

R E P O R T
NATIONAL DIRECTOR
COUNTRIES OUTSIDE CANADA
PUBLIC SERVICE ALLIANCE OF CANADA
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HUMAN RESOURCE ADJUSTMENT: Although the Department of Foreign Affairs and International Trade (DFAIT) is not a most-affected department, interest among employees is high on the subject of downsizing. Individual employees were approaching their staffing officers for implementing a departmental or inter-departmental substitution program. This prompted DFAIT to broadcast a message that it had not yet received guidelines from Treasury Board and therefore could not give further details of how the substitution program would apply to the department. It undertook to keep employees informed of any new developments as they occurred. In the meantime, the PSAC, mainly through the activities of the National Component's Vice-President Outside Canada and the President of Local 70125 representing the interests of members, kept in close contact with DFAIT management.

In a possibly related development, DFAIT distributed a 25-page Career Management Questionnaire for Rotational Administrative Staff. Filling out over 250 questions contained in the document is an intimidating task. Areas requiring answers are:

- A. Knowledge of the Federal Government
 - B. Knowledge of the Country of Assignment
 - C. Knowledge of Canada
 - D. Analytical/Research Skills
 - E. Project Management and Implementation Skills
 - F. Communication and Interpersonal Skills
 - G. Work Skills and Knowledge
 - H. Managerial/Supervisory Skills
 - I. Specialized Knowledge and Skills
- Part II. Additional Knowledge and Skills

My fear is the way the questionnaire is worded, the way it will be filled out, and to what end it will be used, have the potential for creating a lot of misunderstanding. I am providing a copy of the questionnaire to the PSAC for analysis.

EMPLOYMENT EQUITY ACT: In March, 1995, DFAIT distributed to all its employees a 4-page checklist on Employee Interests / Concerns about Employment Equity. Areas covered for input:

- . General Knowledge about Employment Equity
- . Employment Equity Initiatives in the Department
- . Impact of Employment Equity

The covering memo to the checklist expressed senior management's complete support and backing of action plans for employment equity. I forwarded a copy to the PSAC for comment, which was received.

TECHNOLOGY ADJUSTMENT RESEARCH PROGRAMME (TARP): This program involves research on the impact of telework. A PSAC researcher interviewed me in January. I followed this up on two occasions.

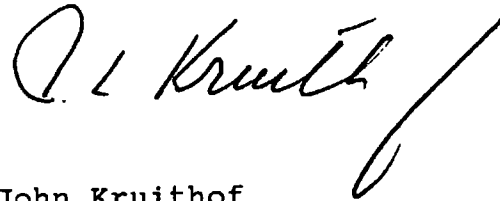
DFAIT EMPLOYMENT POLICY: By far the most vexatious issue. The department is aggressively reducing employment opportunities for our members, and Canadians generally, at Canadian diplomatic missions abroad. To the extent it is caused by streamlined administrative practices requiring reduced staff can be understood. What can not be tolerated is a statement contained in the "Canada in the World" report to the effect that "significant savings will be registered in foreign operations through greater reliance on foreign nationals employed in positions previously occupied by Canadian staff". I am reminding departmental management at every possible opportunity of my conviction that the policy will backfire. I have provided various levels of the PSAC with detailed reports on the situation.

NATIONAL JOINT COUNCIL (NJC): The National Director, Countries Outside Canada, is traditionally involved with the NJC Foreign Service Directives Committee which meets regularly. More and more of my time is spent on the complexities of that task. The wording and intent of the varied directives are constantly being reviewed. Methodologies are scrutinized. Grievances related to the interpretation and implementation of Foreign Service Directives (FSD) are dealt with. The NJC Cyclical Review Schedule makes 1995 the year for the triennial review of FSDs. Some slippage in the schedule may occur as there is talk of incorporating Auditor General of Canada recommendations.

LIAISON WITH LOCALS: Attended on February 21st, with the National Component's Vice-President Outside Canada, the Annual General Meeting of Local 20252 in Washington. Members there responded positively to the need for the union's presence in the workplace and elected an executive to keep the Local going. With reduced staff overseas, the two Locals in Europe are in difficulty. The large Ottawa-based Local 70125 represents members in Ottawa and in most parts of the world. As a member, I attend its monthly meetings. The local is in the process of modernizing its office equipment to facilitate communications with the widely dispersed membership. The Foreign Service Communicators Local 70371 has seen its membership depleted as a result of the Department's decision to eliminate the CM occupational category.

MISCELLANEOUS: The installation at home of a Desktop Document Processor has been coordinated through the PSAC. It is functioning as advertised and making my administrative life a lot easier.

In Solidarity



John Kruithof
National Director
Countries Outside Canada

160 Kamloops Ave.,
Ottawa, ON.,
K1V 7C9
Tel.: (613) 731-1334 (H)
(613) 944-1239 (W)
Fax.: (613) 739-9386 (H)