



APPENDIX C: ROTATIONALITY PAPERS

16 April 1998
SPSH-0006

Action Memorandum for:

EXECUTIVE COMMITTEE

Issue: The establishment of a regular and transparent mechanism to allow non-rotational indeterminate employees access to the FS and other (AS,CR,SCY) rotational groups on a lateral entry basis.

Recommendations:

1. That the lateral entry mechanism and criteria described in this document be approved.
2. That the rotational classification of all positions be reviewed and confirmed during the UCS exercise that will be completed in December 1998.
3. That SPD consult PAFSO and other bargaining agents of the proposed lateral entry mechanism.
4. That a discussion of lateral entry and the rotationality review be included in the Human Resource Strategy Consultation paper attaching this memorandum as an appendix.
5. That the eventual introduction of a lateral entry mechanism be timed to correspond with an announcement of the details of FS restructuring which we anticipate we will be able to do in late fall 1998. We should not move on lateral entry until we can move on FS restructuring.
6. That when MME announces the introduction of the lateral entry mechanism we publish detailed information on the criteria and process including the establishment of a Review Committee and a timetable for proposals for 1999.

Rod Irwin
Director-General
Human Resources
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Considerations and Consultations: