

## CHAMPION - JOHN GERO

1. **Adopt a pool-type personnel management system for the CO and ES groups and consider swaps among pools.**

***DEPUTIES' RESPONSE:*** A survey of the CO, ES, PM, IS employees has been undertaken. Based on the results of this survey, if there is a desire to move to a pool-type management system, we will facilitate it. DFAIT has managed pools of rotational employees very successfully for more than half a century and has found this system very flexible, for employees and management.

2. **Establish a regularized structure or transparent process to ensure COs and ESs have reasonable expectation for promotion within their groups and into the EX category.**

***DEPUTIES' RESPONSE:*** Providing reasonable expectation of promotion for COs and ESs will only be possible if the appointment to level is adopted. Otherwise, these officers need to wait for competitions to fill individual positions when they become vacant. We agree that the annual promotion exercise to EX positions should be broadened to include all staff at the EX minus one level. This will become possible once we resolve administrative issues with the Public Service Commission, which controls access to EX positions.

3. **Create a non-rotational professional human resource team to provide core advice and assistance on recruiting/staffing, training and career planning for all employees, including non-rotational employees.**

***DEPUTIES' RESPONSE:*** The Human Resources Bureau is being re-organized to better service its clientele. We already have a core of highly professional and dedicated Personnel Officers (PE) involved in the provision of advice and guidance to staff. Their services will be improved.