

8.2. FOREIGN SERVICE EMPLOYEE CONCEPT

THE PROBLEM

Many secretaries feel that not only is there a lack of upward mobility, but also that there is no opportunity to move laterally.

DISCUSSION

While reviewing other problems, the concept of APROD was suggested as a solution many times. For example, some problems with the promotion system could be solved if there were a Foreign Service Employee category in the Public Service. Rotational employees are different from other federal government employees, but the present Public Service Standards do not allow for that difference. Many employees abroad are performing duties for which no credit can be given - employees must be rated on the Statements of Qualifications for their group and level - and those Statements of Qualifications are based on the Selection Standard for the domestic Public Service.

The APROD concept was discussed with the Human Resources Planning Section of APO. The main advantage to the APROD concept seems to be that it does recognize the rotational employee as being different, and it may come as close to the ideal situation of a Foreign Service Employee Group as we can get, given the Treasury Board's reluctance to recognize our difference. While the movement within APROD may be lateral rather than upward, it would provide those employees who wish a change of duties the opportunity to work in another field. It would also provide for experience in various work elements, thus preparing employees for advancement. APROD would also provide for credit being given for actual work performed. Under the present system, if it is not in the Statement of Qualifications, it cannot be rated on the appraisal report.