

SCY and CR Groups

of support personnel, particularly, but not only, at "one-SCY" missions.

DEPUTIES' RESPONSE: We agree with the above recommendations and will ensure that officers responsible from Personnel and geographic divisions work together to resolve the issues.

9. The UCS exercise gives us an opportunity to address perceived inequities in classification both between departments and within DFAIT. *The UCS evaluation should be conducted in such a way as to expose and eliminate perceived classification inequities.*

DEPUTIES' RESPONSE: Unfortunately, we have no direct say over UCS implementation. We do however, expect that inequities in classification will be eliminated as this is one of the major goals of the exercise.

10. In recent years positions have been lost to the stream through upward reclassification. Often these reclassified positions have been filled by members of the stream on an acting basis. In recognition of the this fact and in order to take account of the demonstrated experience and ability of members of the stream, rotational CR and SCY positions reclassified to other groups (eg. AS) should be retained by the stream and filled, through competition, by members of the stream.

DEPUTIES' RESPONSE: This issue will require additional consultation in order to produce a long lasting and widely accepted resolution. In principle, we agree that employees with proven skills and experience should be given the opportunity to advance.