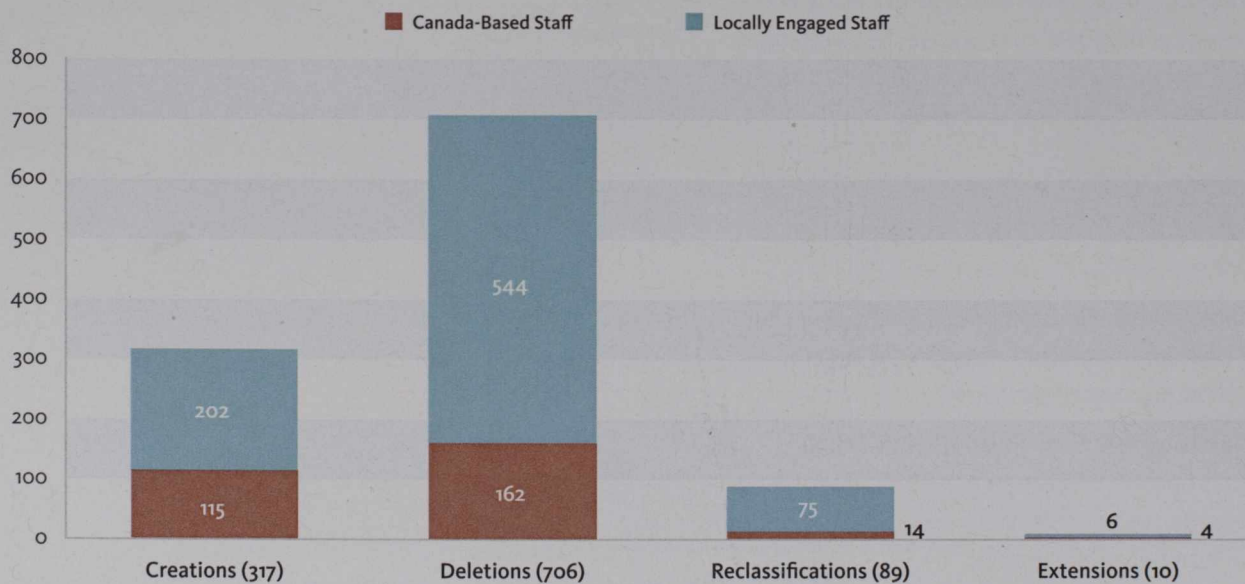


## POSITION CHANGES: COMMITTEE ON REPRESENTATION ABROAD

The Committee on Representation Abroad (CORA) was established in 2000 to examine requests for position changes at missions abroad. CORA's purpose is to facilitate a structural and comprehensive assessment of all position change requests and to make recommendations to senior management.

CORA members include common-service stakeholders (property, information management and technology, human resources and security) and DFATD program representatives. Since 2010–2011, partner representatives have also been invited to participate. See the footnote<sup>12</sup> for a description of CORA's process. When CORA recommends a position change, the relevant cost estimate is sent to the sponsoring partner or co-locator for approval and confirmation. Once approved and funded, an authorization message is issued to the partner or co-locator, along with internal stakeholders and missions, indicating that the position change has met all the necessary criteria and can be implemented.

**FIGURE 27**  
2012–2013 Breakdown of CBS and LES Position Changes\*



Source: CMTS, March 31, 2013.

\*Three transactions are not shown in this chart: one change of sponsor, and two regularizations.

Note: Does not include the 24 position changes in regional offices across Canada.

<sup>12</sup> The annual CORA cycle typically begins in October, when a call letter is sent to all partners and co-locators requesting position-change proposals for the upcoming fiscal year. In January, partners and co-locators discuss their proposals with DFATD stakeholders during an interdepartmental and intergovernmental consultative meeting. Operational, resource and administrative issues are addressed at this time. Proposals discussed are entered into the Case Management Tracking System (CMTS) database and are subsequently passed on to CORA for review and recommendation. Some proposals are withdrawn due to unresolvable issues and are therefore not entered into CMTS.