



eligible to compete for EX-2 positions on a promotion-to-level basis from within the pool.

5.2.2.2 Rotational Pool

We propose to convert all EX-2s and EX-3s - rotational and non-rotational - into a single rotational pool, subject to the individual agreement of each non-rotational EX. This will provide DFAIT with greater flexibility in the deployment at home and abroad of this valuable departmental resource. Those non-rotational EXs who do not wish to become rotational will be exempted from rotationality on a present-incumbent-only basis. (see Appendix C)

5.2.2.3 Accelerated Executive Development Program (AEXDP)

We encourage our Executives to participate in the AEXDP, and many already have. As a condition of entry into the AEXDP, successful candidates become corporate resources. In practical terms, this means that they cease to be employed by specific departments and are instead appointed to a pool of positions in the Public Service Commission and remain in that pool until they graduate from the Program, usually within three years. The program has both learning and assignment components framed around Public-Service wide core competencies, and is tailored to those who are interested in particular in accelerating their development as senior managers in the Canadian Public Service. While on the program, participants are not assigned to their former home Departments. Upon completion of the program however, they would be eligible for consideration for positions in DFAIT as vacancies occur. We recognize that experience with assignments in other departments and central agencies may sometimes be the quickest route to the acquisition of competencies that are critical to the business purposes of both SFAIT and the Public Service at large. For DFAIT Executives who find the AEXDP program less aligned with their personal interests, it is important to underline that all Deputies continue to have open to them a variety of means for the promotion and selection of their management teams. In the case of DFAIT, this includes competitive processes, assignments from the rotational foreign service pool, and annual rotational promotion exercises for EX levels where vacancies permit.

5.2.3 EX-4s & EX-5s, THE ADM POOL AND THE ADM-PQP

Since early 1997, all existing EX-4s and EX-5s have been invited to opt-in to the ADM Pool, through which the career management of all Assistant Deputy Ministers in the Public Service is undertaken in consultation with the DM-level Committee of Senior Officials (COSO), which is chaired by the Clerk of the Privy Council. Although ADMs are considered to be and are managed as a Public-Service-wide corporate resource, ADMs are and remain employees of the Departments and Agencies in which they are assigned. Since April 1997 all newly appointed ADMs are automatically included in the ADM Pool as a condition of their employment. The same holds true for all candidates who qualify in the annual ADM-PQP process administered by the Public Service