

## Non-Rotational Employees

10. Compulsory training in HR issues for managers at all levels, including training managers in leadership/supervisory skills;

**DEPUTIES' RESPONSE:** Agreed. The CFSI will reinforce these modules in the various leadership and management courses they offer, and all managers will be expected to have taken core training by 2001.

11. Ensuring supervisors provide feedback to employees.

**DEPUTIES' RESPONSE:** Agreed. The result of such feedback will become mandatory in performance appraisals.

12. Requiring managers to consult annually with employees on career and training objectives.

**DEPUTIES' RESPONSE:** Agreed. The results of such consultations will become mandatory in performance appraisals.

13. Ensuring that intranet sites announcing rotational and non-rotational vacancies be kept up to date.

**DEPUTIES' RESPONSE:** Agreed. The Human Resources Bureau has been instructed to ensure timely posting of all the relevant information.

14. Advertising competencies required for specific assignments.

**DEPUTIES' RESPONSE:** Agreed. Once the Competency-based Human Resources Management System is in place, this will be done.

15. Publicizing the procedure for non-rotational employees to apply for single assignments.

**DEPUTIES' RESPONSE:** Agreed. The Human Resources Bureau will reissue the policy in the summer of 1999.