



ADM appointments. Three were accepted, two of whom were promoted to EX-4 within DFAIT. Overall, our success rate was 16%, roughly the same as the Public Service average.

### **5.2.3 EX-4s & 5s AND THE PQP**

With DFAIT's full commitment to the PQP in January 1998, this program is now the only path of entry to the EX-4 and EX-5 levels within the department. The process is managed corporately by the Committee of Senior Officials (COSO), using the competency profiles developed by the PSC. Our EX-4s and 5s are now part of the Public Service corporate pool. This provides individuals with greater scope to acquire diversified experience and thus strengthen their chances of eventually becoming a deputy minister. It also enriches the pool of senior executives available to DFAIT and enriches the corporate pool with DFAIT talent.

### **5.2.4 EXECUTIVE COMPENSATION – THE STRONG REPORT**

On February 20, 1998, the Treasury Board approved the recommendations on compensation for public sector executives contained in the first Report of the Advisory Committee on Senior Level Retention and Compensation (January 1998). Over the next four years the total executive compensation envelope will increase by nearly 8%. Implementation will begin on April 1, 1998, while the Treasury Board Secretariat begins the development of a new "at risk" compensation program, to be paid on the basis of performance, measured against agreed-upon targets and the achievement of business plans. The "at risk" compensation program will be phased in over four years.

The "at risk" compensation program will provide us with another opportunity to strengthen our managerial commitment to business plans and human resource planning. The new performance contracts will include amongst their agreed-upon targets the achievement of specific HR goals tied to the business plan.