

What are the terms of reference of the PMC?

The PMC is concerned with the implementation of personnel policies and procedures in connection with consolidation. More specifically, it will:

- 1) direct and coordinate the immediate consolidation and restructuring process;
- 2) develop personnel management systems to support the objectives of foreign service consolidation (e.g. streaming, recruiting, training, classification);
- 3) establish personnel policies designed to ensure the availability of officers qualified to conduct foreign operations programs, and to prepare officers to assume responsibilities at the executive level of the Foreign Service (e.g. promotions, postings, secondments, single assignments, HOP appointments, appraisals, etc.);
- 4) make recommendations on conditions of service abroad (e.g. allowances, benefits, travel and removal, etc.);
- 5) act as the clearing house for discussion and information dissemination with interested parties for all matters relating to consolidation (e.g. employee associations, central agencies, foreign interest departments, personnel abroad);
- 6) be the essential single focus for interdepartmental consultation on the ongoing personnel management of the foreign service.

What are some of the major issues to be resolved?

- the definition and interrelationships of the various streams in the foreign service;
- the policy and system of assigning officers, while on duty at headquarters, who choose to make their careers in one or another stream, to the department with primary responsibility in that area;
- the determination of the level and composition of the Executive Group and the promotion policy to the Group;