

Mr. SMITH (*Calgary South*): Is there any way in which you find you can employ these people more usefully so that you are not left restricted in the number of people you are going to apply to each particular position. Let us say disarmament, for example. You have a very small staff to cover a very responsible job. This is going to increase rather than decrease. How will you recruit the number of people you will need for disarmament.

Mr. GILL: The understanding we have with the civil service commission, and with treasury board, is that in any government-approved program which is either an extension of an existing program, or a new program, that we can obtain authority for the positions required.

In other words, the positions are provided. Then, the filling of those positions is done in the way mentioned at the last meeting, in the normal recruiting way. There is a delay in staffing the positions that are authorized.

Mr. SMITH (*Calgary South*): May I ask this question: Do you think that you can adequately service your increased responsibilities with the same number of people at your desks in Ottawa? By that, I mean does it necessarily follow that your Middle East division, as an example, is not going to have to increase in relation to new responsibilities you have assumed in this particular field?

Mr. GILL: Yes, I think that is very likely. We have an establishment review in the summer of every year, which is preliminary to the preparation of the government's estimates. On those occasions we seek authority for new positions, not only in relation to posts, but in relation to additional work loads in existing units.

Mr. SMITH (*Calgary South*): So, you do estimate that you are going to have some—and I do not want to put words into your mouth—fairly sizeable increases in personnel to service the new responsibilities. Is that a fair question?

Mr. GILL: Yes. I could amplify that by saying that we do have in our establishment a pool of positions which are designed to cover the loss of time occasioned by moves, illnesses, international conferences, travel, time, leaves, courses such as national defence college, and that sort of thing, and that at the moment the staff provided in that pool falls short of meeting these requirements.

Mr. SMITH (*Calgary South*): Then, your present staff does fall short of meeting its requirements?

Mr. GILL: Yes, in that pool area.

Mr. SMITH (*Calgary South*): And you say you are taking the necessary action to correct this shortage?

Mr. GILL: Yes.

The CHAIRMAN: Have you a question, Mr. Kucherepa?

Mr. KUCHEREPA: Following on that, in relation to the other item, namely 77 (1) overtime, I suppose, in the past payment employees were reimbursed for overtime giving them days off, and now, because of the situation you have just described, you are suggesting, under the new policy, that you pay for your overtime. In other words, you are paying for the services of these people, because of the change?

Mr. GILL: Yes, but I think that applies only to certain categories. It applies to the communicators who work on a shift basis, and, I think in the junior clerical grades. The senior clerical grades, I think, continue to be compensated for overtime by leave credits.

The CHAIRMAN: Are there any further questions on item 77?