



The Management/Consular group is split between home and abroad as follows:

Level	Headquarters	Abroad
FS2	4	2
FS1	1	1
AS8	3	0
AS7	1	3
AS6	10	13
AS5	7	22
AS4	4	52
AS3	32	39
AS2	12	2
AS1	3	0
Total	77	134

5.3.2.2 Demographics and Recruitment

As we mentioned last year, the next application of the analytical model (described in section 4.2.1.3 above) will be to the Management/Consular stream. Once we have analysed the stream's demographics, we will work with the Stream Advisory Committee to develop career and succession planning strategies as we continue to recruit well-qualified, entry-level officers.

As we improve the professionalism of the Management/Consular stream through selective recruitment and competency development through formal training and job rotation, we will continue to reserve a number of stream openings each year for qualified personnel, including CRs and SCYs. The Management/Consular stream is a natural continuation for the departmental careers of excellent administrative support personnel. To the extent that we can, we will always favour investment in our people, and we also recognise that the female-dominated support groups must have promotional opportunities they can aspire to on merit. Last year we promoted 20 senior rotational and non-rotational administrative support into the stream through a rigorous competitive process, which tests for competencies and equivalencies for university education. This program will be preserved for the foreseeable future.

5.3.2.3 UCS and Group Structure

In the course of a classification review in 1995, the department took the position, with which Treasury Board agreed, that the addition of consular duties to the Administrative Services group justified its inclusion as a fourth stream within the FS group. Although the recommendation was never implemented for reasons unconnected with group allocation, our position remains the same and enjoys the support of the Stream Advisory