



DRBS 962-1-1(DSI/IC&S)
OUR FILE REF.

DEPARTMENT OF NATIONAL DEFENCE
DEFENCE RESEARCH BOARD

Ottawa 4, Ontario.
16 January, 1964.

Mr. D.W. Wall,
Assistant Secretary to the Cabinet,
Privy Council Office,
East Block, Parliament Buildings,
Ottawa, Ontario.

Dear Mr. Wall:

On January 9th we discussed with you some of the problems we expect in our recruitment program as a result of the new Cabinet Directive, observing that we have a great deal of competition in obtaining qualified scientists. We noted especially the limitations inherent in any requirement that all applications be security cleared before a firm offer of employment is made. For DRB, this means that many highly qualified recruits will be lost, since they will not be prepared to await a decision as to the suitability of their employment, which may take two to three months.

Because our employees normally require or may have access to sensitive information, we always demand a background investigation before a decision is made on security. Even though we will attempt to obtain a full clearance before completing the arrangements for hiring future employees, there will be cases where it will not be in our best interests to do so.

In our discussions with you we indicated that all new DRB employees are hired for a probationary period which is not less than one year and that during that period either employee or employer could effect a separation without explanation or commitment. This is a written condition of employment. Our impression is that you agreed that it was quite proper in cases where the "background investigation" revealed evidence of character weaknesses, that this information could be used to decide, outside of security considerations, whether or not the employee was unsuitable and did not meet the requirements of a sound personnel policy. In brief it was our understanding that serious character weaknesses constitute sufficient justification for releasing probationary employees and that this may be done without contravening C.D. 35 provided that the decision is not based on security considerations.

No!
a serious misunderstanding

Since this is a most important point in administering C.D. 35, we would ask you to kindly confirm or amplify your verbal discussions with us, in writing.

It would be appreciated if a reply could be received as soon as possible.

Yours truly,

W.A. Hoddinott
(W.A. Hoddinott)
for
Chairman, Defence Research Board