



rotational officers is included in the memorandum to the Executive Committee in Appendix C.

5.4.4 ROTATIONALITY REVIEW

5.4.4.1 Program

The rotationality review is reassessing all non-rotational positions against the rotationality policy. As a result, some positions within both program and corporate bureaux will likely be reclassified as rotational.

5.4.4.2 Corporate Services

There are at least two likely consequences of the review that will affect non-rotational positions in the Corporate Services Sector. First, the Foreign Service Development Program (the FSDP, which has replaced the FS 1 level) provides for an assignment in a central agency to give our FSs some insight into the legislative framework and machinery of government for the broader Public Service. As this program matures, we will be looking to place a good number of FSDPers annually, of which only a few are likely to find central agency assignments. We will identify positions within the Corporate Services sector in which the balance of FSDPers can obtain comparable experience in planning; in finance, property, information and human resource management; and in the Communications Bureau where they can obtain comparable communications experience. Most of these positions are likely to be non-rotational at the moment and will be folded into the FS stream for this purpose. In some cases, we may have to use supernumerary status.

Second, as noted above in the community perspective for the Management/Consular stream, we will identify some non-rotational positions in Headquarters where rotational ASs can acquire the in-depth expertise in various corporate service disciplines that they now require. We will do so in sufficient numbers that rotational ASs will have a better balance for postings and home service, as in the other rotational categories.

5.4.4.3 Incumbents of Converted Positions

There will be a controlled conversion to rotationality of non-rotational employees (encumbering newly rotational positions) who meet the rotational pool competency profiles and wish to become rotational.

Non-rotational incumbents of rotational positions who do not wish to become rotational will be grandfathered on an appointment-to-position basis.

5.4.4.4 Effect of Conversion on Career Ladders

Before converting non-rotational positions to rotational FS and AS positions, we will assess carefully the probable effects upon the non-rotational career ladders that do exist within DFAIT. We will identify alternative routes for advancement where conversion will reduce or eliminate an important rung or a longer-term career path.