

many outsiders to look for the office if it was vacant—and even men capable of filling the positions.

Q. Do you think, in general terms, that the average run of salaries is such as to attract the sort of material you would wish to come into the service if a system of appointments was properly arranged?—I think so.

By Mr. Church:—

Q. On what principle do you arrange the amount of salaries of these officers, say collectors, for instance?—We appoint salaries, as a general rule, in accordance with the business of the port. In 1867 I suppose you are aware there was a Commission appointed to report upon the Civil Service, and, amongst other things, they adopted a certain scale of salaries for the Customs ports. But that scale of salaries was very crude in its character, and could not be carried out in its integrity by any means. If it were carried out according to the scale laid down, a great injustice would be done in many cases.

Q. Do you take the exports and imports as the basis?—Yes.

Q. And the whole general work?—We have to consider the general work, because the mere amount of the duty collected at a port is not a proper index to the amount of work actually to be performed. At a seaport, for instance, there is a vast deal of real, actual work, which yields no revenue whatever. The same thing is true where there is a junction of several railroads. But I can hardly go into details just now. We have necessarily to take all these things into consideration, and judge of the requirements of the case. The amount of revenue collected is, however, the principal item in consideration.

By Mr. Aylmer:—

Q. You say that those men who are not expected to devote the whole of their time to their work, have lower wages than the men who were obliged to give their whole time. Are they supposed to be allowed to do any other kind of business for themselves?—Oh, yes; all the officers under \$1,000 a year are allowed to use their spare time to earn money for themselves in addition, except under certain conditions which we have in the rules and regulations. We don't allow any man in the Customs —it is contrary to rule, at all events—to be engaged in any commercial pursuits, and it is also contrary to rules to engage in any municipal contest; indeed, they should not run any election at all of any kind. They might, however, be allowed to accept an appointment by a municipal council in some cases where it did not involve any of the considerations which stand associated with an Election Board.

By the Chairman:—

Q. A Sanitary Board, for instance?—Yes.

By Mr. Aylmer:—

Q. He might take a Secretary-Treasurership?—Yes; although by the strict letter of the law he is forbidden.

By the Chairman:—

Q. Is not that rule strictly carried out?—As far as we have information, there have been one or two cases in which we have had complaints of parties serving in the capacity of councillor or reeve or something of that kind of municipal office, an electoral office; and we have gone so far as to permit him to serve his term out rather than to put the whole affair to inconvenience; otherwise, we never give them the slightest permission contrary to the rules. I will quote for you the two rules on the subject:—

“2. Officers of Customs are not, either in their own name, or in the name of, or in company or in partnership with any other person, to trade as merchants or as factors, agents or brokers for any person, or in any goods, wares or merchandise whatever, or in any matter whatever affecting the Customs.”

By the Chairman:—

Q. Is that rule observed?—As far as my knowledge extends it is; we have had one or two removals in consequence of finding that they were engaged in commercial pursuits.