

Canada he should not lose anything in particular. An individual such as you have described receives a rental allowance to help him obtain accommodation in places where accommodation is more expensive than here, so that again when he returns his position is the same as that of every civil servant.

On the representational side many things are put at his disposal. When he comes back an attempt is made to help him: he is allowed a certain length of time in a hotel at public expense while he finds accommodation. He can readjust himself when he gets into a new house as a result of a special kind of compensation which is given, and this is something for consideration. Removal expenses are paid, but as you know, it is difficult to avoid incidental expenses of one kind and another. Theoretically they are returned to their Canadian salary and this is the salary which is set up by the civil service commission and the treasury board.

The CHAIRMAN: I see three senior officers with their hands up indicating they wish to contribute some information in this regard.

Mr. GELBER: Does the salary change in respect of these men represent very difficult problems to these officers when returning home?

Mr. CADIEUX: There is an attempt made to cover removal of expenses. Whether we are completely successful or not, I would not suggest is the case. It is always necessary however to guard the public money to make sure there is no extravagance and there is some kind of control. This is a problem that our people are expected to face every few years when they make a major move, and dislocation is a problem.

Mr. GELBER: Mr. Cadieux in his evidence before this committee the minister paid a very fine and well deserved tribute to the service. He said that the tasks which we give to his department are not accompanied by additional means provided to fill some of these tasks. He felt that the department, in order to fill all the tasks that were placed upon it, needed additional facilities. I wonder whether you have anything to say to the committee about plans which may have been made in the department in respect of the type of facilities required, keeping in mind the expansion necessary to complete some of these tasks which are placed on the department as a result of our international responsibilities?

Mr. CADIEUX: I can think of three aspects which I think will require some attention. The first is in relation to personnel. I think the responsibilities of the department are expanding very quickly, and will continue to expand at this rate in the future. We need a larger staff. We need more officers and more people of the right kind who will come to Ottawa and take up posts abroad. This situation is the same as that which applies to nurses or other professional individuals, they must have some vocation. While the allowances are important, no amount of money will compensate for some of the hardships suffered in respect of isolation for instance. We need more staff, but another problem we have to face is the expense involved in enlarging our staff. Our experience is that when individuals reach the age of 30 to 45 they have children and find it very difficult to give their loyalty to the department and not to transfer it somewhere else. They must make a difficult choice in respect of loyalty to the service and loyalty to their families, particularly having regard to the educational opportunities provided for their children. They must decide whether to leave their children in a place where the educational opportunities are equal to those in Canada and live alone at their posting, or take their families with them, accepting sometimes lower standards of education.

Some individuals feel they cannot remain with the department and must find another job in Canada for a number of years so that their children will have these educational opportunities which are provided here. This is a very great problem. There are many ways of approaching it. Adequate money is important but represents only part of the solution. Many factors are involved