

as we understand them, comprise a full range of comprehensive measures designed specifically for the welfare of Canadians abroad, either visitors or in-residence, and to provide the fullest measure of assistance and protection within the laws of the country within which posts are located.

The Consular Policy and Research Division provides guidance and direction by formulating new policy or revising existing policy, keeps posts informed of new Acts and Regulations and interpretation of same, conducts research into drawing up consular understandings and analyze statistical data to be used as a guide in reviewing Country Programs.

The Consular Operations Division, on the other hand, is engaged in operational activities that are, for the most part, an extension of work being done in the consulates. The employees of the Division are involved in the day-to-day welfare of Canadians acting as catalysts in a support role to the "posts" necessitated primarily by geographical and communication difficulties. In contrast to the work handled by the Policy and Research Division the Operations people deal with a high volume of self-terminating situations that can usually be handled in relatively short periods of time.

THE CURRENT ORGANIZATION

Structure

During all of our discussions with employees we made a point of discussing the structure and components of the Bureau. The majority of those who volunteered could offer no suggestions that they felt would lead to a more effective or efficient operation. Those few who did offer suggestions did