

2.1 THE OBJECTIVES OF DFAIT'S HR STRATEGY

DFAIT's human resources strategy is designed to make the department's business plan work. It has three main objectives:

1. to build on the existing departmental HR management foundation a comprehensive integrative HR framework for:
 - defining how we can best align our people with our business purposes,
 - assessing the interdependencies of the HR activities we need to undertake to accomplish that alignment, and
 - designing, and prioritising our HR activities to make sure we are doing the right things in the right way at the right time for the greatest long-term return on our HR investments;
2. to help DFAIT contribute to and benefit from the Central Agency agenda for the full Public Service; and
3. to identify for ourselves and Central Agencies the urgent HR issues critical to the fulfilment of our departmental mandate.

2.2 CONCEPTUAL FRAMEWORK

This second version of the DFAIT HR strategy has been structured to include the following three components:

1. **A corporate HR strategy** that captures at a high level the key strategic themes, systemic challenges and leadership focus of the full department for the planning period. While this document refers to particular communities to illustrate broad themes and when a key corporate challenge is community-specific, its purpose is to explain how all of the change activity within DFAIT should come together in relation to the strategic business objectives.
2. **Bureaux HR strategies** that are aligned with the corporate HR strategy and explain how the key themes will be realised in support of each bureau's business.
3. **Community HR strategies** that are aligned with the corporate HR strategy and explain how the key themes will be managed in relation to each departmental community.

In the cases of a few corporate business lines, a community and a bureau HR strategy will be a single document: for example the CS group and the IT bureau HR strategies will be coincident, and so will those for the IS group and the Communications bureau. In most