

Grades 3, 4 and 5. The results were not as plentiful as had been expected, particularly in the junior grades: this indicated that many of the best men were still in university. Tentative eligible lists showed that 15 F.S.O.'s Grade 1 had qualified, 8 F.S.O.'s Grade 3, and 3 or 4 F.S.O.'s Grade 4. Some of these were already in the Department. With the appointment of all the successful candidates to the Department, the pressure would be somewhat relieved and there would be an opportunity to train the junior men. At the present time, there were eight or ten F.S.O.'s Grade 1 in training who, at the end of the year, might be fitted to go abroad. The Personnel Division was now working out a regular system of training.

21. Mr. MacDermot referred to the form which had been sent out to Heads of Mission for the purpose of reporting on F.S.O.'s serving abroad. He said that this form had been devised after consultation with a number of people. While most Heads of Mission had completed the form, some had found it not entirely satisfactory. It had been agreed, therefore, that the form should be simplified and that provision should be made for reporting on senior officers in order to ensure that their special qualifications for posting were indicated. Reports on junior officers should give some indication of their potentialities. The new form would be reduced in size and more flexible in use.

22. These reports had three objectives. One was to provide the Personnel and Planning Board with reports which could be used in making recommendations for promotion and transfer. One was to determine which F.S.O.'s should be recommended for special training; details on special training were now being worked out with the Civil Service Commission. The third was to assist the Board in posting officers appropriately.

23. Mr. Robertson suggested that it would be useful if some indication could be given on the form as to the purpose for which the information would be used. General Vanier recommended that considerable latitude should be given to the Head of Mission as to the form in which he made his report. He also emphasized the need for maintaining the utmost care in handling the completed report to ensure that it should be accessible only to those who were required in the course of their duties to handle the report. He raised the question of whether or not the officer who was the subject of the report should see the comments made about himself. The general consensus was that this was undesirable. It was agreed, however, that it was a normal responsibility for a Head of Mission to talk to an officer on whom he was reporting, drawing his attention to any deficiency in his work.

24. Mr. Pearson said that the Department was trying to get as many promotions as possible through the Civil Service Commission. In recommending promotions, time spent in war service was taken into account along with time spent in the Department. There were many factors to be considered, however, and the difficulty was increased by the fact that so many juniors had been taken in at the same time and had shown a fairly level standard of proficiency. Mr. Robertson expressed his opinion that promotions from F.S.O. Grade 1 to 2 should be automatic and after Grade 3 had been reached promotions should be selective. Mr. Pearson pointed out that the Civil Service Commission was averse to automatic promotions from one