

This proposal should not be construed as casting an unfavourable reflection upon the Director but will serve to emphasize the importance of the Training function. This reporting relationship will also permit the Director General to become actively involved with the Department and exert more influence in the planning of a continuing program of training and education. Additionally it will introduce an element of flexibility that will permit using personnel from both Divisions, as the need arises, without creating conflict between the two Directors who may feel their own priorities must be served first.

#### OBSERVATIONS

The relatively small size of the Sections necessitates protecting the confidentiality of the interviewees therefore, rather than speak to specific Sections, all pertinent data will be discussed under the umbrella of the general headings.

- A. Objectives can best be described as the establishment of achievable goals within established timeframes and designed to improve performance. Within this context we could find limited evidence of concrete objectives. Not surprising and all too often we were told "there is not sufficient time." For example the following was offered as evidence: "not sufficient time to - conduct analysis, spend with subordinates, determine what is a policy guideline, be an efficient administrator or discuss various aspects of the job." The reason there is not sufficient time is that everyone is so busy putting out fires that preventive measures are not being developed. One is left with the impression that the Bureau was re-organized, position