

less developed and where opportunities for academic pursuit is limited that will make a difference.

Mr. BREWIN: Have you any recommendation to make to attract more people or better qualified people?

Mr. CADIEUX: Well, thank you very much for making the suggestion.

Mr. BREWIN: I am not suggesting you have not succeeded in the past and I do not wish to have that implication made.

Mr. CADIEUX: This is a complex problem and it has to be approached from a variety of angles. Salary certainly is one difficulty, and conditions of service abroad is another. The regulations and the way they are applied is a third factor. These are the major things and we are trying to improve them. But, in respect of salary, you get involved in broader considerations involving salary scales in the whole government service.

Mr. FAIRWEATHER: What regulations do you have in mind?

Mr. CADIEUX: For instance, the rental regulations. If the levels are high you can get better accommodations. The leave regulations may be relevant.

Mr. FAIRWEATHER: What is the policy in regard to providing housing accommodations in some of these places? Is this being pursued at the present time?

Mr. CADIEUX: Yes, this is a problem that requires a good deal of attention because it is important for the staff serving abroad.

What is happening is that the departments which have employees abroad, in consultation with treasury board staff, have set certain ceilings for all countries and within these ceilings departments can authorize rentals on the understanding that a proportion of the rent is deducted from what is given to the employee abroad; the proportion varies as well as the ceilings, depending on the class of the employee. For instance, an employee may be expected to pay \$60 rent if he were in Canada, and this will be deducted from his salary. But, for the amount he has at his disposal he may not be able to attain the kind of accommodation he needs at a certain place and the department will pay a higher amount for him. But, if the rental required to be paid goes above a ceiling then the various departments can make a special submission to treasury board.

Mr. FAIRWEATHER: This is fine but I cannot imagine accommodation anywhere at \$60. I presume that is a fictional figure you used?

Mr. CADIEUX: I gave it as an example rather than an actual figure; it could vary from \$90 to \$160.

Mr. FAIRWEATHER: Well, that is comforting. What is the situation in respect of building houses in these various parts of the world where Canadian public servants will live and in that way we would not have to bother with this?

Mr. CADIEUX: There are two aspects; one is the provision of residence to the head of mission because under the regulations the head of mission is entitled to have a residence. It is either rented or built. But, there is a problem for staff.

Mr. FAIRWEATHER: I am thinking really of the juniors.

Mr. CADIEUX: The policy here is to provide accommodation mainly in areas where it is very difficult to obtain accommodation. If the government have accommodation, naturally they want to use it, and when people have completed their tour of duty and have to be replaced with other persons, the accommodation that is government owned is not always ideal. There are problems in respect of schools; there are problems in respect of churches and there may be problems in respect of communications. All these may combine to make a particular location attractive for one employee but less attractive for another.