



5.1.4 OVERVIEW OF HR INITIATIVES IN PROGRESS

The following table shows progress to date and the timeline ahead for several of the HR initiatives of importance to the LES community.

SELECTED HR INITIATIVES	PROGRESS	COMMENT	TIMELINE		
			FY 98-99	FY 99-00	FY 00-01
Clarifying the role of LES		Study launched, report submitted			
Classification conversion		Completed in 05/98.			
Compensation policy reform		Completed-UNDP/Hay data for '98			
Training		Strategy done- phased implement.			
HR function reform		Pension/insurance group created			

Design Implement Maintain

5.2 EX GROUP

5.2.1 PROFILE

With the advent of the Executive programs of La Relève during the last year, all EX-4s and EX-5s, including those employed by DFAIT, are now treated as a corporate resource and managed as a single pool across the full Public Service. Accordingly, this community perspective treats EX-1s to EX-3s separately from EX-4s and EX-5s.

Level	Rotational		Non-rotational
	Headquarters	Abroad	
EX5	6	5	1
EX4	1	20	
EX3	26	75	4
EX2	8	63	4
EX1*	128	59	14
Total	169	222	22

* Does not include approx. 21 unclassified EX positions in the Political/Economic stream & 32 unclassified EX positions in the Trade stream.

5.2.2 EX-1S TO 3S

5.2.2.1 Stream Ownership of EX Positions

The current channels of entry into the EX Group via positions owned by the rotational FS, rotational M/C and non-rotational streams will be preserved for the EX-1 level. These channels are critical to the career management of these streams. All EX-1s will remain as they are, either rotational or non-rotational. Once in the pool, however, all EX-1s will be