

Mr. GRAHAM: Oh, yes he is, but he has not used it as much as the Minister of Labour has.

Mr. CROTHERS: I have not used it at all.

Mr. GRAHAM: I mean the Government.

Mr. CROTHERS: You cannot make an appointment under section 21 without a certificate from the Civil Service Commission.

Mr. GRAHAM: Surely; I know that.

Mr. CROTHERS: The deputy head of a department, with the approval of the head, may notify the commission that they require a civil servant with certain qualifications, and such an appointment may be made without any examination, because the section so provides. The Civil Service Commission determine whether or not the candidate has the qualifications. For instance, you ask for a graduate in a certain line, perhaps economics. The Civil Service Commission ascertain whether the applicant is a graduate of a recognized university. Then the candidate does not have to pass any examination. The matter has to go through the hands of the Civil Service Commission to that extent, but it is up to the commission to say whether the duties of the position call for qualifications of a professional and technical character.

Mr. GAUVREAU: I think I could make a fair proposition to the minister. If he can promise this committee that he will keep the place and the salary attached to it for a good returned soldier from the trenches, I think the committee will vote heartily the amount.

Mr. CROTHERS: I might say, for the information of my hon. friend, that an Order in Council was passed some time ago providing that all these positions should be filled by returned soldiers, if suitable men could be got; and I know I have followed that myself and I think all other departments are following it as closely as possible. Sometimes you cannot find a returned soldier to fill a certain position. But I have refused this last two weeks dozens of applicants for positions by telling them that an Order in Council requires that positions be filled by returned soldiers and that if we cannot find one now for any position we must leave the position open until we do find one. That is the policy of the Government under that order.

Mr. GRAHAM: The minister has read, I suppose, of a gentleman in Toronto who claims that, although a returned soldier,
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he was sent to the patronage committee of the Conservative party in Toronto to get their recommendation.

Mr. CROTHERS: I do not live in Toronto.

Mr. GRAHAM: That occurred, all the same.

Mr. MCKENZIE: Is it the custom of the department to fill all positions of this kind by promotion in the department? That would be a sound policy and one which the minister would find to produce efficiency in his department. Even if a returned soldier should be available, it might be that he would perhaps fit in lower down, and that promotions might be made within the department to fill positions requiring considerable training. I would think that if positions of that kind could be filled by promotion from among the men in this own department it would tend to efficiency and be an encouragement to better work within the department.

One of the criticisms of this Government has been that in several of the departments employees have not been promoted as rapidly as they should. As to the Department of Railways, almost disastrous results occurred in the province of Nova Scotia by reason of the fact that promotions were not made within the ranks of the officials of the department. I hope that the Minister of Labour will take a hint from the fact that the Minister of Railways was chastised and brought to his milk, as the saying goes, by some of the criticisms which were made in the province of Nova Scotia, and, if he has suitable men in his own department made the necessary promotion from among them.

Mr. CROTHERS: For the benefit of the hon. gentleman who has just sat down, I may tell him that by several years we have anticipated his contention. In our department we have been doing the very things that he says we ought to do, that is, promoting men to higher positions as vacancies occur. Take the case of Mr. Coats, who was mentioned a moment ago. When he has transferred to the Department of Trade and Commerce, another young man in the service was put in his place to do the work he had been doing, but at a very much smaller salary.

Mr. LEMIEUX: What was the name of the officer?

Mr. CROTHERS: Mr. Stewart. Weekly or monthly we are promoting men from the