

163575497 (E)  
163575503 (F)

**Human Resources Strategy  
Deputies' Announcements  
3 June 1999**

- Managers at all levels will receive compulsory training in human resources skills.
- Managers' responsibilities for guiding employees under their authority will be enshrined in accountability arrangements with their superiors.
- Creation of the People's Award.
- The mandate of the Career Counselling Section in the Human Resources Bureau will be strengthened.
- Simpler and more transparent rules on deployments will be announced by the end of the summer.
- Access to the EX category will be broadened after a full review with the Public Service Commission.
- CFSI will announce a Strategy for LES training to be implemented in phases.
- Modernization and improvement of the systems by which we manage LES.
- Creation of a new Division responsible for managing our LES.
- The Trade/Political Assignment Division will assume responsibility for and be properly staffed to ensure the management of the CO and ES groups and the Management/Consular Stream.
- Rotational SCYs and CRs will be managed as a single administrative support stream.
- For staffing actions, to streamline and speed up the processes, the concept of an account manager - one stop shopping in SPS - will be implemented.
- We will build back up, progressively over the next three years, a credible Departmental official languages program.
- All of the Champions' 138 recommendations are being addressed.
- Starting this year and for the next three years, we will invest \$3 million per year for the implementation of the Human Resources Strategy