

which the administrators of the Company were apparently powerless to control. It would also appear that public funds may have been surreptitiously diverted to support these purposes.

- iv. It is apparent that from time to time and from place to place various volunteers, in the course of their duties, participated in overt acts of a partisan political nature, contrary to the objectives and the best interests of the Company.
- v. Your Committee has evidence that the Executive Director of the Company is seriously hampered in the performance of his duties. This situation results from the following factors, among others:
  - (a) The Company has no policies on the qualifications required of volunteers nor any definition of their exact role and functions;
  - (b) There is no policy on the recruitment of volunteers;
  - (c) There are no policies on the training of volunteers;
  - (d) There are no evaluation procedures with respect to the performance of volunteers and staff;
  - (e) There is no adequate procedure to deal with the grievances of volunteers or staff;
  - (f) There are no adequate policies for the suspension and dismissal of staff and the suspension or cancellation of volunteer contracts.
- vi. The Company has no policies for the research, selection, evaluation, modification and/or termination of programs or projects.

### TRUSTEESHIP OF CYC

III. Notwithstanding these grave shortcomings of the Company, your Committee believes that the original concepts and objectives of Parliament in creating the Company can be successfully realized. But this result cannot be achieved without substantial changes in the legislative framework, organization and operations of the Company. Some of the required changes are outlined hereafter.

There is a need to protect the expenditure of public moneys and to control any possible illegal activities of a few members of the Company. Furthermore, your Committee has not had an opportunity to evaluate adequately the work done by volunteers in specific projects. Also, it is advisable to give the fullest possible opportunity for consultations between the appropriate Minister and the Company before changes are implemented.

Accordingly, your Committee RECOMMENDS that, for a period of not more than a year, all powers and functions heretofore exercised by the Council and the Executive Director be exercised under the direction of three trustees.

### RECOMMENDATIONS

IV. Your Committee RECOMMENDS that during this period of trusteeship the appropriate Minister of the Crown, after consultation with the Council and the Executive Director of the Company and with such other persons as are deemed advisable, take the appropriate steps to improve the legislative framework, organization and operations of the Company to enable it to achieve its