

4) BETTER TRAINED, MORE MOTIVATED HUMAN RESOURCES

No workforce can be expected, year after year, to meet the effects of resource cutbacks through continuing calls on its professionalism and urging to "do more with less". Improvements in career opportunities, in human resource-management processes, and in conditions of work are obvious areas for action. We will undertake a significant strategic investment in the future of the Department by way of a financial and time commitment to training.

To support these major initiatives we will:

- implement, by 1991, a restructured foreign service made up of three distinct categories:
 - * a single Administrative Group from the current administration and support categories, with access by competition to the EX group (this will be subject to the emerging conclusions of Public Service 2000)
 - * an FS group with more levels and progression beyond the current FS2 level as an alternative to entry into the management group. The streams will be maintained in the FS group for at least the next two years
 - * an EX management group, fully de-streamed
- strengthen career services and create an assignment program for non-rotational employees. The deadline of April 1, 1991 has been set for the announcement of a comprehensive career development plan
- strengthen our employment equity policy to reach, within 5 years, the Public Service average of representation by women in the management category, and a doubling of representation by other target groups in the Department as a whole
- create the position of a Departmental Ombudsman
- put in place by August 1990 a comprehensive Spousal Employment Program
- establish a day-care centre in the L.B. Pearson building as soon as Treasury Board permits the expenditure of funds for this purpose.
- renovate and upgrade locker and shower facilities in the Lester B. Pearson Building