

provisions should be made accordingly. This may be construed as an irrational statement but if any degree of continuity is to be maintained safeguards must be built into the system. As the Bureau continues to grow in stature and more of the user departments come to accept the services provided, the lack of staff will not be accepted as a justifiable reason for not offering a training course or updating a manual.

We must also look at the adequacy of resources. Webster's New Collegiate Dictionary describes adequate as "equal to or sufficient for some (specific) requirement."

Thus consideration must be given two aspects of resource allocation, replacements and experience levels. When operating in an 'unstable' environment, created by a system of continuous rotation of human resources, it may not be feasible to leave a position vacant until an ideal candidate can be acquired. This situation will undoubtedly put more pressure on supervisory personnel who may then be required to spend an abnormal portion of their time in staff development. The Bureau of Management Consulting may not be perceiving this situation with complete accuracy but there are enough indicators to justify, in the over-all operational plans of the Bureau, provision for these eventualities.

Serious consideration should, in our opinion, be given to identifying those positions within the Bureau that could be difficult to staff without adequate notice. Non-rotational positions may not be acceptable within the Department's operational philosophy, however we can