

R-36            That the Department establish a policy under which it could pay fees for FSOs taking suitable job related courses at universities at posts abroad which would contribute to their development.

R-37            That the Personnel Planning and Development Division develop and incorporate in its supplementary orientation training for new entry officers some education in the basic concepts of the managerial role and some skill training in the supervision of support staff and junior officers.

Managerial  
training

R-38            That the Personnel Planning and Development Division develop or obtain an educational programme in the concepts and work of the professional manager to be given to all foreign service officers now on strength during tours of duty in Ottawa.

R-39            That when the necessary training facility is available, Personnel Planning and Development Division provide skill training and coaching to all foreign service officers on career planning and performance appraisal communications with subordinates.

R-40            That a programme of interviews of foreign service officers by a personnel officer be inaugurated as soon as possible so that every foreign service officer shall have an opportunity to discuss thoroughly and informally past ratings and postings, career aspirations and other personnel matters affecting him, such interviews to be held at a time free of imminent posting or promotion decisions.

Development

R-41            That the foreign service officer rating form be revised to change the basis of rating from personal characteristics to work requirements.