

6.5 Development of Future Consular Officers

The changing environment in which consular officers work will generate the need for a different mix of abilities and skillss. Particular factors that will cause this are the increasing complexity of citizenship, legal and notarial cases. Child custody cases are also expected to increase significantly in the next decade. Questions which need to be addressed with regards to the development of consular officers include:

.should the consular officers be generalist or specialist?

.what type of skill inventory should be developed for assigning officers (at present EAITC does not have a skill inventory)? and

.what combination of training, both formal and on-the-job, should be developed?

Answers to these questions will require substantial inputs from the personnel knowledgable in the field. Therefore it is recommended:

That the Consular and Immigration Affairs Bureau (JID), in cooperation with the Training and Development Division (HPF), establish a small task force to prepare a long term training program for the future consular officers

6.6 Future Difficulties in Delivering Services

The growing restraints in resources can be expected to lead to significant modification in EAITC's global network of missions. The need for representation which is already provided in many tourist areas and smaller countries beyond the main missions by honorary consuls can be expected to increase. In recent years EAITC has increased the number of honorary consuls to 50 to meet this demand. Also the Department has developed reciprocal arrangements for providing consular services with Australia in some 12 locations. Time did not permit the kind of thorough investigation required to deal effectively with the relative merits of these arrangements during the Evaluation. However it is clear that there is a need to develop innovative ways of providing consular services. Therefore it is recommended: