

16. Creation of an annual Under-Secretary's Award for unique team work or project-related achievements. A full program of departmental awards will be instituted by April 1, 1991.
17. Introduction immediately of the Self Funded Leave program for the Department recently approved by the Treasury Board. Employees will be able to take leave without pay for a period of six months to one year, in anticipation of which a portion of salary may be deposited into a Trust fund and be used for support during the period of leave. A circular document announcing the plan will be issued in July 1990.

III. Initiatives to change how the Personnel Branch will be organized to pursue the above objectives, will include:

1. Establishment of a separate assignment division in APD to manage rotational administrative and support services employee categories. The objective will be to create a more effective operation from the standpoint of both managers and employers. To make this possible, additional staff will be added to the division (September 1990).
2. Establishment of an assignment Division in APD to manage all EX rotational employees (replaces ACBX), once fully de-streamed. (Summer 1991)
3. Combining into a single Division in APD the current FS assignment Divisions, in order to share expertise and support services and to improve coordination of stream specific and cross-stream training, professional development and assignments. (Summer 1991)
4. Creation of a new unit in APS to administer all rotational recruitment, appraisals and promotion processes. (September 1990)
5. Assignment of the management of the employment equity program to a new unit in APS. (August 1990)
6. Strengthening of APSP, which was established last summer as a personnel service unit for non-rotational employees with responsibility for an expanded program of non-rotational career planning and assignments.