

This is because of the importance in the Departmental view of ensuring that as far as possible there should be maximum interchangeability within the Department.

It will, however, be observed that the educational qualifications for Consuls differ from those demanded for Foreign Service Officers in that for the former there is a measure of relaxation of the university graduation requirement. It is necessary to emphasize that there is no intention that this relaxation should be widely, or at all generally, applied. Ordinarily the Department would hope to provide its Consuls and Vice-Consuls from the ranks of the Foreign Service Officers. In the present circumstances, however, there are no Foreign Service Officers of suitable seniority available for appointment as Consuls, and it is not thought that advertisement would produce the necessary desirable graduate applicants. Moreover, with the passing of the years and the acquisition of general business, professional, or official experience, the technical qualification of university graduation diminishes in importance to the general suitability of the candidate. In the particular classes of Consuls Grades I, II and III, as suggested above, it will be seen that the Department is seeking men with a minimum age of forty years, and in the more senior appointments some candidates over fifty may be the most suitably equipped all round. If a senior candidate with unusual qualifications, but without a university degree, is available, at this stage when the matter is urgent, it would be only good business to employ him.

A second and compelling reason for relaxing the university graduation requirement is that of providing an avenue of promotion in the Foreign Service of Canada for men and women who have proved their capacity and all round suitability for advancement by service in the Department of External Affairs.

It is not expected that there will be any large number of appointments made to consular posts from either of the two classes mentioned above. As stated, the normal source of recruitment would be the F.S.O. classes. The sole purpose of the proposal now made is — first to take care of the initial needs of a relatively few senior consular posts — and second to provide a more distant horizon for really able people in the lower ranks of the Departmental service.

It is, therefore, proposed that Consuls and Vice-Consuls, as above, should be drawn from two classes:

- a) F.S.O. Grades I to VI, and
- b) Administrative Officers External Affairs,

which latter class already exists in part but should be extended to parallel in emoluments and Grades those of the existing Foreign Service classes, thus:

F.S.O. Grade VI	=	A.O. Dept. of External Affairs Grade VI
F.S.O. Grade V	=	A.O. Dept. of External Affairs Grade V
F.S.O. Grade IV	=	A.O. Dept. of External Affairs Grade IV
F.S.O. Grade III	=	A.O. Dept. of External Affairs Grade III
F.S.O. Grade II	=	A.O. Dept. of External Affairs Grade II
F.S.O. Grade I	=	A.O. Dept. of External Affairs Grade I

Anticipated Quantitative Requirements

A survey is about to be undertaken, by actual visit of a senior officer, of the requirements at various points in the United States of America. When that survey is