



rotational administrative support group, we will preserve this periodic promotional opportunity for its members.

5.3.3.3 Rotational Technical Support

5.3.3.3.1 Rotationality Review

Virtually all DFAIT's ELs are rotational (109). The number of rotational FIs is very small compared with the non-rotational FI population (seven vs. 44 See p.74 and p. 78). DFAIT's CSs are split equally between rotational (75) and non-rotational (82). During the rotationality review, all rotational technical support positions will be examined to confirm their rotational nature, to clarify the departmental purposes they serve abroad, and to assess the adequacy of current management arrangements (the balance of rotational positions at home and abroad, the balance of employees and positions, etc.). (As CSs and ELs are employed within SXD and have a well-developed HR strategy available to them for review, detailed plans for these groups are not covered here.)

5.3.3.3.2 Progress to Date

5.3.3.3.2.1 Recruitment of Technical Support

Faced with an aging rotational CS population and the possibility that the wave of CS departures from the Public Service may soon hit DFAIT, the Information and Technology Bureau has the key challenge of recruiting and retaining new, younger CSs and EL professionals, in an intensely over-heated labour market. Furthermore, the market supply of good candidates for senior EL positions is very limited. We have decided to recruit at the EL2 level and, through a new rigorous multi-year training program now under development, grow our own EL5s for assignments abroad.