

ROTATIONAL ADMINISTRATIVE SUPPORT COMMUNITY

1. Given the change in the nature of their work, and pending the outcome of the UCS conversion, *the CR and SCY groups should be managed as a single Administrative Support Stream.*

**DEPUTIES' RESPONSE:** Agreed. From this fall, the CR and SCY groups will be managed as a single Administrative Support Stream.

2. Given the proven experience and skills of members of this group (as demonstrated by the number who are in acting positions or who have succeeded in competitions for other streams), *there should be a regular opportunity for advancement to other streams.* Experience shows that, practically speaking, this means the Management/Consular stream, but there is no reason why there could not be similar advancement to the foreign service (FS) and technical (CS) streams.

**DEPUTIES' RESPONSE:** With the introduction of the new competency-based HR management system and the new transparent practice of advertising all positions on the intranet, a greater degree of mobility is expected. The Human Resources Bureau will conduct internal competitions for rotational groups (as done currently for the FSDP).

3. The Department should also follow the lead of other government departments and *establish "bridging programs" to prepare employees from this group for work in new, high demand, occupations* by setting aside a certain number of positions (eg. in the CS group) and training qualified rotational administrative employees for that work.

**DEPUTIES' RESPONSE:** This recommendation is a good one and warrants further investigation.

4. Downsizing, especially abroad, has resulted in a greater demand by managers for bilingual employees. Steps must be taken *to ensure that members of both official-language groups have the opportunity for advancement and assignment.* This means that *OLT positions have to be established.*

**DEPUTIES' RESPONSE:** This is highly desirable and will be implemented when sufficient funds are available.