

EXHIBIT 5 - NARRATIVE

Exhibit 5 highlights specific areas that the Department will be addressing over the next five years. The chart does not show the larger framework within which the Department will be approaching the plan. This framework may be broken down into three areas which are being investigated:

1. The entry level.
2. Opportunities for advancement within each group and for moving from one group or category to another.
3. Special constraints (i.e. areas where there may be problems related more specifically to the employment of women in the Department).

The Department is concentrating on a "system" to provide more opportunities for advancement for its rotational and non-rotational employees and to increase employees' chances of meeting the requirements of the next higher level. Attention is being focused on:

- (a) lateral transfers;
- (b) a proposed foreign service employee concept whereby rotational support staff could move between the main areas of activities now classified in the CM, CR and ST-SCY groups;
- (c) providing opportunities to move into officer categories by means of the FS internal competition and the Officer Specialist Development Programme;
- (d) providing more single assignment possibilities for specialist officers.