

example, they might result in the unwarranted expenditure of post funds, the situation should be tactfully explained and, if necessary, Headquarters informed.

DISCRIMINATION

The Public Service Employment Act, Section 12, forbids discrimination in the selection of employees on grounds of sex, race, national origin, colour or religion, and the Fair Employment Practices incorporated in the Canada Labour Code also apply to public service employees. An Anti-Discrimination Branch has been established within the Public Service Commission to investigate allegations of discrimination in the public service. Under the Canadian Human Rights Act, which came into force on March 1, 1978, a Canadian Human Rights Commission was established with the responsibility, among other things, for dealing with any complaint of a discriminatory practice, whether committed abroad or in Canada, against a person who is either a Canadian citizen or has been admitted to Canada for permanent residence. The Commission has the power to investigate all such complaints and the responsibility for prescribing remedial action or ensuring that appropriate judicial action is taken. Employees dealing with colleagues and the general public, Canadian or local, should exercise particular care to avoid any instance or impression of discrimination.

LABOUR-MANAGEMENT RELATIONS

There should be the greatest possible degree of cooperation and understanding in employee-employer relationships. Management and staff are expected to fulfill their respective obligations and respect the rights of others as set out in the relevant collective agreements and the Public Service Staff Relations Act.