

EAITC. FS social affairs officers will continue to be rotational and to be members of PAFSO (as was the case from 1971-81). Management at EAITC and EIC will work together with PAFSO and its membership in the pursuit of common objectives (eg. FS restructuring, contract renegotiation etc).

5. Will the substance of the work of an FS social affairs officer change?

Best efforts will be made to transfer to EIC the existing immigration organizational and management structure at EAITC with the **minimum** of change or disruption. Job content at headquarters should not change significantly. Abroad there will be no change. Social affairs officers will continue to deliver the immigration program under the responsibility of the HOM, but will now report direct to EIC.

6. What if I chose not to accept EIC's offer? What are my options? Can I transfer to another FS stream; if not immediately, eventually?

All members of the FS social affairs stream will receive an offer from EIC at their current FS level and salary. While EAITC and EIC will, of course, facilitate an ongoing program of secondments, in particular to fill all immigration positions abroad, it will not be possible to accommodate transfers of social affairs officers to the other two FS streams. Those FS social affairs officers who decide not to accept the offer of employment at EIC will be covered under the provisions of the Government's Workforce Adjustment (WFA) policy. (See separate questions and answers on the WFA program.)

7. What, if any, will be the impact of the decision to transfer the immigration program to EIC on the assignment process this summer?

(a) If your posting abroad is not due to end this summer or if you are being crossposted, you should not be affected by this change. If you are scheduled to return to headquarters, you will as of this fall most likely be performing your duties at EIC and not EAITC headquarters.

(b) If you are on a cross-stream assignment or on assignment to another organization (other than EIC), and if your assignment is due to conclude this summer, you will be reassigned either to EIC HQ or abroad. If your assignment is not due to conclude before 1993, you will normally remain in your current position. These matters, however, will have to be discussed on a case-by-case basis by EAITC and EIC management.