

During assignments in Canada the most frequently encountered consideration is the requirement to avoid possible conflict of interest situations between the responsibilities of the employee and those of the spouse. When a spouse or dependant is contemplating employment, careful attention should be paid to this possibility, and a few illustrations of such situations might be useful. It could, for example, be inappropriate for the spouse of a departmental employee responsible for contracts or purchase agreements to accept employment by which either of them could obtain direct benefits. Further, an employee whose responsibilities encompass awarding grants in the cultural or information fields might encounter a conflict of interest situation if his/her child's position involved seeking such grants.

The employment of dependants or relatives in the Department introduces a further consideration. Although there are no barriers to any family members entering an open competition for departmental employment, it is important to ensure that employees do not utilize their position or seniority to exert any influence on the outcome of such competitions or on the selection of summer students, contract personnel or casual employees.

Abroad somewhat more complex considerations may apply when a spouse or dependant of Canada-based personnel seeks employment in the country to which they are posted. The effect employment would have on diplomatic immunities and privileges accorded to spouses or dependants is, of course, relevant. Canada has concluded a number of arrangements to facilitate employment of spouses abroad. Such arrangements provide for certain conditions including waiving of immunity, payment of local income tax and social security contributions related to that employment. In countries where no such arrangement exists the Head of Post should be apprised of the situation well in advance to consider all the implications (legal, security, conflict of