

## POSITION CHANGES: TYPES OF TRANSACTIONS

During 2012-2013, 1,440 proposals to change positions were submitted; 291 proposals were subsequently withdrawn and the remainder were all processed: 295 involved CBS positions abroad, 830 involved LES positions abroad (for a total of 1,125 positions abroad) and 24 involved regional offices in Canada.

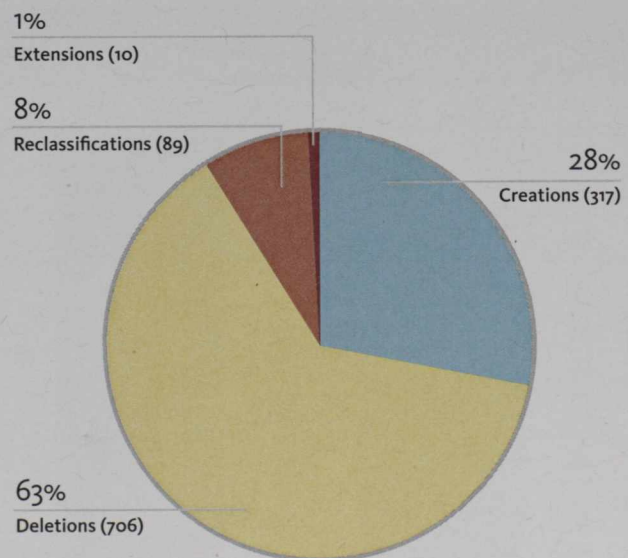
The Committee on Representation Abroad (CORA) reviewed all position changes.

Positions abroad may be changed through transactions resulting in the creation, deletion, reclassification, extension or regularization of a position, with each transaction counting as one position change. For example, some reclassifications entail two requests: one to reclassify the position and one to create the position being reclassified. In this case, both changes would count as transactions, even if the net impact on the total number of positions was zero.

- There are four types of "creation" transactions:
  - Standard: One new LES or a CBS position in the network;
  - Redeployment: Position linked to the deletion of a position in another mission (no impact on the total number of positions);
  - Reclassification: Significant change in job description creates a new position, to which a new number is assigned (no impact on the total number of positions);
  - Internal: Change in type of position within the same mission (e.g. CBS to LES) which has no impact on the total number of positions).
- There are four types of "deletion" transactions:
  - Standard: Elimination of a LES or CBS position (one fewer position in the network).
  - Redeployment: Position linked to the creation of a position in another mission (no impact on the total number of positions).

- Reclassification: deletion of an existing position and of its assigned number, due to a significant change in job duties requiring a new position (no impact on the total number of positions).
- Internal: Change in type of position within the same mission (e.g. CBS to LES), that has no impact on the total number of positions).
- Reclassification: Change resulting from the natural evolution of duties requires that the position be reclassified (does not require a new number).
- Extension: The term for a position is extended or a term position becomes indeterminate.

**FIGURE 26**  
2012-2013 Position Changes\* at Missions by Transaction Type



Source: Case Management Tracking System (CMTS), March 31, 2013.

\* Three transactions are not shown in this chart: one change of sponsor and two regularizations.

Note: Does not include the 24 position changes in regional offices across Canada.