

## Management/Consular Stream

DEPUTIES' RESPONSE: Agreed. As indicated in our speech, the Political/Economic Assignment Division will assume responsibility for and be properly staffed to ensure the management of the CO and ES groups, and the Management Consular Stream.

3. That Deputies announce that this new unit will be requested to work with FS assignment officers in SPF to identify at least 5 cross-stream assignments per year at Headquarters for promising MCS officers.

DEPUTIES' RESPONSE: While we believe it may be unrealistic to establish annual targets for cross-stream assignments for MCS officers into the FS group, nevertheless we agree that interest in cross-stream assignments should be encouraged and supported whenever possible, bearing in mind normal operational constraints.

4. That Deputies announce that junior FS officers with appropriate educational qualifications (finance, commerce, business administration) can equally be considered for cross-stream assignments as Management Consular officers at missions and given training to facilitate their assignments.

DEPUTIES' RESPONSE: Agreed. Although there is a shortage of FS officers at Headquarters, as a matter of larger Departmental interest FS officers are provided with the opportunity for cross-stream, interchange and other assignments outside the Department. FS officers interested in a cross-stream assignment as a Management Consular stream officer at a mission or in Headquarters will be considered in this light.

5. That Deputies commission a study of management/consular workload at small and medium missions to determine whether the Management Consular stream recommendation for additional Canada-based staff in a senior/junior configuration can be substantiated.

DEPUTIES' RESPONSE: Agreed. SIX will be tasked to work with SMD, Mission Administrative Officers and Area Management Offices to determine whether changes to the management/consular workload at missions substantiates the addition of incremental Canada-based MCS staff.

6. That Deputies announce that as a matter of policy and in the interests of client service, over the coming 5 years all Management Consular stream officers will be trained, or retrained, to the 'C' level, recognizing that there may be a need to "grandfather" certain employees pre-retirement. The annual costs for this initiative will range from approximately \$358,000 to \$689,000 depending on costing assumptions (*See Annex 13*).