

Rotationality Review

5. Employees' ability to influence their own careers should be enhanced by completing the competencies project, and easing access to training, cross stream assignments and secondments.

DEPUTIES' RESPONSE: It is incumbent upon every employee to take the lead in the management of their career. The Competency-based Human Resources Management pilot project will be completed by October and we hope to be able to proceed promptly with Phase II. The CFSI is currently reviewing its policy on access to training and the rules will be clear and transparent to managers and staff. More transparent rules on cross stream assignments and secondments to be well publicised will facilitate mobility of employees within and outside of the Department.

6. To increase mobility and career development within streams, the options of pooling and assignment to level should be explored.

DEPUTIES' RESPONSE: We have asked for a survey of the intentions of the CO, ES, PM and IS employees regarding their interest to the appointment to level system.. Should there be a positive response, we will consider establishing this system for them and explore the possibility of offering it to other non-rotational groups.

7. Opportunities for advancement to the executive category would be increased by de-streaming promotions at the EX-01 level.

DEPUTIES' RESPONSE: Agree. There is no question that there is a perception among many non-rotational staff that there is a glass ceiling, a barrier which prevents them from accessing positions in the Executive category. Non-rotational EX positions will be gradually pooled and access to the pool will be broadened. Various administrative difficulties with the Public Service Commission, which controls access to EX level positions, will need to be overcome before such a system is put in place.