

uneasiness on the part of career officers on this matter, a policy statement on the subject be adopted and promulgated.

- R-16      a)      That the annual recruiting target for foreign service officers be set as part of a five-year projection, based on the total departmental manpower figure forecast for five years ahead;
- b)      that due allowance be made for anticipated separations; and
- c)      that the recruiting figure for 1969/70 applicable to the FSO competition just completed, be set at 40 FSOs as a minimum.
- R-17      That in co-operation with the Public Service Commission the Department continue to direct recruitment publicity to Canadian graduate students in universities abroad and that similar publicity be directed towards graduate students in universities in Canada.
- R-18      That in co-operation with the Public Service Commission the Department
- a)      develop a programme to publicize the foreign service amongst the first and second year students at Canadian universities;
- b)      continue the practice of arranging visits to the university campuses by officers of the Department who can, by means of their contribution on substantive matters, provide good institutional advertising for the foreign service; and
- c)      direct publicity towards people in institutions in addition to those from which the Department normally draws FSO candidates in order to broaden the area from which FSOs are recruited and to increase understanding of the purpose and activities of the foreign service.
- R-19      That the Department review carefully the information passed to the Public Service Commission for inclusion in printed recruitment publicity material to ensure that it gives an accurate representation of the work of a foreign service officer at the various stages of his career.
- R-20      That in connection with FSO recruitment at all levels the Department review regularly with the Public Service Commission the Commission's FSO selection standards to ensure that they reflect the types of work that FSOs of all grades are expected to do as well as any changes anticipated in the responsibilities of FSOs or the functions of the Department of External Affairs; and further that the Department ensure that a statement of these selection standards is available to each member of the FSO Selection Boards before they commence their interviews.