

- o Stretch assignments and under-filling of position levels by target group employees;
 - o Increased opportunities for training for target groups;
 - o Selective use of lateral entry as a vehicle for target group employees to enter the EX category;
 - o Secondments from outside the Department to senior levels;
 - o Strong message from senior management to all managers stressing their responsibility and accountability for achieving employment equity objectives.
11. Release of the Department's new policy document on Spousal Employment (set for August 1990). Implementation of the policy and on-going review of its mechanisms and effectiveness are viewed as an essential element of managing a rotational service. Centralized responsibility for all elements will be located in ABM.
 12. Establishment of a day-care centre in the L.B. Pearson Building given the necessary interest by employees and permission from the Treasury Board to expend funds for this purpose.
 13. Creation of a Departmental Ombudsman in order to provide a point of contact for employees at headquarters and abroad who consider that they have suffered from improper, unfair or discriminatory treatment. The office of the Ombudsman will be established as a one year pilot project, in the Autumn of 1990. The office is to complement existing more formal mechanisms such as the grievance process.
 14. Negotiation of simplification of the FSD's including possible use of non-accountable advances.
 15. Increasing the length of assignments in Ottawa and abroad, in consultation, as appropriate, with staff associations, in order to provide increased continuity, better use of expertise, improved effectiveness and cost savings.