

mary employee inventory for the Executive, Scientific and Professional, Technical and the Administrative and Foreign Service categories. Under the Public Service Employment Act, public servants who are candidates in a competition open to all or part of the Service may appeal the selections made as a result of the competition to the Public Service Commission.

When a promotion is made without competition, those who would have been eligible to apply if a competition had been held may appeal. Public servants may also appeal the decision of a Deputy Head to recommend release or demotion because of incompetence or incapacity.

Consistent with the growing emphasis on managerial development and continuing education, the Public Service Commission offers interdepartmental courses in government administration, occupational training and management improvement. The Commission acts as the consultant and adviser to Deputy Heads on training matters and the training and development facilities of the Commission are available to employees to train them for specific occupations or for promotion within the administrative and managerial ranks.

In order that departments may perform their functions effectively and serve the public in accordance with the Official Languages Act, the Commission ensures that employees appointed are qualified in the knowledge and use of English or French or both. The Commission exercises specific responsibilities in the areas of language training, research and the development of selection standards with regard to the linguistic requirements of positions and groups of positions within the federal Public Service. It must establish the method of assessing language knowledge and it must also establish the degree of language knowledge or proficiency possessed by candidates for positions.

The formulation of appropriate selection standards is to be determined in accordance with the decisions of the individual Deputy Heads with respect to the linguistic requirements of positions and groups of positions.

3.2.3 Immigration

The Canada Immigration Division of the Department of Manpower and Immigration administers the Immigration Act and Regulations. The Programs and Procedures Branch is responsible for long- and short-range planning of immigration policies, co-ordination of immigration policies developed internally, functional support for the transportation and reception of immigrants in Canada and liaison with transportation companies. The Home Services Branch is responsible for handling individual immigration cases, directing the Canadian immigration field staff, formulating policies and guidelines on the enforcement of immigration operations and providing technical advice on procedures relating to the admission of immigrants and non-immigrants. The Foreign Branch is responsible for the management of the overseas service, uniform application of selection standards, promotional activities and implementation of approved programs abroad and the counselling and direction of immigrants.

There are 58 Manpower and Immigration offices outside Canada at Athens, Atlanta, Beirut, Belfast, Belgrade, Berlin, Berne, Birmingham, Bonn, Bordeaux, Boston, Brussels, Budapest, Buenos Aires, Buffalo, Cairo, Cologne, Copenhagen, Chicago, Dallas, Detroit, Dublin, Glasgow, The Hague, Hamburg, Helsinki, Hong Kong, Islamabad, Kingston, Lisbon, London, Los Angeles, Madrid, Manchester, Manila, Marseille, Milan, Minneapolis, Nairobi, New Delhi, New Orleans, New York, Oslo, Paris, Port au Prince, Port of Spain, Rome, San Francisco, Seoul, Seattle, Singapore, Stockholm, Stuttgart, Sydney, Tel Aviv, Tokyo, Vienna and Warsaw. Many of these offices have been assigned responsibilities in countries not serviced by a resident Canadian immigration officer; visits are made to countries and territories within each designated area as the volume of applications warrants. Personnel are kept in touch with economic conditions in Canada and advise immigrants about their prospects of successful establishment in Canada.

Examination of immigrants and visitors is carried out at 547 ports of entry on Canadian coasts, at points along the international boundary and at certain airports and inland offices.

There are two principal objectives of Canada's immigration policy. On one hand it seeks to stimulate economic growth and encourage social and cultural development. Immigrants with the skills required by the Canadian economy are recruited and the temporary entry of non-immigrants whose presence serves these same ends is also arranged. Relatives of Canadian residents or refugees are admitted on humanitarian grounds. On the other hand the policy assists in maintaining Canadian national security, public health and economic and social