

## E. Locally Engaged Staff (LES)

*Locally engaged staff form the largest departmental employee group. They represent Canada and are critical to the delivery of our programs abroad.*



### DFAIT GOALS

- ◆ Focus on improved management of LES
- ◆ Ensure LES are equipped to be effective as Canada's voice abroad
- ◆ Provide a total compensation focus for LES
- ◆ Increase & enhance LES training & communications

### KEY ACHIEVEMENTS

- ✓ Created LES Division with additional resources
- ✓ Implemented new compensation process
- ✓ Approved LES Training Strategy
- ✓ Piloted two in-Canada training programs and scheduled four other programs in Feb/March 2000
- ✓ Developed a pre-posting course for managers called "Managing Staff Abroad"
- ✓ Opened an Intranet LES discussion site
- ✓ Initiated liaison visits (Europe, Middle East and Asia/Pacific)

### ACTION PLAN HIGHLIGHTS

#### Compensation

- ◆ Complete/refine methodology and survey for compensation
- ◆ Complete consular and System Administrator classification review
- ◆ Identify best sources of Benefits/Pensions survey data

#### Training

- ◆ Implement the LES Training Strategy (on virtual campus and in-Canada training)

#### Communication

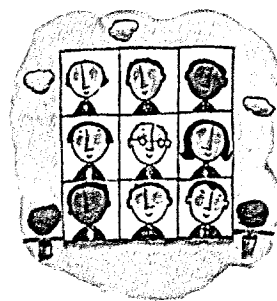
- ◆ Increase use of Intranet to communicate with LES
- ◆ Implement regular liaison visits program in selected missions

#### DID YOU KNOW?

- ✓ 74% of staff at missions abroad are locally engaged.

## F. Enabling Culture

*A more open, transparent & inclusive workplace is essential for gaining the efficiency & efficacy that our foreign policy & trade challenges require. Given DFAIT's unique mission, a balanced workforce, representative of Canada, is essential.*



### DFAIT GOALS

- ◆ Enhance the diverse & bilingual character of the workforce to reflect Canadian society
- ◆ Promote an inclusive work environment
- ◆ Support our employees & their dependents abroad

### KEY ACHIEVEMENTS

- ✓ Reinstated in-house Official Language Training
- ✓ Piloted diversity training
- ✓ Improved access to employment for spouses through the Spousal Employment Database

### ACTION PLAN HIGHLIGHTS

#### Official Languages(OL)

- ◆ Appoint Bureau and Mission OL Champions
- ◆ Provide OL training opportunities for rotational spouses
- ◆ Expand maintenance language training
- ◆ Broaden OL training to Management/Consular Stream
- ◆ Include OL in accountability arrangements

#### Employment Equity (EE)

- ◆ Deliver Employment Equity and diversity training to all managers
- ◆ Achieve full compliance with legislated employment equity obligations

#### Spousal Employment

- ◆ Strengthen guidelines; broaden access to Spousal Data Bank
- ◆ Conduct feasibility study on pension/EI coverage for spouses
- ◆ Provide career counselling services to spouses

#### DID YOU KNOW?

- ✓ 253 employees received official language training last year.