

PRO-TEM (VISITING AND TERM) STAFF

Academic and Technical

We should take advantage of the fact that **pro-tem employees** will always be a part of our workforce. They bring an invaluable source of energy, focus and timeliness to our operations. Working on contract will also be a career pattern for a highly qualified part of the Nexus generation - in some cases by necessity, but often as a matter of choice dictated by preference in balancing personal and professional lives.

We should benefit systematically from the contribution that this mobile workforce can bring us. For a start, **we should move systematically to establish contacts with relevant university faculties and other institutions to ensure a constant source of such talent. We should establish and maintain a data base of potential recruits and alumni and facilitate individual staffing requirements for term employment.**

We should go further, and **establish active internship and "fellows" programs in the Department to allow us systematically to gain the contribution of the best young academic and professional talent in Canada, and to help create a community of "alumni" across the country. Internship and fellowship programs should be based in line bureaus, funded jointly with Corporate HR.**

Business

We should also initiate a program of short term exchanges with the Canadian business community to encourage the participation of technical and sectoral experts from the private sector on term assignments. Their contribution would be most valuable in H.Q., or in some centres, where expertise could be made available to a network of posts in a specific region (on a circuit basis) such as the US or EU. The individuals and their corporations would benefit from the exposure to international markets and regulatory environments. Concurrently, Departmental officers should be given opportunities to work in the private sector to gain specific sectoral experience in priority fields.

Recruiting

We should regard our "term" employees as a pool of experienced and tested workers from which we should make special efforts to recruit career employees in several categories - FS, HQS, IS.