

however, a practical difficulty in connection with such applications, which it is not easy to surmount in cases where the applicant is not able to visit England. The difficulty is this. It has been found by experience that, where an officer is required to come in contact with native races and to represent the British Government personally amongst them, qualities of character, personality, tact and address become of great importance. You can readily understand that it is a little difficult to judge of the suitability of any one candidate on these grounds, as compared with those of others who may be applying, unless the candidate in question has been personally interviewed by an officer of experience in these matters. It is, of course, often very difficult to arrange for such interviews in the case of applicants from the self-governing Dominions, and to that extent they may be said to be handicapped in competition with candidates who are able to present themselves for interview in this country.

Perhaps some of your correspondents from the Dominion Universities, who are particularly interested in this question, might be able to think out and suggest some better means of overcoming this difficulty than at present exists. Some form of inter-University selection board, who could be made fully acquainted by us with the kind of qualifications etc., required for the various branches of the Colonial Service and who might then interview and report on the most promising candidates from their Dominion to the Secretary of State suggests itself to me as a possible way of smoothing the path for Dominion candidates. In any case, should any of your correspondents be able to make useful suggestions for improving machinery, I shall be very happy to consider them.

Yours sincerely,

(Signed.) R. D. FUPSE.