

ADDENDUM C.

NOTE BY SIR JAMES RAE WITH REFERENCE TO PARAGRAPH 23
OF THE REPORT.

I should prefer to see a greater measure of elasticity as regards the period of service in the specialised departments of Under and Deputy Secretaries.

In the case of the non-specialised departments, these officers will be recruited on the understanding that at the end of their tenure they will ordinarily revert to the province of origin. The Under and Deputy Secretaries in the specialised departments will stand in a different position. They will form part of an expert cadre and the primary consideration in their case will be the provision of the requisite training and experience. A rigid time limit on their period of service as Under and Deputy Secretaries may, on occasions, prove to be an obstacle in this connection. For example, a vacancy in a post of the type to which an officer should next be appointed may not coincide with the termination of his 3 years. I would, therefore, advocate an arrangement which recognises that the 3-year period in the case of the specialised departments is subject to reasonable extension for the purpose of facilitating transfers to other posts available in connection with the expert cadre.

I should like to make it clear that in these observations, I do not contemplate the indefinite retention of officers as Under and Deputy Secretaries.

JAMES RAE.