



UCS implementation will shrink the group structure and may resolve most if not all of these positions into core DFAIT communities which have their own HR strategies. Furthermore, the rotationality review may also determine group allocation.

#### **5.4.5.7 ASs**

The majority of ASs work in the Bureau of Physical Resources (SRD) (see next section), with the remainder scattered, like PMs, across many other bureaux. The comments made in the preceding section likely apply to these scattered ASs as well.

#### **5.4.5.8 Real Property Management Community (AS and EG)**

##### **5.4.5.8.1. Profile**

The Bureau of Physical Resources has a number of professionals dedicated to the management of real property abroad (portfolio managers, realty managers, policy advisors, project managers, interior designers, rotational maintenance officers and engineering technicians). In addition, at missions abroad the Canada-based or locally engaged mission administrative officer or property officer is responsible for overseeing day-to-day management of physical resources.

##### **5.4.5.8.2. The Public Service Plan**

Treasury Board's sub-committee, the Real Property Community Development and Conference Committee, acts as a central entity for co-ordinating training and communications for the federal real property community, with the following objectives:

- organising an annual real property conference;
- dissemination of training, education and information;
- preparing a quarterly newsletter; and
- managing an awards and recognition program.

The Committee consists of 15 to 20 members from a representative group of property custodian departments, Crown corporations, and federal public agencies. DFAIT is a permanent member.

##### **5.4.5.8.3 The DFAIT Plan**

DFAIT's focus for human resource development centres around the following:

- Physical Resources Bureau: Courses offered by the Project Management Institute and professional accreditation and training related to construction, negotiation, ethics, real estate law, accrual accounting, and SAP/IMS;
- Mission Administration Officers: New Mission Administration Officers (MAOs) are offered extensive instruction on property maintenance and sound management practices;