

## DEPARTMENTAL REORGANIZATION

### QUESTIONS AND ANSWERS

**Q1.** What is the purpose of this exercise?

**A1.** This exercise is part of our ongoing efforts to make EAITC more relevant and effective. The moves will sharpen the department's focus and enable us to better meet both our international and national responsibilities. This reorganization builds on other recent moves which have improved our ability to perform more effectively the department's core functions of foreign policy, trade policy, trade development and consular service.

On the trade front, the reorganization is intended to create more effective links between trade and economic policy and to give our trade development program an improved focus. On the research and analysis side, the moves will create a stronger critical mass of expertise and enhance the department's ability to perform research and provide top-flight analysis.

**Q2.** Will these moves mean a financial saving to the department?

**A2.** These are not resource-driven moves.

**Q3.** Will any positions be cut? If so, how many?

**A3.** Some positions will be cut. However, many of these cuts will be offset by the creation of new positions. While the recent downsizing exercise focused exclusively on cutting rotational positions abroad, these new changes will result in non-rotational and rotational position cuts. The exact numbers are not known at this stage because, in some cases, the new divisions have yet to be finalized down to the level of individual positions. It is anticipated that all personnel implications will be known by the end of June.

**Q4.** What happens to employees whose positions are cut? Are they covered by the Workforce Adjustment Directive (WFAD)?

**A4. Rotational employees:** If the position to which a rotational employee is assigned is cut, the employee will be reassigned. No workforce adjustment situation will arise for rotational employees and no cash-outs will be approved.

**Non-rotational employees:** Indeterminate non-rotational employees whose positions are cut will have access to the protection and benefits of the WFAD. Under the directive, surplus employees can opt for a continued career or for resignation with cash-out. Indeterminate employees will not be laid off unless they turn down a reasonable job offer.