

Commission, although the promotion of the latter to the EX-4 level occurs only when they are actually assigned to an ADM vacancy. The coordination of the "Corporate" management of ADMs, the services to DMs in staffing ADM vacancies as well as professional career advice and counselling to individual ADMs is provided through The Leadership Network, a newly established Agency which reports through the Clerk of the Privy Council to the Prime Minister.

With DFAIT's full commitment to La Relève, the annual ADM-PQP process is the principal path of entry to the EX-4 level within the Department. By exception, in the case where it is either impractical or impossible to fill a given ADM-level vacancy from the ADM Pool or the promotion of a candidate from the ADM-PQP, our DM's continue to have the option, as do all Deputies, of filling the vacancy through a one-off competitive process, however the latter are expected to be rare occurrences. Notwithstanding the classified level of the ADM position, ADM appointments from inside the Public Service are made at the EX-4 level. The only avenue now available for promotion to the EX-5 level is through the annual Public-Service-wide EX-4/5 Promotion exercise, which is coordinated through COSO and The Leadership Network.

5.2.2.4 Progress to Date

5.2.2.4.1 Accelerated Promotion of Rotationals to the EX Group

Last year we projected that very few of our current rotational EXs would voluntarily retire before the year 2002. This trickle of departures would rapidly swell to an unmanageable flood in the years between 2003 and 2009, peaking with 80 departures in 2008. To address this serious demographic challenge, we accelerated promotion from the FS stream, beyond the few rotational EX vacancies created by retirement. In 1997, 14 FSs were promoted to EX-1. We will continue to promote at least 12 per year regardless of vacancies until 2002, when we anticipate that departures (and promotions to vacancies) will increase significantly.

As well, the classification review of Management/Consular stream positions resulted in the conversion of three senior rotational AS positions to new EX positions for that stream. Although promotions to non-rotational EX positions will not be accelerated, ASs will continue to be promoted into EX positions as they become vacant.

5.2.2.4.2 Participation in Public Service Executive Programs

DFAIT has committed to the full participation of the department in the Public Service Executive programs of La Relève. In 1997, 17 of our EX-1s, 2s and 3s participated in the AEXDP. Three were accepted into the program, but two of these declined because of the timing in relation to their posting situations. Two AEXDP participants from the corporate pool are currently working on assignments within DFAIT. As well, 30 of our EX-1s, 2s and 3s participated in the competition for the Pre-qualified Pool (PQP) for