



APPENDIX C: ROTATIONALITY PAPERS

departments for career development. They would, however, not be labelled differently and they would have an equal opportunity to compete for more senior positions in the department. EX-1 to EX-2 and EX-2 to EX-3 Boards would be de-streamed and open equally to rotational and non-rotational officers. This open, de-streamed system will be more consistent with the new public service wide management of executives at the EX 4 and 5 levels.

20. After the implementation of UCS and the introduction of a department-wide competency-based system which will give us comparable competency requirements across different employee groups at similar levels, we can look at the possibility of pooling all EX-1 level positions as well.

C) Lateral Entry

21. In a separate document we have proposed the introduction of a regular lateral entry mechanism that is designed to accommodate two kinds of lateral entry requirements. The first is for employees who want to become rotational, who are doing work similar to rotational groups and whose positions could be converted to a rotational pool. The positions for potential conversion will be identified in the UCS exercise. The second is for management when demographic or other operational shortfalls (eg skills) require rotational pool shortages to be staffed at levels higher than the entry level.

D) Single Assignments

22. For non-rotational employees not interested in lateral entry there is still considerable merit in single assignments either at HQ or abroad as a career development opportunity to broaden experience. This may be of particular interest to officers who want to be considered for promotion to the more senior positions. Single assignments now are taking place but managed on an ad hoc basis. It would not be difficult to build a process of including single assignment opportunities into the current rotational assignment process. When assignment divisions go out asking for posting preferences non-rotational employees can be invited to submit applications as well. The current criteria for choosing successful single assignment candidates would be applied. Additionally, during Branch consultations on staffing managers could be consulted about non-rotational employees who would benefit from single assignments, either elsewhere at HQ or abroad. The non-rotational career assignment officer in the Human Resource Policy Division will be identified as the co-ordinator for non-rotational personnel interested in single assignments. This assignment officer also would be available to assist non-rotational employees integrate single assignments into a longer term career development plan.

E) Link to La Relève and PS

23. Traditionally many DFAIT non-rotational officers, particularly in the corporate services sectors have looked to other government departments for onward career opportunities. Now through the AEXDP and PQP exercises executive level officers throughout government are being encouraged to look at the broader public service for career development opportunities. DFAIT EX officers, in both program and corporate services should be encouraged to take