

The departmental IS community has been directly involved in the initiatives described above, especially since ten DFAIT communications officers helped design the communications renewal program. As more than half of the IS positions are at the IS 5 and IS6 level, there is ample headroom for promotion. Several employees were given stretch assignments during the past year to help them develop new competencies, and several others saw their positions upgraded to recognise the growth of their responsibilities.

Nearly half of the Bureau's ISs (20 of 41) have been hired on term. Very few positions are occupied by rotational employees. Since the benefits of experience within the Communications Bureau for rotational officers are evident, efforts should be made to ensure that more rotational employees are assigned to the Communications Bureau in the future. This policy could have an impact on the opportunities for advancement within this department for members of the IS community. The rotationality review will determine the appropriate balance between rotational and non-rotational positions.

Over the past year, the DG of the Communications Bureau (BCD) personally met with most of the DFAIT candidates who applied for the Communications Career Enrichment Program. DFAIT communications officers have also taken full advantage of the course developed by the Public Service Commission, Treasury Board and PCO Communications and Consultation on using the Internet strategically.

Within DFAIT, parallel initiatives to provide training opportunities, enhance career opportunities and improve competencies are taking place. The recent IS-5 competition resulted in two promotions and generated considerable horizontal movement, which is providing new opportunities for members of the DFAIT IS community.

The Communications Bureau is enriching career experience by amalgamating job packages (e.g. combining responsibility for trade and political issues), streamlining work, and helping the IS community to develop the skills needed to provide more strategic, client-driven communications advice.

#### **5.4.5.3 Financial Community (FI)**

The Financial Community within the department is concentrated in several areas of the department: At headquarters in SBC, SRD, SMD, and JWF, and abroad in London, Tokyo, Washington, Paris, and Cairo.

##### **5.4.5.3.1 Profile**

The financial community is represented mainly in four bureaux: three FIs are in SRD, eight in SMD, 30 in SBD, one in CFSI and seven are stationed abroad. Of these, 14 are classified as FI-1, 14 as FI-2, nine as FI-3, and four as FI-4. The balance are classified in other groups.

##### **5.4.5.3.2 The Public Service plan**