

CONFIDENTIAL

MEMORANDUM

1460-45-3 (ADM(Per))

24 Feb 86

CPCSA

Employment Policy CFAOs

1. Attached is a copy of a self-explanatory memorandum to DCDS. The objective is to meet the legal requirement for our policies to be 'prescribed by law' as soon as possible after tabling of the Government response to Equality of All, which will probably result in a court action seeking to have our policies struck down as contrary to the Canadian Charter of Rights and Freedoms.
2. The OPIs for the CFAOs requiring amendment are within your Branch. Also, because of their nature, the two new CFAOs fall within your purview, and OPIs for them will be required from within your Branch. An OCI may be designated by DCDS from within his Group.
3. DG Charter has actioned this issue thus far, and it is my intention that he retain that responsibility until the release of a CANFORGEN message promulgating the new CFAOs, and related amendments to existing CFAOs, at which time your OPIs will assume responsibility. DG Charter will also be responsible for coordinating the development of a draft NDHQ Instruction governing the detailed implementation of the policy, following which an OPI in your Group will assume responsibility for the Instruction.
4. For the reasons stated in the attached copy of the memorandum to DCDS, final comments on the draft new CFAOs and amendments are required by DG Charter by 28 Feb 86.

P.D. Manson
LGen
ADM (Per)
992-7582

Attach.

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