

8.3. INTER-GROUP MOBILITY

THE PROBLEM

Lateral transfers to the CR group for rotational personnel are not possible.

DISCUSSION

Some secretaries expressed a desire to transfer into the CR Group - a group they feel is held in higher esteem than the SCY Group. At present, a lateral transfer is not possible for rotational employees. It is recognized that lateral transfers from the SCY to CR group would reduce the promotional opportunities for CRs and that a decision to allow lateral transfers would not be too popular with CRs. However, many secretaries feel that, just because they have shorthand and typing skills, they should not be doomed forever to using only these skills - they have other skills as well and could just as easily have chosen the CR Group at the commencement of their careers. Furthermore, some secretaries who do not wish to leave the SCY stream nonetheless would like to acquire CR administrative experience through an assignment to an equivalent CR position, on a one-time basis.

WE THEREFORE RECOMMEND THAT

1. *The Department consider opening up opportunities for lateral transfer from the SCY to the CR Group - perhaps by competition. (For example, in a given promotion exercise, a proportion of positions would be reserved for competition among SCYs. It is conceded that the number would have to be kept low so as not to jeopardize the career advancement of CRs.)*
2. *A policy be developed to allow SCYs to fill CR positions on a one-time basis.*