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Corporate Review Update

Dept. of External Affairs
Min. des Affaires extérieures

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Special Edition on The Management of Human Resources

Last October, the *Corporate Review Update* featured the Personnel Branch and the Corporate Review initiatives being implemented in that area. Now, six months later, this special edition focuses on further progress in implementation. Needless to say, with the government budget announcements in February and the cutbacks it required, this Branch has also had its hands full analyzing and responding to these demands.

In responding to the required resource cuts, the objective of the Branch has been to ensure that the Department maintained control of the process, and that any reductions required were done in the context of our ongoing strategic plan and the priorities and demands of the organization. In support of the Deputies commitments to staff they have also focused a great deal of time and attention on carrying out work force adjustment and providing affected employees with the most support possible.

Throughout this difficult time, however, the Branch has continued to work on the improvements and changes recommended by the Review. To the greatest extent possible, senior management also protected the resources necessary to do this from the most recent cuts. This is the good news, and news that is important to all of us working in the Department.

Implementation Updates

FS Group restructuring

The first proposal for FS restructuring was presented to the Management Committee on March 1, 1991. The general thrust of the proposal was endorsed although several mechanisms needed to implement it require further study. Management Committee authorized that consultations proceed with the Treasury Board and the Public Service Commission consistent with the PS2000 decision to examine the establishment of a professional career stream separate but parallel to the Executive Group.

Additional consultations will also take place with PAFSO and other interested organizations. The final proposal will be reviewed again by the Management Committee before detailed negotiations begin with Treasury Board and the Public Service Commission.

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