

(a) **Immigration:** the FS social affairs stream will be maintained under EIC management. All members of the FS social affairs stream (FS1D to EXFS2) will be offered positions at their current FS group and level by EIC. Those FS social affairs officers who choose not to accept the offer of employment at EIC will be covered under the provisions of the Government's workforce adjustment (WFA) policy and will be eligible for a cash-out. Separate questions and answers on the WFA policy are attached.

(b) **Non-rotational employees:** those non-rotational employees occupying positions related to the delivery of programs to be transferred to other organizations (see paragraph one) will be offered new positions at their current group and level by the recipient organizations. Those non-rotational employees who choose not to accept such offers of employment from the recipient organizations will be covered under the provisions of the Government's workforce adjustment (WFA) policy and will be eligible for a cash-out. The one exception to this guideline involves non-rotational employees occupying headquarters positions in the international cultural and academic relations programs which are to be transferred to the Canada Council. In this instance such employees will be offered an equivalent position at the Canada Council. If they choose not to accept this offer, these employees will be offered an equivalent position within the Public Service unless they wish to take a cash-out. Separate questions and answers on the WFA policy are attached.

(c) **Rotational employees** (other than social affairs FS officers): those rotational employees (FS, administration and support) who are currently occupying positions related to the delivery of programs to be transferred to other organizations (see paragraph one) will remain with EAITC at their current substantive group and level. Some of these employees may be seconded to the recipient organizations for a specific period of time to facilitate continuity and the delivery of these transferred programs.

Personnel Branch will do its best to answer all your enquiries as quickly as possible. Should you have questions after reading all the background literature, please contact the following individuals in the Personnel Branch:

(a) FS employees from the social stream should contact their assignment officer (Jean Roberge 992-7480, Gary McDonald 995-6726 and Barbara Sandilands 995-5177) in APM;

(b) non-rotational employees from OFB and from the program divisions (RGP, PGP, GRP, LGP, URR) should contact Elaine Butcher/APSO (992-7318); and