

What are the next steps?

1. We anticipate launching the FS Retention Survey in the latter half of May. The results of the survey will be made available on the HR Website shortly after Mercer International provides them to the four stakeholders.
2. The Request for Proposal (RFP) to conduct the Comparative Study will be put out to tender later this month. Consultants will then have 40 days in which to submit proposals. Bids can only be evaluated at the close of that 40-day period.
3. Once the 40-day period has elapsed, representatives of the four stakeholders will evaluate the bids and select the successful bidder.
4. The proposed contract must then be reviewed by DFAIT's Contract Review Board to ensure that it meets all necessary criteria.
5. We are now anticipating a preliminary report on the findings of the Comparative Study in mid-November, with the final report due at the end of December.

This process has taken longer than the time frame of which we originally informed you in March. The extra time was necessary to ensure that we undertake a study that meets both the objectives set out above, as well as the best practices for contracting a study of this type. We believe that to be the case now.

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