

functions as required as a condition of delegation from central agencies. The Official Languages Section administers both the Department's Official Languages Program, providing "mandatory input" and guidance, and the Federal Government's policy on official languages. In addition, the Personnel Policy and Official Languages Division has undertaken to provide other governments, on request, with programs of training in the organization and operation of a foreign service. In co-operation with the Public Service Commission, this division is preparing a seminar on Canadian foreign policy for executives of the public service.

Renewed emphasis was placed during the year on improving the Department's ability to provide the specialized training and career development needed to enable its support personnel to function effectively both in Canada and abroad.

The Department has adopted a policy of "career-streaming" for its Foreign Service Officers. This is designed to assist officers in developing increased expertise in key areas of international relations and a deeper understanding of major Canadian domestic policies. The latter purpose will be achieved by increasing the number of secondments to other departments and agencies of government.

The appraisal and promotion system has continued to evolve in response to the challenge of the uniquely mobile character of the Department's operations. About 145 officers were posted during the year.

The National Joint Council began its triennial review of the Foreign Service Directives: management and staff associations consulted on the revision of the Directives to ensure that they remained responsive to changing circumstances and provided not only incentive to serve abroad but where possible conditions of work comparable to those in Ottawa. The Directives are designed to recognize the requirement for employees to work abroad in a wide variety of circumstances and environments, while promoting good morale and the effective performance of duties.

During the year, a set of regulations governing locally-engaged staff was completed, which will be introduced at posts on a gradual basis to ensure the effective administration of locally-engaged staff throughout the world.

(A complete listing of Canada's missions abroad may be obtained from the Domestic Information Programs Division of the Department).

Physical Resources

The management of the Department's overseas real estate is entrusted to the Bureau of Physical Resources. The bureau also has