

The corporation policy with respect to the employment of relatives forbids employment of applicants if a relative, already on staff, exercises or is likely to exercise supervision in line of authority.

To clarify this policy please note the following conditions:

(1) The spouse of an employee shall not be hired, but if marriage takes place between employees of the corporation, they may both be retained subject to the conditions as laid down herein.

(2) Relatives may be hired or husband and wife may be retained

(a) in the same department if at separate locations,

(b) at the same location if in different departments or divisions.

No transfers or promotions may be made that will alter this condition, and relatives when employed must realize that their progress in the corporation may be limited or hampered by virtue of the limitations set out above.

Mr. PRATT: There are a great many cases in which work is subcontracted out, I believe. There may be cases in which there are married persons working in the two organizations. Have any steps been taken to correct that type of, shall we call it, nepotism?

Mr. CARTER: I do not believe it is the corporation's duty to tell someone subcontracting whom they can hire. These arrangements for subcontracting are made under the best possible conditions. Quotations are asked in most instances, and once we have a quotation the work goes on. If a relative of a person in the employ of the corporation happens to be working there, I do not think we can do very much about it.

Mr. PRATT: Except keep an eye on them, I presume?

Mr. CARTER:

In addition to the foregoing, recommendations affecting the employment of relatives, even though meeting the above requirements, should be referred to the director for the province for his approval. This may be indicated on either the request re personnel or form 396.

This does not alter the existing responsibility and authority of the director for the province to decline any application which he deems not in the best interest of the corporation.

Mr. JOHNSON (*Interpretation*): Does this only apply to permanent employees in the management section or does it apply to the staff in general, all categories of people working in the Canadian Broadcasting Corporation?

Mr. CARTER: This applies to all staff employed by the corporation whether it be regular, temporary or other.

Mr. JOHNSON (*Interpretation*): Does this apply in the case, for instance, of performers who might be related to somebody in management, executive or clerical personnel?

Mr. CARTER: This regulation applies to the hiring of staff. Artists and performers are not considered as staff. They are hired on a per occasion basis.

Mr. JOHNSON (*Interpretation*): Do they see to it that in the case of a performer who discusses employment conditions or conditions of a contract with the management that the person related to that performer does not form a part of the negotiating group of the C.B.C.? I am putting this question in this manner because I cannot enter into personalities or refer to any particular program.