

7.3.2 Rotational Staff/Other Groups

Recruitment is done externally into entry or training level positions. For the As group, the recruitment is currently done using the PSC's inventory or an internal competition process. Candidates for the other categories are sought through advertisement.

An operational priority in the hiring of this group is the need to provide bilingual services at home and abroad. Within that constraint every effort is made to attract and hire target group members.

Problems identified:

- Because knowledge of both official languages has traditionally been a basic requirement in our recruitment process, this has tended to impede recruitment of target group members especially for the AS and SCY groups.

- The number and quality of target group members referred by the PSC to the department for consideration in the AS recruitment has been inadequate.

7.3.3 Non-Rotational Staff/All Categories

Candidates are recruited externally for entry-level positions. Recruitment to other levels is done through competitions based on PSC area of competition guidelines.

To ensure that target group members obtain employment in the Department, it is essential that they be apprised of employment opportunities, encouraged to apply for them, that a national inventory of such applicants be maintained and managers be required to consider these applicants on the basis of their abilities.

Problem identified:

- Because non-rotational staff are permanently stationed in the National Capital Region, they are generally hired locally. A handicap for the Department in raising the proportion of visible minorities and aboriginal people is that the Department has no office other than the Passport office in urban centres where these groups form major communities.