



The Bureau has the following composition:

Group	Rotational		Non-rotational
	Headquarters	Abroad	
AS		2	32
CM		5	1
CR		11	69
CS	50	38	83
DA-PRO		2	13
EL	50	55	6
EN-ENG			1
GS-ST			4
IS			1
LS			16
OM			3
PG			7
PR-COM			1
SI			48
ST-SCY			8
Total	50	113	293

5.4.5.4.1 The Public Service plan

The Functional Plan for the Information Community published by the Chief Information Officer in May 1997 identified four urgent areas for action: compensation; outsourcing; recruitment and training; and the Year 2000 problem.

Since then:

- a collective agreement has been negotiated with the CS group that increased the pay envelope for CSs by 17.13%;
- while a three-year corporate HR strategy, and a recruitment, retention and training action plan are being developed, special recruitment offices have been established by the PSC to recruit Information Management Technology (IT) specialists into government and pilot programs are underway to explore alternative resourcing arrangements, such as selective outsourcing;
- a common competencies profile is being developed for the IT community in partnership with the Software Human Resource Council, for use inside and outside government;
- significant investments are being made in employee development to replenish the pool of qualified resources; and
- a Y2K action plan has been developed to help the Public Service recruit, allocate and retain qualified professionals throughout the critical conversion period.