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TERMS OF REFERENCE

1. The terms of reference of this project, which was undertaken at the direction of Mr. Marcel Cadieux, Under-Secretary of State for External Affairs, may be summarized as follows :

To recommend new or revised policies and procedures which the Department of External Affairs should pursue to ensure that it will have adequate numbers of experienced foreign service officers to meet its future commitments, with special reference to:

- A (1) The forecasting of manpower requirements;
- (2) Recruitment policies and procedures;
- B (1) Training programmes at the new entry and middle rank levels;
- (2) Assignment policies and practices;
- C (1) The deployment and utilization of existing FSO resources;
- (2) The identification of related staff resources which must be available to enable FSOs to function effectively.

2. Texts of documents containing full statements of the terms of reference may be found in Appendix I.