

- (3) that the finally approved design of the whole flag be submitted to the Queen for formal approval, through the Admiralty and the College of Arms;
- (4) that the details of the design of the flag should not be made public until Her Majesty's approval had been received;
- (5) that arrangements be made at the earliest possible moment for the production of the flag; and
- (6) that the Minister for Works take the necessary action.

33. EXPATRIATE CIVIL SERVANTS.

The Cabinet had before it memoranda CAB (63) 19 by the Permanent Secretary, Prime Minister's Office, and CAB (63) 21 by the Minister for Health.

THE SECRETARY explained that the Prime Minister had, at his recent meeting with Permanent Secretaries, asked that a paper be prepared on the question of expatriate civil servants. He said that, generally, the situation was not yet critical; so far about 20% of the expatriate element of the Civil Service had opted to retire since the introduction of the General Compensation Scheme. This was less than some earlier estimates of likely options to retire - although it had to be remembered that a considerable number of expatriates had already retired under the Limited Compensation Schemes and the number of options to retire in some Ministries now exceeded 35% of the existing expatriate element. His paper set out the main reasons why expatriates wished to leave the Service, and of these the fears concerning limited career and promotion prospects were especially important. THE SECRETARY explained that it would be possible to promote expatriate officers without prejudice to the policy of Africanisation; if this were to be done it would be a tangible sign that the Government wished to retain the services of expatriates, and might well encourage some to stay.

In discussion, THE MINISTER FOR FINANCE said that careful attention would have to be given to the terms of the contracts to be offered to expatriates - for example, the contracts which it was proposed in the Minister for Health's paper might be offered to medical staff - in view of the possibly serious financial implications. Ministers agreed with this view, and were of the opinion that the whole question of expatriate civil servants should in the first instance be considered by a sub-committee.