



employability at missions abroad, when there are no incremental costs and when the spouse conforms to the population for which the training is designed. However, this policy has been interpreted and applied without much consistency throughout DFAIT. The policy and the regulations that support it need to be clarified and their scope broadened to include considerations such as eligibility criteria, managerial sponsorship, assessment of the potential for employment in DFAIT, resource implications and eventual Treasury Board exemptions. To that end, SPD and CFSI will undertake a review of training policies and practices which may be necessary to support the Spousal Employment Policy more effectively.

#### *Other Initiatives*

We will explore options for covering training costs to enable spouses both in Ottawa and at posts abroad to upgrade skills by means of traditional and distance education. We will also explore the possibility of extending coverage of FSD 17 regarding spousal employment assistance. In particular, we would suggest extending eligibility to receive coverage under FSD17.02 (covering costs for a professionally-prepared curriculum vitae to assist in finding suitable employment) to include any spouse returning from a posting abroad, whether or not that spouse was employed until six months prior to departure from Canada. We would also recommend extending eligibility to cover costs incurred no later than one year following arrival at the new place of duty. With respect to FSD 17.01, we will explore the possibility of extending coverage to include professional job placement help and upgrading of skills.

Assignment officers will be instructed to continue to consider the impact of the assignment of employee couples on the career prospects of other employees. Where practicable, and where conflict of interest can be avoided, the assignment of employee couples will be encouraged.