

3<sup>e</sup> PARTIE/PART 3  
ADMINISTRATION

4. DEA/8508-40

*Extrait du procès-verbal de la réunion des chefs de direction*

*Extract from Minutes of Meeting of Heads of Divisions*

SECRET

Ottawa, June 24, 1949

...

PERSONNEL

39. Mr. Moran said that an Establishments Committee would be set up to examine the personnel requirements of Divisions in Ottawa and Offices abroad with a view to producing a personnel establishment by numbers and ranks for the Department and all our missions. It was recognized that considerable flexibility would have to be permitted to care for shifting burdens of work but such establishments were necessary to permit long-term planning for recruiting, postings and promotions.

40. Mr. Moran explained that in the immediate postwar years it was accepted by the Civil Service Commission and Treasury Board that large intakes of all ranks would be necessary to enable our programme of expansion to be carried out. Consequently, little difficulty was experienced when submitting our requirements for additional officers. We have now been advised that any further expansion will be subjected to the closest scrutiny and we have been encountering some difficulty in obtaining approval for our present request for twenty-two more junior Foreign Service Officers. After prolonged discussions and the preparation of a number of memoranda, we were successful in having the Civil Service Commission certify to Treasury Board that it was satisfied, after examination, that these additional officers were necessary.

41. When the item was placed on Treasury Board agenda, they asked for additional supporting evidence which was supplied. The Board, at this week's meeting, decided that this was a matter of such importance, particularly at a time when efforts were being made to reduce the size of the Civil Service, that our application would have to stand over until next week's meeting<sup>3</sup> when all of the Ministers would be present.

<sup>3</sup> La réunion des chefs de direction n'eut pas lieu la semaine suivante. Et comme les comptes rendus des quatre réunions ultérieurs manquaient, aucun rappel ne fut effectué. Les nominations furent ratifiées par le Conseil du Trésor, lequel, plus tard au cours de l'année, régla un autre problème soulevé par l'expansion d'après-guerre—la rapidité du taux des promotions au sein du ministère des Affaires extérieures.

The Heads of Division did not meet in the week following, and records of the next four meetings are missing, so there was no follow-up report. The appointments were approved by Treasury Board, which later in the year devoted similar attention to the rapid rate of promotion in the Department of External Affairs, another consequence of the postwar expansion.