

from outside on the other, and not civil servants, from Ottawa on the one hand and from outside on the other. Does the house agree to that?

Some hon. MEMBERS: No.

Mr. SPEAKER: The hon. member cannot file it without unanimous consent.

Mr. POULIOT: Then I will keep it in my pocket.

Some hon. MEMBERS: Read it.

Mr. MANION: Pass it around.

Mr. POULIOT: If the house agrees I will have it stencilled and send a copy to every member. I say, it is most ridiculous. The civil service commission looks to a mounted policeman, an R.C.M.P. constable either in British Columbia or in Nova Scotia, to decide whether a caretaker for a public building, a lighthouse, is competent; and if at times some other choice is made, it is the principal of a high school, who has to judge the competency of some man whom the civil service commission has never seen and who is appointed without any civil service commissioner ever having seen him.

There are some amusing things in connection with the civil service commission. After 1918 the number of employees on the staff of the civil service commission has increased year by year. These are the numbers from 1918-19 on—and remember, Griffenhagen and Arthur Young & Company were brought in to introduce American efficiency into the dominion public service:

1918-19..	105
1919-20..	204
1920-21..	315
1921-22..	200
1922-23..	232
1923-24..	224
1924-25..	184
1925-26..	188
1926-27..	174
1927-28..	182
1928-29..	195
1929-30..	244
1930-31..	233
1931-32..	170
1932-33..	148
1933-34..	136
1934-35..	144
1935-36..	169
1936-37..	231
1937-38..	228

These men and women are there; many of them are good stenographers, but they know nothing about the structure of any department; they know nothing about the qualifications of civil servants and those who try to get government jobs. They are there; they do not decide anything, but they take for

[Mr. Pouliot.]

granted that what is done is correct. Suppose there is a vacancy for a chemist; there are no chemists on the civil service commission, no one is able to say anything about the qualifications of the applicants. But they constitute a board and ask for the qualifications of the various applicants. These are sent to the civil service commission. There a minor clerk who knows nothing about chemistry eliminates some of the applications, and the others are left for the decision of the board. Very often the board do not see anyone, at any rate they do not see the applicants who have been eliminated by the minor clerk. They take it for granted, although they know nothing, that they have done fine work. Then they decide that A shall be appointed because he is the first on the list. It is taken for granted because that man is such a prominent man in the city of Ottawa, or such an eminent chemist in the city of Winnipeg, and so on.

Probably no one in this house has ever read the form of the oral examination report. Look at it. "Factors to be considered"—they are the same forms as were there twenty years ago. Nothing is changed; it is tradition, the holy tradition of Foran, the civil service commissioner. He is their guiding star and their inspiration. Observe this:

A

Make a careful observation of the candidate. Notice his personal appearance and his neatness in dress. How do his personality and manner impress you? If he had to deal with the public, do you think he would be tactful, courteous and firm—

Firm!

—or inclined to be abrupt or overbearing? Where would you rank him in comparison with a 100 per cent "ideal" candidate and a "barely satisfactory" 60 per cent candidate?

The margin is from 60 to 100 per cent. If you like him, 100 per cent. If you don't, he has no personality—60 per cent. All the most important officials of the civil service commission were asked, "What is personality?" and every one of them answered, "I don't know." But it is there, and if the examiner finds that the fellow is neatly attired, buys his clothes from Fashioncraft, has engaging manners, and is "firm," then he is 100 per cent. If the examining clerk does not like him, he is not.

But that is not all:

In the column headed "Rating" express your judgment by writing in ink the percentage at which you would rate him. If your rating is less than 60, place a check mark after the word—unsatisfactory.