

- the application of a new formula to restructuring the levels of foreign service classifications;
- the development of recruitment, training, assignment and promotion policy.

What is the time-frame?

The process of consolidation is now underway and it is planned that it will be completed and operational by April 1, 1981.

What is the Plan of Action?

A Plan has been developed under which arrangements for consolidation between CEIC and External Affairs will be undertaken during May and June, with efforts extended to CIDA beginning in July. Meanwhile, ITC will be involved with the internal amalgamation of CGOT, and their relationship with External Affairs will not be reviewed until December. Consideration of the relationship with other departments having personnel abroad is planned for next fall.

Restructuring will proceed in concert with consolidation. The timing of any changes is, however, dependent on the introduction by the Treasury Board of a new Management Category in the Public Service. Treasury Board hope to be in a position to make such a submission to Cabinet in mid-May. The development of a new FS classification structure and the determination of the cut-off point for the management pool cannot proceed until the Treasury Board has its new grade structure in place.

How are foreign service personnel and interested departments being kept informed?

The ICER Secretariat will issue a regular bulletin to keep all departments and personnel abroad informed of progress. In addition, all departments and agencies having foreign service interests will receive agendas, minutes and other documentation relating to meetings of the Personnel Management Committee. Staff associations will also be kept informed.