

1995-96 Activities

- ▶ Research and analysis of organizational needs for the development of human resources policies and programs.
- ▶ Consultation with employees, managers and unions in the development of these policies and programs.

Resources required: The policies will be developed within allocated resources. The implementation of the HRMP will require additional resources: Employees Assistance Program \$25,000; Human Resources Information System \$35,000.

4.7 Transitional Human Resources Management Plan

Background

As outlined in Subsection 4.10 Office Automation and Subsection 4.11 Technology Enhancement Plan Phase III, 1995-96 will see the introduction in the Passport Office of new technologies. The TEP will affect all aspects of the issuance process of Canadian travel documents, from examination of applications to file storage and microfilming. It will have an impact on support and corporate services.

At the same time, for the implementation of TEP to be successful, we need employees who are informed about, prepared for, and committed to the process. Accordingly, consistent with the *Government Blueprint for Renewing Government Services Using Information Technology* and with the TBS draft *The People Side of Re-engineering*, the Passport Office will develop a transitional HRMP to ease the impact of the implementation of TEP and the introduction of new technologies in the organization.

Objective

To mitigate the impact of new technologies on the employees of the Passport Office.

Anticipated Benefits

A Transitional Human Resources Management Plan that deals with human resources issues arising from the re-engineering process will minimize the impact of the introduction of new