

CR - Action Plan

Results to present: More CR women are participating on Selection Boards, Appraisal Review Committees and Promotion Boards. There is a woman in the CR Assignment Section. More attention is being directed towards providing development opportunities for women CRs. (See also pages 18 and 19)

CR - CR Review

Results to present: Career path established; more senior CR positions being created at HQs to provide meaningful jobs for senior rotational CRs between overseas assignments.

SCY - Memorandum on changing attitudes circulated throughout HQs

Purpose: To raise awareness of Managers, trainers, and SCYs. (See pages 5, 6, 21 and 24)

RESPONSES

Detailed situation reports were provided to Senior Management on nine occasions in 1978.

Owing to concerns expressed by the CM, CR and SCY groups, three working groups were established to suggest improvement to the appraisal system to bring about a more equitable and objective system for evaluating employee performance. Reprots with recommendations were produced by these groups, significant revisions have been proposed and these and other recommendations are being followed up. Of particular relevance in the EOW context, is the report from the SCY Working Group which deals with, among other things, the rôle, utilization and attitudes towards SCYs.

RESULTS OF REPORTS

New appraisal forms are being introduced for the rotational CM, CR and SCY groups. A number of progress reports on implementing these reports have been distributed throughout the Department.