



## **APPENDIX E: FOREIGN SERVICE DEVELOPMENT PROGRAM**

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1. Following the ratification of the new Collective Agreement between Treasury Board and PAFSO, we will be going ahead with the new Foreign Service Development Program (FSDP). Now approved by both the Department of Foreign Affairs and International Trade and Citizenship and Immigration Canada, its general guidelines will apply to all new FS recruits. There will however be slight differences in the way the program will be implemented at CIC, particularly with respect to the training and assignment plan; therefore, CIC will send out a separate message on the FSDP.
2. The FSDP is a major component of the Department's Human Resources Strategy, itself aimed at ensuring the successful conduct of our mandated responsibilities well into the next century. Modelled on the Management Trainee Program (MTP) administered by the PSC, the FSDP is designed to integrate the best of the MTP while serving the unique training and assignment needs of the Department.
3. Through this program, we hope to achieve several key human resource objectives, including better pay at the FS-1-equivalent level, more rapid movement of officers through the FS-1-equivalent pay range, broader professional training, better professional links with other government departments, and more frequent assessments of performance during a longer probationary period.

### **Major Program Elements**

4. Recruitment: The process for joining the Foreign Service remains the same.
5. Official Language Training: The OLT requirement for entrants to the FSDP is 'CCC'. Successful candidates who do not have 'CCC' will receive official language training on "ab initio" status for a maximum of 12 months. On ab initio status, participants will not be employees of the Federal Government but will receive a stipend (80% of starting salary) for the training period. They are unavailable for assignment until they have reached 'CCC'. If they cannot reach this level in the 12 months allotted, they go no further in the program.
6. Probation period: FSDP participants remain on probation for the five years of the program, with up and out performance measurements at the 18, 36 and 60-month points. Competency profiles for each assessment stage are now being prepared. Participants who successfully meet all performance measures will move to the next stage and, at the 60-month assessment, will be promoted to the FS-2 level.
7. Professional Representation: Program participants, after leaving ab initio status, are PAFSO members and covered by the Collective Agreement.
8. Training/Assignments: The standard training/assignment plan for the FSDP for DFAIT is modelled on the MTP. It includes the following components:
  - (a) Training: 14.5 weeks of mandatory training over five years, 9 weeks through CFSI, the remainder through the Canadian Centre for Management Development (CCMD). CCMD