

Conversion results for the Department of External Affairs are comparable with those of the Public Service as a whole, except at the SCY-4 level, where we fall considerably short. Given the relatively higher percentage of senior officer positions in the Department, the Committee felt that the Foreign Service Secretary Group should be placed higher, in the top range, in comparison with the Public Service as a whole.

The Table below shows the numerical and percentage breakdown of rotational secretaries in comparison to the Public Service SCY Group as a whole:

Before January, 1976:

	<u>External</u>	<u>%</u>
SCY-1	315	65.35
SCY-2	115	23.85
SCY-3	34	7.05
SCY-4	12	2.48

After Last Promotion:

	<u>External</u>	<u>%</u>	<u>Public Service</u>	<u>%</u>
SCY-1	135	28	2,733	30.2
SCY-2	225	46.68	3,841	42.4
SCY-3	104	21.57	1,949	21.5
SCY-4	18	3.73	516	5.7

As will be seen readily, with only 3.73% of rotational secretaries at the SCY-4 level, room at the top is extremely limited.

Relating senior secretarial levels to FS officers' positions in the Department, the ratio is unrealistic. It becomes even more unrealistic given the fact that there are a greater number of senior officer positions in External Affairs as compared to other federal government departments.