

## PERSONNEL IMPLICATIONS OF POSITION CUTS ON CANADA-BASED STAFF

- About 250 positions will be abolished at headquarters over the next three years. A number of these will result from last year's rationalization of operations when the former Personnel Branch and Administration Branch merged into the new Corporate Services Branch (SCB). Positions will also be abolished abroad, and we will communicate these decisions as soon as they are finalized.
- On February 21, the Treasury Board President announced measures that will be put in place for employees declared surplus.
- Unions will be briefed after decisions on position cuts are finalized. Once unions are briefed, all employees who are affected by the position cuts in fiscal year 1995-96 will be personally informed by their Director or Program Manager.
- Cuts to Canada-based positions abroad will take effect during the summer to coincide with the end of the school year and the normal assignment cycle.
- Since individual rotational employees do not own the position to which they are presently assigned, they will not be declared surplus if the position is abolished. Employees in such a situation will be re-assigned.
- Workforce Adjustment (WFA) will apply to rotational employees only when DFAIT has more employees than positions in a given rotational occupational group after the 95/96 position cuts are factored in. Details on WFA provisions and decisions as to which rotational groups will have access to WFA provisions will be communicated within the next month.
- Non-rotational employees declared surplus will have access to the Workforce Adjustment provisions; a message outlining the provisions will be issued within one week.
- No employee is in formal surplus status until he/she receives a letter from SCB/Clarke so confirming.
- All indeterminate non-EX employees of DFAIT who are eventually declared surplus will continue to benefit from employment security.
- Treasury Board is expected to release additional information in the next few days; all new information will be communicated to employees as soon as it becomes available.
- The Corporate Services Branch (SCB) will lead efforts to provide advice, information and assistance to affected employees. A more detailed message about Workforce Adjustment provisions and contact points within SCB will be issued in the next week.