

interest). If necessary, the request should be addressed to Headquarters, through the Head of Post.

Particular care should be exercised when the dependant's prospective employment is at the Canadian mission itself or at the mission of a third country. Risks of conflicts of interest as outlined above are increased, and such employment should always be reported to Headquarters through the Head of Post.

#### CONCURRENT EMPLOYMENT

Article 57(1) of the Vienna Convention on Consular Relations and Article 42 of the Vienna Convention on Diplomatic Relations prohibit consular officers and diplomatic agents respectively from engaging for personal profit in "any professional or commercial activity".

Government personnel serving abroad who are not designated as either consular officers or diplomatic agents, but who contemplate seeking concurrent employment, should be guided by the following.

Concurrent employment in either a self-employed or employer capacity is occasionally taken by members of the Department for a variety of reasons. The right to do so is embodied in most collective agreements which point out that employees shall not be restricted in engaging in concurrent employment outside office hours except in those areas where "the Employer" specifies that there could be or appear to be a conflict of interest. In this context, it might also be noted that concurrent employment within the public service is not excluded, but is permissible only with the express authorization of the Deputy Head.