

SCY and CR Groups

5. As members of this group begin to retire, it will be impossible to replace their experience and skills with unskilled recruits at the traditional entry level. *The entry level for new recruits should be raised.*

DEPUTIES' RESPONSE: Agreed.

6. The HRDC "Workforce of the Future" project recommended continuous learning and training in generic skills as well as task-specific training. A smaller, more adaptable and flexible DFAIT workforce will require this kind of preparation and development. Consistent with HRDC's findings, and *La Relève* initiatives, *individual training plans, with a set number of training days should be established.*

DEPUTIES' RESPONSE: Agreed. Managers will identify training needs, in cooperation with their employees and will identify the necessary resources and make time available for training.

7. *CFSI should also accelerate the introduction of the "Information Assistant" certificate program currently under development.*

DEPUTIES' RESPONSE: Agreed. The CFSI has accelerated work on this program.

8. The predicament of employees at "one-SCY missions" has been well-documented by HR Bureau and by the Inspector General's office. The Department should take a number of steps to deal with the problem:

- *additional "floater" positions should be established to allow for cost-effective temporary duty replacements;*
- *the cost of temporary duty replacements should be borne by the bureaux responsible for cutting CB positions;*
- *Heads of Mission and other managers should be instructed that CB rotational support employees at missions abroad are not, and cannot be treated as, personal assistants; they are administrative employees with mission-wide responsibilities;*
- *a departmental ethics policy should address the question of the fair treatment*