

Management/Consular Stream

DEPUTIES' RESPONSE: Agreed. With conversion to the FS category, all MCS employees will be encouraged to upgrade their official language abilities to a 'C' level standard as resources and operational requirements permit. In the meantime, CFSI will work with the MCS personnel management group to identify and train to the 'C' level, as our first priority, MCS staff in key positions providing consular services to the public.

7. That Deputies announce that as a matter of policy and in the interests of improved relations with host governments and locally-engaged staff, CFSI will designate foreign language training positions in key languages (Arabic, Indonesian, Japanese, Mandarin, Polish, Russian) for Management Consular stream officers. In addition, Management Consular officers will be provided the same level of official language training as their FS colleagues to a level designated appropriate by CFSI. The costs for this initiative will be approximately \$879,000.

DEPUTIES' RESPONSE: Agreed. While resources are not unlimited, to date dedicated Foreign Language training positions have been reserved for the Foreign Service category. We will open up this artificial restriction to ensure that training opportunities are equally available for MCS employees destined to missions where foreign language training is essential.

8. That Deputies consider the creation of an Expanded Foreign Service group which would, while adding the Management Consular group as the fourth FS stream, provide greater opportunity for other groups in the Department to enter the category while enriching the pool of rotational employees on which the Department could draw.

DEPUTIES' RESPONSE: It is our intention to proceed as early as this summer with lateral entry to the FS group. This would provide an opportunity for staff already working in the Department to join the FS ranks, based on their work experience. We are also assessing the intentions of CO, ES, PM and IS officers concerning the implementation of the promotion to level system to their groups. If we move in this direction movements between groups will be further enhanced.

9. The Department should examine its workforce of Management Consular stream rotational officers, non-rotational CO, ES and AS officers and Rotational Support Staff and establish clear, transparent mechanisms for lateral entry, internal recruitment, single assignments and, in the case of the Management Consular stream, timelines and milestones for conversion of the entire group to the Foreign Service category once UCS implementation is complete.

DEPUTIES' RESPONSE: This will be done.