

Programme departments with foreign interests, such as Finance, NH&W, Agriculture, etc., should find their interests better served by a consolidated foreign service. This is largely in consequence of the fact that interchanges between the domestic and foreign services will be facilitated and, therefore, departments will more easily be able to place abroad particular individuals with the required mix of skills and experience for particular jobs, both those identified now as "Finance" or "Labour" positions or whatever as well as others which will be identified in the future. Secondly, they will be able to absorb in their headquarters officers from the foreign service who will eventually, as part of their responsibilities abroad, be representing their particular interests and in this way play a more active role in the training and development of those officers.

The roles of the foreign service departments in career development and posting will relate to participation, as was mentioned earlier, in setting the criteria for selection into the foreign service, for screening candidates for the foreign service from their own particular points of view, screening officers coming into their departments for early training and on assignment and screening officers going abroad to positions whose primary work is in their own programmes.

The important consideration for the foreign interests departments is that they will retain the control they require over the external aspects of their own policies and over the development of the systems within which Foreign Service Officers will operate when delivering their programmes.

Once on foreign service, all employees will be directly responsible to the Head of Post who will normally use them in operations in their streams, but who will be free to use them temporarily in other areas as required. Programme policy instruction will be sent by foreign interests departments directly to the Head of Post. Operational links between departments and programme officers will also be direct. This, however, should not detract from the accountability of the Head of Post to the interested department for his programme management nor from the accountability of the officer to the Head of Post.