

1. THE STUDY

1.1. THE COMMITTEE

On February 13, 1978 the Bureau of Personnel Management, acting on recommendations made by a Mandate Committee, established a Committee whose ultimate goal and purpose was to recommend improvements to the present system in order to make it equitable and to develop a better utilization of rotational SCY resources.

The Committee's mandate had been determined following consultations between management and the Public Service Alliance of Canada (PSAC), which is reproduced as Annex 'A'. The Committee members were:

Denis J. Pion	(PE)	-	APOS
Chairman			
Olga Borsa	(SCY)	-	Prague
Murielle Mailhot	(SCY)	-	
Joyce Plezia	(SCY)	-	APR
Marianne Wasywich	(SCY)	-	
Peter Van Brakel	(FS)	-	APOA

The Committee met on a full time basis from February 13 to March 23, 1978.

1.2. THE COMMITTEE'S APPROACH

The Committee analyzed a great deal of documentation from within this organization and other organizations. It also sought ideas from other Departments of the federal and provincial governments, foreign embassies, private industry, the Public Service Commission, Treasury Board and the Public Service Alliance of Canada.

In addition, the Committee interviewed a cross-section of SCYs and supervisors at all levels, to solicit their views on how they considered their roles vis-a-vis each other in the Foreign Service context.