

candidates would be considered for appointment as Third Secretaries, Vice-Consuls, or Assistant Trade Commissioners. During this probationary period, the candidates would spend part of their time in External Affairs and part in the Commercial Intelligence Service, where their work and aptitude would be carefully watched so that the Personnel Committee could decide whether they should be appointed and if so to which branch of the External Service each should be assigned.

The foregoing method of recruiting would not ordinarily be followed in the case of the selection of specialists, whose services are required primarily for work in Ottawa but who may, as occasion requires, be assigned to overseas posts for special duties.

#### 5. ASSIGNMENTS TO FOREIGN COUNTRIES:

On assignment to capitals where there is a Canadian diplomatic mission, a commercial officer would be given a rank dependent upon his standing in the Service, ranging from Assistant Commercial Secretary to Commercial Counsellor. In other foreign cities the commercial officer would have a standing dependent upon his rank in the Commercial Service, ranging from Vice-Consul and Assistant Trade Commissioner to Consul General and Trade Commissioner, but he would in respect of standing be interchangeable with officers posted to diplomatic missions or to offices in Commonwealth countries.

#### 6. ASSIGNMENTS WITHIN THE BRITISH COMMONWEALTH:

In these countries the commercial officers would normally retain the title of "Canadian Trade Commissioner". Where, however, they were assigned to duty in the capital they would receive a standing dependent upon their position in the Service, ranging from Assistant Commercial Secretary to Commercial Counsellor. Their relationship with the High Commissioner would be substantially the same as the relationship between corresponding officers and heads of diplomatic missions in foreign countries.

#### 7. ESTABLISHMENT OF CONSULATES:

In the establishment of Consulates, the "ranking" officer would normally be determined by the nature of the work to be done. If the work were predominantly of a commercial nature, the Consul General would normally be selected from the Commercial Intelligence Service, with a consul or vice-consul from External Affairs, whereas the reverse would apply if the work of the Consulate were quasi-diplomatic. Most, if not all, of the present Trade Commissioners have had considerable experience in consular work in general dealing with such subjects as Canadian customs and immigration regulations, distressed Canadians, passports, pure food certificates, witnessing oaths and affidavits, etc.

#### 8. DEVELOPMENT OF PERSONNEL FOR HIGHER APPOINTMENTS:

It would be expected that, in the early stages of career, the personnel in both Services would be freely interchanged. After several years the Personnel Committee would presumably decide to which branch of the External Service a recruit should be assigned. During succeeding years, those who were assigned to the commercial side would be under Trade and Commerce and would be engaged predominantly in trade promotion and similar work; those who were as-