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Department of Foreign Affairs
and International Trade



Ministère des Affaires étrangères
et du Commerce international

June 3, 1999

Dear Colleague,

During the past two years, one of our over-riding goals has been to revitalise our human resources management system. Only by creating a long-term comprehensive integrated human resources strategy can we successfully conduct our mandated responsibilities well into the next century.

Our Human Resources Strategy was designed to reflect an evolving process. Its success depends on the active participation of everyone.

At the Town Hall meeting we hosted last October, we introduced the 13 Champions who were to investigate the major issues and report back to us with concrete recommendations. Since then, the Champions have consulted with employees from all occupational groups and levels. Some have worked with steering committees while others have held open consultations or have met individually with members of constituent employee groups.

The following pages summarize the Champions' recommendations and our responses to them. Some are straightforward; others, complex. Most have been under discussion for some time now while others are completely new. We believe that everyone will be positively affected by at least one of the announcements contained within this document.

We agree with most of the recommendations and will be able to implement many of them in the very near future. And we are beginning to implement many of them now.

This is an ongoing process. Thanks to you all for your continued support.

Robert G. Wright
Deputy Minister for International Trade

Donald Campbell
Deputy Minister

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