

EXHIBIT 5 - FIVE YEAR PLAN FOR MAJOR OCCUPATIONAL GROUPS

** Already in progress
* Continuing activity

	1978/79	1979/80	1980/81	1981/82
ALL GROUPS	<ul style="list-style-type: none"> - Identify and set out structural, environmental and social problems inhibiting employees' interest in serving abroad by interviewing employees and by participating in inter-departmental working group to revise Foreign Service Directives - Include EOW segment in orientation courses and seminars to be attended by senior management and/or heads of post - Compile and set up inventories** - Monitor competitions and review statistics* 	<ul style="list-style-type: none"> - Continue these efforts 	<ul style="list-style-type: none"> - Continue - Up-date - Review statistics and make recommendations - Monitor 	<ul style="list-style-type: none"> - Evaluate goal: alleviation of special constraints regarding women - Evaluate goal: increased awareness of EOW - Evaluate goal: review inventory system - Evaluate goal: review inventory system - Evaluate goal: in relation to Specialised Office Development Programme under Admin Support Category - Evaluate goal: women represent at least 25% of Group - Evaluate goal: increase of women in Group and participation rate in relation to other countries with similar societies - Adjust recruiting programme and appraisal system as indicated by data base
ADMINISTRATIVE & FOREIGN SERVICE CATEGORY	<ul style="list-style-type: none"> - Monitor use of Administrative Support Category as a feeder group - Identify trends and propose remedial action if any as indicated from results of competition for Officer Specialist Development Programme - Increase female participation 	<ul style="list-style-type: none"> - Continue remedial action if any 		
Focus on AS Group				
Focus on FS Group	<ul style="list-style-type: none"> - Continue Foreign Service Research Study on recruitment in cooperation with PSC Personnel Psychology Centre - duration 3-4 years 			
ADMINISTRATIVE SUPPORT CATEGORY	<ul style="list-style-type: none"> - Conduct interviews for Specialist Officer Development Programme** - Trainees in place - Continue review and revisions of appraisal and promotion system - Consider and begin implementation of recommendations from CM, CR, and SCY working review groups - Study feasibility of inter-group transfers for rotational support staff** 	<ul style="list-style-type: none"> - Monitor and evaluate - Introduce changes 	<ul style="list-style-type: none"> - Review and continue programme - Monitor 	<ul style="list-style-type: none"> - Evaluate goal: examine success and failure rates - Evaluate goal: reduction in number of inflated or severe reports and numbers of appeals - Evaluate goal: examine success and failure rates - Evaluate goal: savings in manyears, salaries, associated costs, reduced rate of growth, improved effectiveness, reduction in effect of technological changes
Focus on CM, CR and SCY Group	<ul style="list-style-type: none"> - Introduce pilot projects at selected posts to ascertain feasibility of improving utilization of resources 		<ul style="list-style-type: none"> - Conclude pilot projects and recommend future action 	
Focus on SCY Group	<ul style="list-style-type: none"> - Continue study of nature of SCY workload 	<ul style="list-style-type: none"> - Make recommendations and introduce remedial action 	<ul style="list-style-type: none"> - Monitor 	<ul style="list-style-type: none"> - Evaluate goal: improved utilization of SCYS