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resolve the doubt, or appear to the department or agency to be inexpedient under the circumstances, the assistance of the employee himself shall be sought in an attempt to resolve the doubt.

A senior officer appointed by the deputy minister or head of agency shall, after appropriate consultation with the investigative agency or other source of the information which raised the doubt, interview the subject and inform him, to the fullest extent that is possible without jeopardizing important and sensitive sources of security information, of the reasons for doubt, and shall give the employee an opportunity to resolve it to the satisfaction of the responsible department or agency.

16. Should none of the courses set out in paragraph 15 above result in a satisfactory resolution of doubt concerning a government employee, the responsible department or agency shall deny the subject a security clearance, shall take such action as is necessary to preserve security and shall consult the Secretary of the Security Panel with a view to assisting the department or agency in determining tentatively:

- (a) whether the subject might safely and usefully be appointed to a less sensitive position in the department or agency or elsewhere in the public service, with his knowledge and consent to the fullest degree possible under the circumstances;
- (b) if appointment elsewhere is not possible, whether he should be asked to resign his position in the department or agency; or
- (c) if he refuses to resign, whether it should be recommended to the Minister responsible that the person be dismissed from the public service.

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17. Should the department decide that a recommendation for dismissal should be made, no action shall be taken on such recommendation until:

- (a) the deputy minister or head of agency has personally made a complete review of the case, and has himself interviewed the employee in question, in a further attempt to resolve any reasonable doubt as to his trustworthiness;
- (b) the employee has been advised, to the fullest extent possible without jeopardizing important and sensitive sources of security information, why doubt continues to be felt concerning his loyalty or reliability, and has been given a further opportunity to submit any information or considerations that he thinks ought to be taken into account on his behalf by the deputy minister or head of agency; and failing a satisfactory resolution,
- (c) the advice of the Security Panel has been sought on the basis of all the information available.

18. In arriving at a final decision as to whether to recommend to the Governor in Council that an employee be dismissed on grounds of security, the Minister responsible will take into account all of the relevant information and advice that has been provided, but the Minister is not bound to act on such advice.

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Add paras 9 and 10 _____
of Supplement as
19 and 20

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