



most posts indicated that the impact of the training was immediately visible upon return to post. Most commented favourably on the value-added aspect of providing this training in Canada.

In FY 1998-99, there will be an unprecedented level of training available to LES coinciding with major projects which will unfold during that year. In effect, the introduction of the Integrated Management System, the renewal of the Signet platform, and the implementation of the Performance Measurement Initiative will require major training blitzes involving most LES to varying degrees. The Consular training program and the individual professional training program will continue to be available to LES. During this important transition year, the foundation will be laid at headquarters and abroad for the progressive implementation of the proposed integrated LES training strategy over the next three years. This will include the Virtual Campus, which should make modest beginnings in FY 98/99, offering LES the possibility of accessing some form of training using self-paced learning technologies and methodologies within the SIGNET environment.

5.1.3.4 HR Function

In 1997, we confirmed our co-ownership with the Treasury Board Secretariat of the pension/social security/insurance policy and programs for LES and our policy and administrative responsibilities therefor. These programs must, by longstanding policy, comply with local laws and be comparable to those provided by other good local employers.

We also formed the LES pensions and insurance division (SPSL) with six dedicated resources, to improve both our management of LES pension and insurance plans and the quality of our service to LES around the world.