

Management/Consular Stream

integration of the two groups.

DEPUTIES' RESPONSE: This is already happening.

15. That MCS promotion boards adopt the same A, B, C system of ranking candidates in the 2000 promotion boards as is used for Foreign Service 01-02 promotions.

DEPUTIES' RESPONSE: This matter is under consideration. The FS promotion system is already undergoing some changes, including the introduction of interviews by a panel of ADMs. Changes to the current promotion process for MCS officers may also be introduced.

16. That by the year 2000 Management Consular stream officers at the EX minus 1 level be required to meet the same multi-level triage system for EX promotion as has been introduced for FS2's in 1999 (i.e. appraisal review, Public Service Commission evaluation, interviews by senior managers).

DEPUTIES' RESPONSE: This matter is under consideration and we will report on the outcome.

17. With the creation of an Expanded Foreign Service group, the following organizational changes within Personnel should be implemented:

- personnel management for the Management Consular Stream should be folded into personnel management for other FS streams, i.e. SPF;
- the Rotational Support category should retain its own Personnel Division;
- a new Division should be created to assist non-rotational staff in the Department in their career management.

DEPUTIES' RESPONSE: The Human Resources sector will be reorganised. While we have indicated in our speech that personnel management for the MCS will be folded into the HR group responsible for FS, CO and ES management, other organizational changes will follow the reorganisation.