

Knowing that in other Departments SCY-1 is a training level and an under-fill situation where SCY-1s are promoted automatically after a year, the Committee could see no difficulty in having a similar system for External Affairs.

This does not create an "under-fill" situation requiring acting pay. An incumbent may "conditionally" under-fill her/his own position for one year and be promoted subsequent to meeting all requirements. In the case of promotion from SCY-1 to SCY-2, this would depend on demonstrated ability to function in a foreign environment through the submission of one annual appraisal report from a post abroad.

Also, the Committee considered that there should be no SCY-1 positions abroad. An examination of the Statements of Qualifications and of the duties being performed abroad showed little or no difference between those at the SCY-1 and SCY-2 levels. In discussions with rotational secretaries, officers and other federal government Departments, it was concluded that the rotational secretary was being extremely under-rated in comparison to the domestic secretary. Several departments do not have SCY-1 positions. They employ typists and stenographers in the junior positions and secretarial positions commence at the SCY-2 level.

Further, it was considered that the Department is able to recruit highly qualified secretaries because of the attractiveness of the opportunity to travel. On joining the Department, many secretaries with long years of experience have taken a sharp decrease in salary, and the prospect of long years without promotion or career progression considerably takes the edge off the attractiveness of the travel feature.

WE THEREFORE RECOMMEND THAT

1. *In the immediate future, there be no SCY-1 positions abroad, and that all SCY-1 positions be in Ottawa for training purposes.*