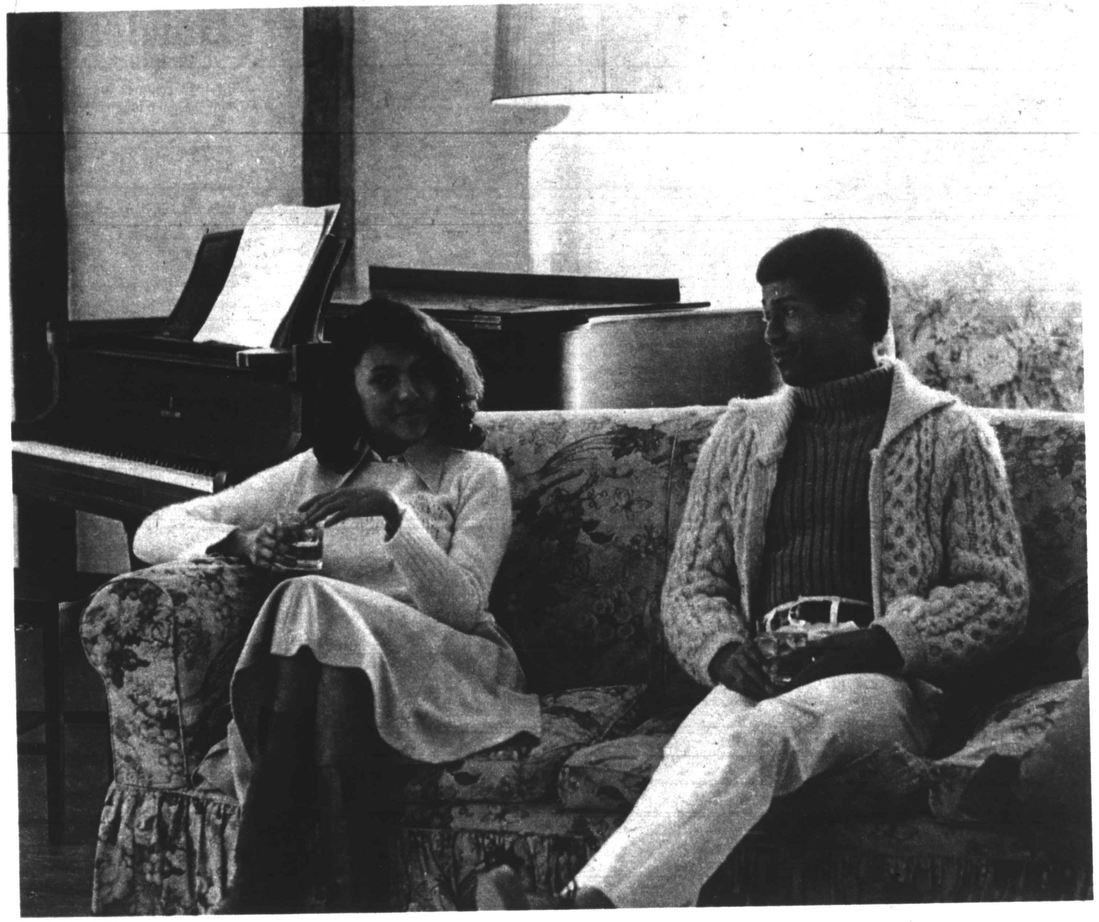

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For free "White Rum Classics" recipes, write Puerto Rican Rums, Dept. DN14, 1290 Avenue of the Americas, N.Y., N.Y. 10019.
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Clinton Smith

(Continued from Page 13)

in reaction to their staffing requests CSC does no real planning or forecasting, in terms of the government wide leadership role it should play in this area.

Informed observers state that CSC tries to strengthen the merit system largely by increasing its reliance on written tests. Among these tests is PACE which, because of built in biases, effectively rates out a probable 75 to 85 per cent of the entire population — including minorities and women.

Something else that needs correcting, in Mr. Smith's estimation, is Executive Order 9830 — which is the basic framework for personnel management. It needs to be revised. It's basically the same now as it was in 1947, he says, adding that the IAG has for several years strongly recommended the revision of this Order.

When reforms such as these are instituted, the merit system will be well on its way toward functioning the way it should. When federal personnel managers, for instance, are required to look ahead and forecast their workforce needs, thi will enable the Civil Service Commission to plan for their recruit the people and plan for their training, development, and more effective utilization.

It will also enable CSC to communicate those needs throughout the country — to schools and universities and organizations of all kinds, including those comprising principally minorities and women.

When this is done it will go a long way toward at long last reversing the practice under which human resources — which represent upward of 70 per cent of most agencies' budgets and thus needs the greatest consideration — are actually considered the least are therefor often the most underutilized and underproductive resource, in Mr. Smith's estimation.

It will also help "close the loop" between the schools and the world of work, making possible the development of a much more effective system of career counseling and guidance not only at the college level but at both the high school and middle school levels, Smith feels. The emphasis will then be where it must be: On giving individuals an opportunity to explore their career options for the future and assuring them of opportunities for maximum development of their talent and potential.

Some of these reform measures are well underway. With respect to the overall strengthening of the career civil service, one hopeful sign on the horizon is the legislation introduced February 25, 1976, by Chairman David N. Henderson of the House Committee on Post Office and Civil Service. Called the Civil Service Amendments of 1976 (H.R. 12080), the legislation is designed to "correct major system weaknesses that have led to violations and abuses of merit principles in federal employment."

These amendments prohibit unsolicited personal recommendations regarding employment matters from members of Congress, elected officials, political officials, or any other individuals or organizations.

Solicited recommendations may relate solely to an evaluation of work performance, ability, character, loyalty, and suitability for employment of a person under consideration for some personnel action. While the sponsors of this bill were unable to get it enacted as legislation during the last session of Congress, there appear to be good prospects for its passage in somewhat modified form, during the coming year.

Smith isn't by any means confining himself to the role of advocate. He's in there pitching, relentlessly, from the key vantage point of the IAG, of which he is executive vice-chairman.

He sees the IAG continuing its leadership role in the efforts to improve the merit system. Among these objectives, which are outlined in the 1976 IAG annual report, are the following major ones:

- To develop effective leadership by CSC to agencies in anticipating and forecasting the size and type of workforce they will need in the future, as discussed earlier.
- To seek an overhaul of the Veterans Preference Act.
- To encourage the Commission to delegate more authority to federal departments and agencies to do their own examining and recruiting under special circumstances.

Smith was appointed to his current position in June 1970, after service from June 1966, as a Civil Service Inspector, evaluating the personnel management programs of federal agencies under the jurisdiction of the Bureau of Inspections, in Washington, D.C.

In addition, during his 20-year federal career he has served as a Civil Service Investigator, personnel management specialist, and in the examining and career development programs of the Civil Service Commission, both at headquarters and in the field.

In addition to extensive personnel and management experience at the federal level, he has also had managerial experience at the State and local level, and was assigned to the Agency for International Development, on detail from the CSC, receiving a special citation from AID for his assistance in the position management, classification, and pay programs.

He was graduated cum laude from Lincoln University, Penssylvania, in 1956 and pursued post-graduate work at the University of Pennsylvania, Philadelphia, under a Rhom-Haas Graduate Fellowship.

He is a veteran of the armed forces, serves as the federal member of the Executive Council of the International Personnel Management Association, and holds key positions in or is a member of a number of other professional personnel, management, and civil rights organizations such as the NAACP and the National Urban League.

Smith lives in Columbia, Md., with his wife, Colleen Sullivan Smith, and their two children, Clinton Ray, and Colette, 12

In DAWN SPOTLIGHT

Ed Bradley has been appointed as a CBS News White House correspondent and anchorman of the "CBS Sunday Night News." Bradley moved into the national spotlight during the recent Presidential election campaign when he covered President Jimmy Carter.

DAWN Fashion Focus

Kangol's Taropical Chelsea is a high fashion cap with the impact of a full crown and peak . . . all in comfortable, cool, washable, tropic fabric.

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