

## Management/Consular Stream

10. The Department should combine its 1999 on-campus external recruitment program for the FS and MCS groups into one exercise with identical entry criteria in terms of education and languages. Over time this will allow for greater mobility within the group and greater flexibility for assignment officers.

DEPUTIES' RESPONSE: Although we intend to continue with the present system of combined on-campus recruitment with differential entry requirements for the 2000 annual exercise, it is clear that upon conversion to the FS category the Department will need to reposition its recruitment strategy for recruitment into all streams of the Foreign Service.

11. Internal recruitment into the larger Foreign Service group from the Rotational Support group, or from non-rotational groups within the Department should be institutionalized by an annual exercise, beginning in 1999, with transparent and well-publicized criteria.

DEPUTIES' RESPONSE: Agreed, as indicated above.

12. That the Department move quickly to provide estimated costs on these four areas of training should a policy decision be taken to move to an Expanded Foreign Service group.

DEPUTIES' RESPONSE: We first have to regularize the funding for FS recruitment and the cost of the FSDP program, which, for the first year, was funded out of the Corporate Services Reserve. Once the conversion done, we will then proceed with the full integration of trainees into the current program.

13. That the Department move in 1999 towards a common FS/MCS appraisal form for the 1999-2000 appraisal year based upon common competencies.

DEPUTIES' RESPONSE: We are now entering the second phase of the Competencies pilot project which will help us determine the best tools to appraise categories of employees in the Department. At this point we do not know whether the pilot project will recommend different appraisal tools between the streams within the Foreign Service group or not. If not, with conversion to the FS category, MCS employees can at this point reasonably assume that appraisal forms will be the same for their stream as the others within the FS category.

14. That Foreign Service officers or EX(FS) be included on MCS promotion boards for greater