

Minister, and the latter selects him for that purpose, being first assured of his qualifications in other respects; and, therefore, that a private secretary, unless he may be a member of the Civil Service, is not subjected to the examination. The 45th clause provides that the Head of a Department, or, in his absence, the Deputy-Head of a Department, shall have power to suspend from the performance of his duties any officer or servant who shall be guilty of misconduct or negligence in the performance of his duties, and to recall such suspension and allow the suspended officer to return to his duties, but no officer shall receive pay for the time he may have been suspended. We think it better to put such a provision in the law, because, at present, if an officer is suspended for a time influences are brought to bear upon Ministers with a view of having the suspension revoked, as hon. gentlemen no doubt found when they occupied our places. We all know that pressure is brought to bear for the purpose of having his full salary paid to an officer who may have been suspended for three or four days or a week, as the case may be; and under the present law such requests are very difficult to refuse, whilst if such a provision is put in the Bill it will protect the Head of the Department as well as members of the House and others who may be kind enough to make such applications to Ministers. Another provision of this clause is, that in case of neglect of duty or misconduct by a civil servant, the Head of his Department may impose a fine not in any case to exceed one day's pay, and to deduct such fine from his salary. Hon. gentlemen may say that one day's pay is a small fine. In certain cases, in fact, I believe in any case, an officer, whether he be a chief clerk, or in the first, second or third class, will regard a fine of one dollar as almost as severe a punishment as if it were twenty or one hundred dollars, for, no matter how small the fine may be, it is equally a reflection on his conduct, and will give him as much pain as if it were a larger amount. All cases of suspension or fine by the Deputy-Head of the Department will, of course, be reported by him to the Head of the Department. The 46th clause provides that no extra salary or additional remuneration, of any kind whatsoever, shall be paid to any Deputy-Head, officer or servant in the Civil Service, unless such sum shall have been placed in the Estimates submitted to and voted by Parliament, and the name of the person stated. When the duties of any superior officer or clerk are continuously performed by an officer or clerk of an inferior grade during a period of more than three months, the latter may, on the recommendation of the Deputy-Head, concurred in by the Head of the Department, receive, in addition to his ordinary pay, the difference between such pay and the pay of the superior officer, whose duties he has performed. When the absence of the superior officer is not on account of illness, as, for example, if he were called away by important business to the United States, or England, the sum paid to the inferior officer who takes his place shall be deducted from his salary. The 47th clause provides for the retention of the attendance book. As hon. gentlemen probably know, this is not a particularly popular volume in the Civil Service; but, nevertheless, I am sure that the large majority of the officials who perform their duties punctually and well will not object to it, as it is a guarantee, to themselves and every one else, of their attendance in their offices, and the proper fulfilment of their duties. We, therefore, think that it should not be abolished. By the 49th clause it is provided:

That nothing contained in this Act shall prejudicially affect the salary or emoluments of any officer in the Service at the time of the coming into force of this Act, so long as he shall be continued in office, nor shall it affect any salary or emoluments granted by any Act now in force.

Of course we look to provide for the civil servants now enjoying office, and we do not wish to disturb the present

staff except to the extent involved in the re-organization of the Departments. By clause 50 it is provided:

That nothing in this Act shall diminish in this way the rights and powers of the Governor General in Council to dismiss any officer or servant.

The 51st clause is an amendment of the Superannuation Act. I shall read it, as I have no doubt that hon. gentlemen will prefer my doing so, in order that they may know exactly what its provisions are:

The superannuation of any civil servant shall be preceded by an enquiry by the Treasury Board.

(a) Whether the person it is proposed to superannuate is eligible within the meaning of the Superannuation Act;

(b) Whether his superannuation will result in benefit to the Service, and is therefore in the public interest; or,

(c) Whether it has become necessary in consequence of his mental or physical infirmity.

2. And no civil servant shall be superannuated unless the Treasury Board reports that he is eligible within the meaning of the Superannuation Act, and that such superannuation will be in the public interest.

3. No person hereafter appointed shall be deemed to have served in the Civil Service of Canada for the purposes of the Superannuation Act, unless such person has been appointed in conformity with the provisions of this Act.

We have here a guarantee that no mistake shall be made with regard to the superannuation of any officer, because previous to the report to Council, and previous to the action of Council, the Treasury Board will have to investigate the position of the officer, and see not only whether he should be superannuated, but whether he has attained the age, and is otherwise in a position to have the benefit of the Act.

Mr. MILLS. Is there any power to add to the time?

Sir HECTOR LANGEVIN. No; the law in that respect remains as it is. The 52nd clause provides that the Secretary of State shall lay before Parliament, within fifteen days after the opening of the Session, a report of the proceedings of the Board of Examiners; also, within the same period, a return of the names and salaries of all persons appointed to, or promoted in, the Civil Service during the previous year. The Minister of Finance shall also lay before Parliament a return of the superannuations made in the Civil Service during the year, in accordance with the Act. The next two clauses are the repealing clauses, and by the last it is provided that the Act may be cited as the Canada Civil Service Act, 1882. The second schedule of the Bill gives the divisions in figures, but the salaries will have to be filled in afterwards, and I suppose I will have to introduce resolutions to that effect. Having made these explanations, I move for leave to introduce this Bill.

Mr. CASEY. I am very glad to find that this important matter has at last reached the stage of being embodied in a Government Bill. But I am sorry that, so far as I could gather from the expressions of the hon. Minister, this Bill does not embody the great radical principle in the method of appointing civil servants which we expected it would, namely, that of competitive examinations. Do I understand the hon. gentleman aright?

Sir HECTOR LANGEVIN. Yes; it is a modified examination.

Mr. CASEY. So far as one can judge, it contains some admirable provisions for securing greater efficiency and better discipline in the Service. But there is one thing which I think should have been done, even before the introduction of this Bill. Certain information has been gathered, and I believe very effectively, by the Civil Service Commission, for the express purpose of enabling us to discuss this question thoroughly, which information, I believe, has been prepared for more than a year, but has not been distributed yet to the members. I hope the hon. Minister will see that the evidence taken at that Commission is laid before us before this Bill comes up for a second reading.