



**APPENDIX C: ROTATIONALITY PAPERS**

---

**Action Memorandum for:**

**EXECUTIVE COMMITTEE**

**ISSUE:** Career development opportunities for non-rotational DFAIT employees.

**RECOMMENDATIONS:**

That the following multi-faceted approach to the question of rotationality and career development be incorporated into the revised Human Resource Strategy Consultation paper to be issued this spring:

1. Review the rotational classification of all positions during the UCS exercise.
2. Create a regular and transparent lateral entry mechanism.
3. Pool the EX group above the EX-1 level.
4. Create regular, managed single assignment opportunities for non-rotational employees.
5. Monitor proportional access to EX-1 positions.
6. Facilitate development moves into the broader public service.
7. Investigate the possibility of introducing a pool management system for some non-rotational groups.

Rod Irwin  
Director-General  
Human Resources  
Development Bureau