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EXTERNAL AFFAIRS JOINT COUNCIL

MEETING

December 19, 1989

SUMMARY RECORD

This ad hoc meeting of the External Affairs Joint Council (EAJC) held December 19, 1989 was chaired by Management.

Management indicated that the purpose of the meeting was to provide the Staff Side with as much information as possible at this stage regarding the impact on the Department of the announced expenditure reductions. Management reviewed those specific initiatives which will have an impact on EAITC, namely:

- A. A requirement to reduce Departmental expenditures by \$10 million in 1990-91, with an additional \$5 million reduction each year up to and including 1993-94;
- B. The designation of the Passport Office as a new Special Operating Agency;
- C. The implementation, together with CEIC, of increased cost recovery for certain immigration services;
- D. A full review of CIDA decentralization arrangements; and
- E. A requirement to reduce international travel by 20%.

With respect to the latter initiative, Management noted that this would take effect January 1, 1990, and would involve only travel from Headquarters for program related activities (i.e., travel under the FSDs and posting activities would be exempt).

The Staff Side was further informed that in order to determine where and how reductions would be made, Management would be initiating a corporate review based on work already begun as part of the Department's long range corporate strategy. This process would involve looking at the Department's operations, in both the short and long term, in light of prevalent constraints governing the Department (e.g., fiscal restraint). More specifically, the review would involve seven initiatives targeted for completion by June, 1990:

- 1. A review of headquarters organization;

2. A special review of operations at the largest missions;
3. Studies of how the delivery of individual programs and services can be updated to deal with the environment of the 1990's, including the review of alternate delivery mechanisms and potential for cost recovery; (e.g., working with CEIC to implement immediately substantially increased cost recovery in the Immigration program)
4. A review of the Department's administrative functions, structure and processes including ACB, MCB, CMD and ISD;
5. Preparing recommendations on what should be the nature of Canada's operations abroad in the 1990's;
6. A separate examination of certain personnel processes and related policies including proposals for simplification of the FSDs; and
7. A review of levels of grants and contributions, as instructed by Cabinet.

Management stressed that while a Steering Committee would be established to oversee the corporate review process, Management would welcome suggestions for expenditure reduction from all staff (i.e., a process of common renewal).

In response to a question from the Staff Side regarding the possibility of layoffs and the overall impact of the reductions on staff, Management indicated that it was hoped that, as in the past, necessary reductions could be achieved through attrition and by providing alternate employment. Management further indicated that while every reasonable effort would be made to avoid layoffs, it would have to defer a decision on whether the Departmental Work Force Adjustment Policy would be extended past March 31, 1990, pending further review. The corporate review process will entail looking at all aspects of staffing/recruitment (Trade lateral entry program, terms, FS recruitment, etc.) to ensure that these activities will continue at reasonable levels to support Departmental objectives.

Management acknowledged that while the implementation of COSICS was a Departmental priority, COSICS will also be looked at as part of the corporate review process. Additionally, with respect to the issue of the decentralization of CIDA, Management indicated that some adjustments might be required but decentralization would continue. This issue would be the subject of ongoing discussions with CIDA officials. On another issue, the Staff Side received Management's assurance that the simplification of the Foreign Service Directives would be done in consultation with the Staff Side through the appropriate channels.

In conclusion, Management indicated that at this point in the process all options for expenditure reductions would have to be considered and that the Staff Side would be kept informed of progress in this area through regularly scheduled EAJC meetings or ad hoc meetings as required.

ATTENDANCE

STAFF SIDE

Professional Association of Foreign
Service Officers - C. Manseau
 - M. Fine

Public Service Alliance of Canada
- L. Fucile, National Component
- P. Fortune, National Component
- D. Delaney, National Component

- G. Doherty, Local 70125
- R. Stewart, Local 70371
- T. Washbrook, Local 70371
- D. Jacobs, Local 70371
- S. Gates, Local 70371

MANAGEMENT SIDE

ACB P. Walker
ABD. B. Pflanz
CMD L. Edwards
ADA D. Fogerty
APS D. Vermette
MPM N. Wells
ABKR J. McCann
ABKR G. Gauthier