a) Design and implementation of a Human Resource Management System;

b) Design and implementation of an Integrated Policy and Management Framework for Training and Development;

c) Development and implementation of PMIS;

d) Delegation of Authority for Personnel Management, Management of Non-Rotational Personnel, Review of the Stream Concept, Retirement Program;

e) Improved Support Services for Employees and their Families, Employee Couples, Implement Executive Committee Decision in McDougall Recommendation.

Management Information Systems

14. There are five major themes reflected in the Management Information Systems section of EAMIP: improving the information available to support decision-making at all levels; focusing particularly on rapid improvements to the financial and personnel information systems to provide more useful and timely information to managers; emphasis on the information needs of posts and an adequate degree of automation for posts; upgrading of existing systems to make them more useful and cost effective in a variety of program areas; and coordination of the purchase, introduction and use of new technology and of appropriate training in this area.

15. The section therefore contains a mixture of new initiatives (e.g. Defining the Information Needs of Management, Defining the Information Needs of Posts, Computer Assisted Immigration Processing) major improvements to existing systems (e.g. Financial Management System Enhancements, Improvement and Development of the Personnel Information System, System Improvements in PEMD, Redesign of the Import Permits System) and continuing systems and EDP application improvements (e.g. Systems Support for Headquarters, EDP Support for Posts, Library Services).

16. An overall issue is the need to create an MIS strategy for the Department, to determine how to migrate from the existing status to achieve the aim of the strategy and to achieve means of policy and management direction for the converging technologies of Electronic Data Processing, Office Communications Systems and Telecommuncations. It is of note that the Department has recently created a Steering Committee for EDP/MIS to provide policy and senior management direction.