

## CORPORATE REVIEW

### **Initiatives in Human Resources Management**

An integrated package of changes in structures, procedures and Personnel Branch organization will be introduced in the months following the conclusion of the Corporate Review. The initiatives have been designed to respond simultaneously to employee needs for improved long term career opportunities, to meet the rapidly evolving knowledge and professional requirements of the Department and to assist management and employees to develop and deploy both the broad and specialized expertise which has always characterized EAITC. More specifically, the Corporate Review exercise identified the following objectives for Human Resources Management in the 1990's:

1. A much strengthened integration of the rotational and non-rotational cadres in the Department;
2. Improved career opportunities and career support for non-rotational employees;
3. Improved transparency of the process for appraisals and promotions for all rotational groups;
4. Fewer constraints and more support for cross-group and cross-stream assignments, for assignments between rotational and non-rotational groups, and for secondments out of the Department;
5. Better career opportunities in the support services and administrative categories;
6. Increased recognition of the importance and continuing contribution of locally-engaged staff;
7. Increased delegation of personnel management authority to managers;
8. Better reflection of Canada's demographic characteristics in the Department;
9. Improved facility for operating in both official languages; and
10. A much enhanced capacity for developing and maintaining the Department's professional, management and foreign and official language skills.