

the temporary clerks in that grade happen to have been in the service for a certain length of time the remedy would be rather to examine and consider whether they could not be blanketed in as permanent employees. According to the classification of the service as it is to-day, however, it was not found possible to increase that class until we had at the same time increased the minimum of grade 1, which it was not our intention to do.

Another class of exceptions to which the hon. member for Wetaskiwin referred is that group of civil servants who happen to be above the maximum of their class. That is a peculiar situation and I believe the committee will agree with me that it is an anomaly which should not be aggravated by this revision. When the classification was made in 1924-1925 a certain number of civil servants were classified in grade 3, the senior clerk grade. It happened that some of them were already earning a higher salary than the maximum of the class in which they were put, and even after raising the maximum of that class to-day the salary is not as high as these employees are getting. We thought it would be unwise, by granting an increase to these civil servants, to prolong and aggravate the anomaly that already exists in the service in relation to them. My view of the matter is this. If these civil servants perform a work that is well within the class to which they belong then they are already getting a higher salary than they are entitled to and they should not be increased. If on the other hand they are performing a work, or are capable of performing a work, of a higher grade than the one to which they belong, then the remedy is evidently at every opportunity to reclassify them and grant them promotion. The committee will agree with me that it would have been unwise to grant an increase to any civil servant who happened to be already earning more than the new maximum of the class to which he belonged.

Mr. BENNETT: About how many of these would there be?

Mr. RINFRET: Approximately 400. The main exception to this revision, with which all these telegrams, delegations and representations have dealt, is the case of the postal clerks, the railway mail clerks and others of that description.

Mr. BENNETT: Letter carriers.

Mr. RINFRET: Yes. I am taking no exception to what these organizations have done with regard to this revision, because I think it is very human even when granted some

increase to ask for more. I repeat that on that ground I am not taking any exception to what has taken place, although I do think that in some cases the telegrams might have been phrased in a different way. I am in full sympathy with these men, and would not want to say one word which would lead them to believe to the contrary. But I want to remind the committee that in 1924, when the bonuses applying to these classes were removed as they were in the rest of the service, or reduced, adjustments were made with reference to these railway mail clerks, letter carriers, postal clerks and customs clerks, because although we did not hear from the latter class they are in the same position. In that year these classes were granted an increase of \$180 to partially compensate for the loss of the bonus.

Mr. BENNETT: Did that apply to any other class?

Mr. RINFRET: No, and that is the point I want to make. This year, according to the recommendations of the Civil Service Commission and also of the Post Office Department, we propose to increase that amount by \$60, to bring it up to a total of \$240. These organizations have taken the ground that we should not take into consideration the \$180 granted them in 1924, because that was a matter of adjustment, but I want to direct the attention of the committee to the fact that in no class of the service are we proposing to grant an increase in salary without giving consideration to any adjustments which have been made since 1924. It may be that these employees deserve more consideration than others, but there is one point which cannot be denied; they are getting that consideration by this revision of salary. If you take into consideration the adjustment made three years ago, they are getting twice as much as any other class in the civil service, and I want to make that very plain.

Mr. BENNETT: Have they not very much harder work?

Mr. RINFRET: I am not discussing whether this will fully meet their requirements, and I do not wish to create the impression that they do not deserve great consideration; I am only standing by this revision, in preparing which we had to consider the total amount that would be expended on adjustments which have already taken place. I say that the postal clerks, the railway mail clerks and the letter carriers will receive in the aggregate an increase double that which we are