

WHAT DID YOU DO ON YOUR SUMMER VACATION?

Although you may have spent your summer thinking of anything but the Corporate Review, work was underway throughout July and August in response to the final decisions. In particular the reorganization of headquarters was carried out and became effective as of September 4. A telex was sent to all missions listing the changes and was circulated in headquarters. Temporary signs have sprung up all over to help confused souls find their way to new divisions (or old divisions with new names) and new signs are being ordered and will be delivered as soon as possible.

Revised organizational charts to indicate the changes as a result of the reorganization are being prepared and will be circulated to each division and mission.

TO BOLDLY GO....

From the frontiers of the space management offices comes the answer to the big question "Who will be the first to move?" as part of the reorganization. First up are the divisions of MITH (HQ Telephone Services) and MITV (Audio-visual and Conference Support) who have been temporarily relocated to the space vacated by the Royal Bank on B2. This is to allow for renovation and expansion of the Office of Protocol (still known as XDX) on A1 to accommodate the new Visits Management Office created as a result of the Review. These moves are part of a major reorganization of A1 and A2 which will allow MID (Information Resource Management Bureau) to move to A2.

Thus begins the "domino" effect as one division after another will be moved to new quarters as necessary. Some of the more major moves in the plans are relocation of the new Resource Planning and Management Secretariat MCBA (previously part of CMD) to the D tower, APL (Official Languages Division) to the B tower, establishment of the new Consular/Immigration Branch on C4 and consolidation of the Political and International Security Affairs Branch to fewer locations. A master plan of all the anticipated moves and renovations is before the Deputies now for their approval.

All this will be taking place over the next few weeks and months, with a goal of completion by next April. This is a complicated process and unfortunately will involve disruption for all those staff involved in the moves. The master minds behind this logistics nightmare are the hard-working staff in Headquarters Administrative Services Division MFM and they will need your patience and help in the months ahead.

IMPLEMENTATION UPDATES

- \* The new Program Management Board (consisting of the Under-Secretarial Group) met for the first time on September 26. Terms of reference for the Board are being circulated. This is a major initiative of the Corporate Review which will ensure more strategic and effective use of limited resources and allow for more direct management of this function by the Deputies.
- \* The new Visits Management Office is now being staffed and it is expected that the new organization will be operational by mid-October.
- \* Staff in the missions will notice that the dreaded Mission Operational Plans have been greatly simplified and streamlined this year. These changes are part of the move toward greater accountability by linking more directly the Strategic Objectives of the Department to our operational priorities and plans. They are also in response to the parallel demand to decrease unnecessary paperwork and reporting. In order to better cost our programs across the Department, Headquarters Plans have also been revised to match the MOPs by including organizational charts and personnel utilization charts similar to those in the Mission Plans.
- \* For those of you wondering what happened to all those suggestions received during the Corporate Review, we are continuing the follow-up on your ideas. All suggestions were reviewed by the working groups and many formed the basis of various Corporate Review decisions announced. However, we are continuing work on possible implementation of other specific ideas suggested. This is a huge task because of the number of suggestions received but it is ongoing. We welcome further comments and suggestions. Send them c/o CRX.

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...NOT RAIN NOR SLEET NOR HAIL...

The applause last month has to be loudest for the staff in the mailroom who actually managed to correctly deliver the mail on September 5th, in spite of our best efforts to confuse them by changing the names of divisions everywhere - be especially nice to your mail carrier today.

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