

State Department Announces Policy

The Military Governor publishes a policy announced by the State Department as follows:

On or about July 1, 1948, the Department of State in agreement with the Department of the Army will assume responsibility for direction, control and operation of Military Government in Germany, and in assuming these functions the Department of State fully realizes that it will necessarily rely heavily upon the civilian and military staffs which have been such an effective agency in the implementation of our occupation objectives in Germany.

Civilian personnel engaged in the functions involved on date of transfer will become employees of the Department of State under the existing civil service system without adverse change of grade, compensation or other conditions of employment. Civil service regulations, provision for retirement deductions and within-grade promotions will remain unchanged. Accordingly, as a result of this transfer of functions, these individuals employed by the Department of State will not be adversely affected in their seniority rights, status, or pay. Military personnel desiring to qualify for civilian positions will be afforded an opportunity to do so.

As a result of changing conditions, reorganizations have been necessary in the past and will probably be required from time to time in the future. However, it will be the policy of the Department of State:

- 1.** To initiate reorganizations as infrequently as possible and to affect personnel as little as possible.
- 2.** Within the civil service regulations, to continue competent personnel in their present grades as long as there are appropriate positions and so long as satisfactory service is rendered.
- 3.** To consider for promotion present employees who are qualified to perform more difficult tasks, before resorting to recruitment outside the organization.

At such time as it is possible to furnish additional information regarding the transfer of functions and personnel, further announcements will be made.