

- ensure equity of treatment for all public servants on foreign service;
- permit the development of both specialist and generalist officers, all of whom should have, or be developing, skills in both programme implementation and policy formulation; and
- take into account the diverse nature of foreign service work. To do this, functional areas or streams have been identified. These streams represent the functions now carried out by the foreign service in the development and implementation of government programmes. They are
 - i) Political and Economic Affairs (responsibility generally of External Affairs);
 - ii) Development Assistance (CIDA and External);
 - iii) Trade and Tourism (IT&C through TCS and CGOT);
 - iv) Public Affairs (External);
 - v) Immigration (Employment and Immigration); and
 - vi) Consular Affairs (External).

In order to derive maximum benefits from our foreign service expenditures, this reorganization of the foreign service takes account of the similarities in the work in the various streams. For example, consular and immigration work have many elements in common and require similar skills yet up to now they have rarely been carried out by the same people. This must change and to this end the Prime Minister has decided

- a) that all of the senior officers of the existing foreign services of the departments of External Affairs, Industry, Trade and Commerce and Employment and Immigration will be merged into an "Executive" level of the foreign service which will be part of the Department of External Affairs;