

certain percentage is considered to be temporary; does that apply to the Department of External Affairs?

Mr. HEMSLEY: Yes, it is a Treasury restriction rather than one of the Civil Service Commission.

Mr. MACINNIS: Mr. Wrong referred to two classes of temporaries: the true temporaries those who came in just for a temporary period—and a peculiar class of temporaries known as permanent temporaries. I do not know whether there is a definite percentage in each department or not; is there?

Mr. HEMSLEY: It used to be 80 per cent. I think as far as our department is concerned we have something rather special in that way in that we have in our foreign missions quite a few people who are not Canadian citizens and cannot be made permanent, but we would probably take care of the 20 per cent. I think most of our Canadian nationals, both in the diplomatic range and the administrative end, if qualified for permanency could be made permanent.

The WITNESS: In respect of our foreign missions there is a unique condition in our service. For instance, the senior messenger in the Washington Embassy who is a very faithful and capable coloured man, has been with the Washington Embassy, I think, since 1928, but he cannot become permanent because he is an American citizen. I regard him as a permanent temporary in the sense used, and I hope he will remain until he reaches the age of retirement.

Mr. MACINNIS: That is unique.

The WITNESS: Yes, that is unique, and it applies mostly to us. The Department of Trade and Commerce may have some similar cases in connection with their trade commissioners' offices abroad, but it would apply only to a department which maintains a sizable portion of its personnel outside of Canada and has to engage local labour for certain duties. As I think I told the committee before, our policy is to have British subjects, and as far as possible Canadian citizens, employed in any capacity involving confidential work at all our missions abroad; and they, of course, can become permanent civil servants just as much as those who serve in Canada.

By Mr. Fraser:

Q. Mr. Wrong mentioned the preference given ex-service men by his department. I have here a return tabled on May 20, and one thing that stands right out is that the Department of External Affairs in percentage is away ahead of other departments in connection with the preference granted to ex-service men.—
A. I should like to say, if I might, with regard to the first competition to which I referred for appointment to senior ranks in our service that when the results are announced I believe it likely that there will be a number of people who will qualify who are peculiarly qualified for the work, people who may have been engaged for four or more years but who have not the overseas preference. That group includes nearly all of them, and I think probably all of them are people who were too young to have seen service in the last war and too old for operational service in this war. Or there would be a group of younger fellows who were not passed physically fit for military service. The percentage will, I think—and I must say I fervently hope—be somewhat reduced because I do not know what we would do if we did not get perhaps 8 or 10 approximately of these people who include some of our most key men both in Ottawa and in the posts abroad in a permanent capacity in the department.

Mr. MARQUIS: Maybe the temporary employees who have worked for one or two years will have a preference in employment and in passing the examination will be employed permanently above others who make the application?

Mr. HEMSLEY: No, in theory the examination board is supposed to discount any experience an employee has gained in what might be considered an improper