

3. Contacts with visiting Canadians.
4. Contacts with individuals amongst the general public of the host country.
5. Public speaking occasions.
6. Consular interviews.
7. Briefing and advising the Head of Mission or senior officer.
8. Briefing or directing a subordinate officer.
9. Interdepartmental Committee meetings at the post.
10. Delegation work or Committee work in international organizations.

This list - which is not exhaustive - indicates the wide range of activities in which skills in written and oral communications are important. Since these skills are so vital to the proper conduct of the Department's work there can be little doubt that the service would benefit greatly if they were developed in foreign service officers through positive training as well as through learning on-the-job. Because communications is such a commonplace activity, particularly in Government, and because most officer personnel get plenty of practice at it, many people do not fully appreciate that communication involves skills which can be imparted or improved through training. Because of the particular importance of communications to the foreign service officer we have no hesitation about identifying it as a training need.

207. Another training need identified in the course of our work analysis is in the area of internal departmental procedures and regulations - particularly consular and immigration regulations. To the extent that foreign service officers - particularly on their first