

Champion - Doreen Steidle

1. A strong and unequivocal message from Deputies to the Management Consular stream, reinforced at the Town Hall meeting, that acknowledges:
  1. delays in FS conversion but firmly commits to the concept pending UCS implementation;
  2. that even after UCS implementation there will nonetheless be a complex process of formal consultations with bargaining agents and the employer;
  - that in the past the Department has not recognized or perhaps appropriately valued the complexity of Management Consular work;
  - that even with conversion to the FS category there are still issues of upward mobility and career management to be resolved.

**DEPUTIES' RESPONSE:** Agreed. The Executive Committee has given its approval for the conversion to the FS group. This process is now held by the UCS exercise. The Treasury Board, as the Employer has indicated that it is not willing to consider this conversion prior to the completion of the UCS conversion. We are committed to carrying this process through and will approach the Treasury Board as soon as they are in a position to deal with the matter. There is no question that the work performed by the members of the Management Consular Stream is essential to the Department. The consular function is one of the core functions of DFAIT and we could not operate without the remarkable contribution of the officers of this stream in the administration of our assets. We are very pleased that access to EX positions is regular and believe that this constitutes an important component of upward mobility for members of the stream. This, along with regular promotion exercises at all level should contribute to the perception of real career growth prospects.

2. That Deputies announce at the Town Hall meeting that although UCS implementation and FS conversion is an activity which is pending, sufficient complementarity exists between the Management Consular Stream and the FS group to form a new assignment unit in SPF, the Trade/Political Personnel Division, to manage MCS careers and cross-stream assignments.