

CO and ES Groups

11. **The Department needs to enunciate a clear and transparent policy on foreign postings to DFAIT positions for all non-FS officers, both from within the Department and from other government departments, and to implement this policy in a consistent, open and fair manner.**

DEPUTIES' RESPONSE: The current rules are clear. Requirements are identified by a Head of Mission or Program Manager, in consultation with the relevant division at Headquarters. However, these rules and practices will be re-stated and publicized to ensure that they are well understood by all employees.

12. **The Department adopt a clear policy on secondments to and from other government departments and the private sector that provides equally opportunity for all officer groups.**

DEPUTIES' RESPONSE: Secondment arrangements are concluded in response to specific needs. Secondments may also serve as valuable opportunities for professional development. DFAIT has always had a significant number of staff on secondments and will continue to do so. Natural partners such as Industry Canada and the International Trade Centres, Finance and Agriculture will continue to be partners of choice. Secondments with the private sector will also continue when a tangible benefit for the employee concerned and the Department can be identified.

13. **The Department should examine "new concepts".**

DEPUTIES' RESPONSE: The Department is interested in new approaches and would be willing to raise these ideas with the central agencies; however decisions on staff groupings (i.e. classifications) are the responsibility of the Treasury Board.