

The following existing and renewal initiatives will affect the FI community:

- an Independent Review Panel to make recommendations for the modernisation of the comptrollership functions in the federal government, including a Modernisation Office to facilitate the implementation of their recommendations;
- the Financial Information Strategy (FIS) which incorporates the move to accrual accounting and depreciation of capital assets;
- the Financial Officer Recruitment and Development (FORD) program, to ensure recruitment of FIs with the required skills;
- competency and demographic profiles for the FI community to support strategic human resources planning;
- the "Point of Contact" program which provides secondment opportunities to the financial community, to employees who are looking to broaden their skill-set;
- specialised training courses including the new "Orientation to Comptrollership"; and
- an Internet site *Comptrollership Search Index*, listing all central agency policies, regulations and guidelines.

5.4.5.3.3 The DFAIT Plan

The financial community is represented mainly in four bureaux in the department, SRD, SMD, SBD and JWF with the highest representation being in SBR. Over the next year, SBR will develop, in consultation with the other divisions, an HR plan for the community.

Within the financial community, there is a commitment to employment equity principles and to recognising exceptional employee effort and achievement. Career development is promoted by arranging stretch assignments on an acting basis and being open to secondments within and outside of the department. Within SBR, there has been a focus on improving communications and on trying to implement career planning for the whole community. A demographic survey will be conducted to establish an inventory of employees. It is hoped this information can be used to increase the use of stretch assignments for employees and to help develop a longer-term strategy to staffing.

Career development and training is encouraged through attendance at professional development activities sponsored by organisations such as the Financial Management Institute (FMI). Within SBR, SBRP has specific responsibility for the development and implementation of financial training activities for the whole department. From a training perspective, members of the DFAIT FI community will benefit from the knowledge of and training on SAP, given that 15 departments will be using this product.

Within DFAIT, a Comptrollership Council was created in July, 1997. Chaired by Michael Conway, the Senior Full-time Financial Officer (SFFO), it is comprised of members of the AMA community and other areas of the department that have an interest in