

5.2.5 OVERVIEW OF HR INITIATIVES IN PROGRESS

The following table shows progress to date and the timeline ahead for several of the HR initiatives of importance to the EX community.

		· · ·	TIMELINE		
SELECTED HR INITIATIVES	PROGRESS	COMMENT	FY 98-99	FY 99-00	FY 00-01
Managing rotationality		Study launched, report done 05/98			
Demographic modeling		Done			
Competencies-based HRM pilot		RFP 05/98, pilot began 07/98			
Participation in PS EX programs		Fully in AEXDP and PQP.		建 过两部	
Compensation reform		Done for 98, pay-at-risk to come			
Accelerated promotion to EX/FS		Begun '97, will continue to '02			



5.2.6 FURTHER DETAILS

More information on these issues and other matters of importance to the EX community will be found in the full EX Community HR strategy which will be produced in the course of the integrated planning exercise.

5.3 ROTATIONAL GROUPS

5.3.1 THE FS GROUP

5.3.1.1 Profile

Within DFAIT, the FS group is divided into the political/economic and trade streams, and officers are stationed at home and abroad as shown in the following table:

Level	Political/E	Trade		
	HQ	Abroad	HQ	Abroad
FS2	175	113	165	110
FS1	98	30	51	33
FS Unclassified	48	30	37	48
FSDP	25		25	
Total	346	173	278	191

5.3.1.2 Rotationality Review

We expect that the rotationality review will result in the conversion to the FS group of some non-rotational CO and ES positions. This influx could increase internal competition for EX/FS positions and for assignment to posts abroad. Given existing