

MEMORANDUM • GOVERNMENT OF CANADA

TO : Inspector J.E.M. Barrette

YOUR FILE No:

FROM : Cpl. G.B. Blake.

OUR FILE No: G 288-3

SUBJECT: Screening of R.C.M.P. Civil Staff
(Civilian Members)

DATE: 16-6-61

Sir:

As you are aware, the Force recently incorporated certain Civilian positions establishing a new category of Civilian Members. As such, these members have similar status as regular uniformed members, with the exception of being a Peace Officer, including an Identification Card and the privilege of being called a member of the R.C.M.P. In the main, these Civilian Members are employed in S. & I. as Readers and Reviewer-Analysts, in the Identification Branch as Fingerprint Technicians and, of course, there are other types of Technicians in various fields and categories such as the Communications Branch, Air Division, etc.

2. In some cases these employees are employed on duties where they will have access to classified material. Consequently, they should be automatically subjected to a field investigation, however, in certain cases where access is only to Confidential, no provisions are made for field investigations and certain employees, particularly in Headquarters' Identification Branch, are employed on the basis of a records check only.

3. Of course, policy is such that a person may be employed without a field investigation if the position holds limited access. Therefore, no policy is actually being circumvented by the hiring of these Civilian Employees on the basis of a records check. The writer feels, however, that the policy should apply more to Civil Servants than to our Civilian Members and although there is presently no security breach, I feel that the status of Civilian Members should be subjected to further consideration.

4. As stated, these Civilian Members have similar status as regular members (who are completely investigated) and as such are and become a more integral part of the Force than most Civil Servants. My point is that although a member may not be employed in a classified position (for that matter neither are all regular members), they are for all intents a member of the Force and should be subjected to the same standards. The reason, of course, is the possibility that field investigations will reveal certain aspects that would preclude employing a person not from a security standpoint necessarily but from the fact that the character might be such as to preclude employment with a Police Force such as ours. It might be added that there

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have been occasions where Civil Servants, despite a favourable records check, a subsequent field definitely revealed aspects which would not be consistent with our standards and the employee had to be transferred or dismissed. It is this factor that has influenced the writing of this memo.

5. To reiterate, at present policy is such that all Civilian Members on classified duties should be fully screened and others on unclassified positions are subject to indices check only. The suggestion is that as all Civilian Members are in fact members of the Force, they should be subjected to the same policy that governs regular members. As a matter of fact, this procedure is the rule rather than the exception with the possible exception of the hiring of Identification Branch employees here at Headquarters.


6. Another category employed by the Force is the Special Constables and except our own investigators in the Watcher Service, most employees are either guards, guides or interpreters and the odd investigator hired on special cases or on temporary duty. Consequently, it is felt that they are not under the same category. As a matter of fact, all persons who will be employed on classified duties are subjected to fields and in the most cases the Divisions have been in the habit of conducting fields on all subjects other than the odd isolated case.

7. It is realized that the foregoing is not S. & I.'s responsibility as there is no actual security breach of policy, but if you concur, we could advise the Adjutant that all Civilian Members should be made subject of a field regardless of their duties or their access to classified material. This could be offered as a matter of our observation and not as a direct recommendation as it is felt that it would be up to the Adjutant's Branch to implement policy regarding Civilian Members. Your comments would be appreciated.


(G.B. BLAKE), Cpl.

OTTAWA

TO: Cpl. Blake


The above submission is appreciated, however, I cannot find any justification to carry out full field investigations on all Civilians employed by the R.C.M.P. True, we do thoroughly investigate the character, loyalty, etc., of regular members of the Force, however, their status is somewhat different to Civilian Members as they actually wear the uniform of the Force, they represent our organization vis-a-vis the public and in general, they make a career for themselves in the R.C.M.P.

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2. In regards to Employed Civilians, I can foresee a certain amount of difficulties if we delve too deeply into their character, etc. unless the reason to do so is their continued access to Top Secret material, etc. I understand that full field investigations are being conducted on all R.C.M.P. Civilian Employees who do have such access. On numerous occasions, we have emphasized to other Government Departments that full field investigations can only be conducted on persons having access, therefore, we can hardly make any exception for those Civilians employed by this Force. It must be appreciated that a Cabinet Directive makes it mandatory that a full field investigation be conducted when a person has access to Top Secret and I feel that unless there is good reason to suspect someone, we should only conduct such investigations when the employees concerned fall within the criteria set by the Security Panel.

3. Meanwhile your submission is being kept on file for future consideration should there be need thereto.


(J.E.M. Barrette), Insp.,
Officer i/c "A" Branch.

OTTAWA
22-6-61
JEMB/CAV