensure that those now at the FS-1 level are not disadvantaged vis à vis FSDP participants, all eligible FS-1s who successfully attain the performance measures set out in the FS-2 Statement of Qualifications will be promoted to FS-2. This means that all eligible FS-1s who meet the required performance standard will be promoted on their own merits, replacing the current system of promoting officers based on their relative merits, and constrained by a limited number of openings at the FS-2 level. Eligibility will be defined as five years in grade, with a minimum of 1 year's service overseas. The new approach will take effect with the Fall 98 boards, using the current FS-2 Statement of Qualifications as the performance measure. This Statement of Qualifications may however be modified in the future as a result of the FS restructuring, to be based on the outcome of the Universal Classification Standard (UCS) and of competency profiles to be built for those new levels, as part of the pilot Competency Project to be launched this summer.

(b) Salary: The question of salary parity was resolved through negotiations on the new FS Collective Agreement. Under this agreement, those now at the FS-1 level are assured that their salaries will remain ahead of those entering the FSDP.

(c) Professional Development: Every effort will be made to offer approximately 12 days of CCMD training (Policy Service Client Centered, Renewal and Action Management) to pre-posting FS-1s, with priority to those who joined in 1997 and are now or have been this year on official language training. Since resources are restricted, we would ask that pre-posting FS-1s contact their assignment officers by 29 May 1998 if they are interested in this training.