

EX REDUCTIONS
AND REORGANIZATION

QUESTIONS AND ANSWERS

1. Q. Has the EX reduction produced another round of PY and position cuts?

A. No. By March 31, 1993 we will have to reduce the number of EXs in the Department to 429. At the same time, we want to bring the number of positions classified at the SM/EX level into line with the allowable number of EXs. During the March reduction exercise, a number of positions, including EX, were cut. In this exercise, however, the reductions will be met by converting existing EX positions to non-management positions. In most cases, this will mean to FS-2. The PYs and positions are, therefore, not lost.

2. Q. How many EXs will have to leave and how will this be done?

A. In order to reach our TEC (Target Executive Complement of 429), about 60 EXs (people) will have to leave before March 31, 1993. Workforce Adjustment provisions apply and we had hoped that most departures would be voluntary. However, we are still far short of the number required and may, therefore, have to resort to involuntary departures through reverse order of merit. The mechanism is similar to a promotion board except that the purpose is to identify the bottom ranking individuals who would eventually be declared surplus to requirements. A final decision will be taken in September.

3. Q. How many positions were affected?

A. We have 505 TEC consuming positions. We therefore need to reduce the number by 76 (positions) to reach our TEC. In March, 19 of the 310 cuts were SM/EX positions. In addition, we have 15 EX positions (OMTN/NAFTA) that will sunset. These 34 are included in the reduction number. That leaves a requirement of 42. ADMs identified 48 positions for conversion. The additional 6 allows for anticipated incremental EX positions, e.g., the head of the Foreign Service Academy.

4. Q. How were the positions for conversion identified?

A. This was done in two ways. First, EX positions were reviewed to confirm a requirement for classification at the management level. EX positions which created situations of more than four layers of management under the DM came under close scrutiny and most were converted (e.g. Deputy Director positions at the SM/EX level). Positions abroad which were classified many years ago but are in areas where managerial responsibilities have decreased or program priorities have shifted were also looked at carefully and a large number converted. Secondly, ADMs were asked some time ago to examine their organizations with a view to streamlining