CIVIL SERVICE

bruary 11, 1908.

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Beautiful

Belts

Hon, Dr. Young Explains Measure And the Difficulties In Framing It

BILL DEBATED

shortly and to the point explained the bill, reviewing the various clauses and dealing at some length with the con-ditions which had to be met in this province as distinct from other com-munities. He stated that he hoped and trusted

He stated that he hoped and trusted nat various amendments might be uggested. The measure was in a a skeleton one.

Increase In Work.

house some idea as to the manner in The measure was criticized by the which the work has recently increased in this department, I wish to draw the attacked the principle of provid-g a superannuation fund from the ments to the following important sta-tiblic monies or in part from that recently in the lends and works department. urce. He expressed himself as rather favor of a system of state assur-

The meaure was strongly defended A. H. Macgowan, who pointed out at this very principle of superannuon was being adopted by various orporations throughout the country, thich contribute generously to it. The adjournment of the debate was oved by John Jardine.

The bill to amend the constitution dividing the department of lands and works into two different depart-ments was given its second reading esterday

In moving the second reading Hon. Richard McBride referred at some length to the great growth of busi-ness in the dependent Richard McBride referred at some length to the great growth of busi-ness in the department which had en-tailed this change. Mr. Macdonald in the debate asked why the govern-ment had not in adding an additional portfolio created a department of im-migration and labor. The premier in reply referred to the excellent work which had been done by the bureau of information which also dealt with immigration and which was under the charge of the finance

ith regard to the action of the lieu-nant-governor upon the last Natal The later part of the week has been

fairly busy and the house has man-aged to go through with a consider-able amount of routine business.

busy. The budget speech will not be given until Monday week. By that time the Civil Service act will have



BE REPEATED

Gloves

Tipped

AMOND

IA, B. C. ritish Columbia CAMPBELL CO. ts Incubators Fanning Mills arriages Buggies Single Vehicles logue and Prices Incubators 423 Douglas Street Victoria, B. C. until Monday. N LONDON And Other Influ-Depression on xchange The recent buoyge securities was fifty cents per day. ude this week, acowing division: ofit taking, owing Quotations in con-88, closed at 88 3-8 lower than urday, while home d at the week-end de returns, follow lividends. oney caused by which necessitated ng from the banks, int rates suddenly became apparent take the gold merican crisis in her bills, coupled on the New York hich clouded the rly gold shipments London, made a ink of England's ss probable for il influences al influences, with aking, acted ad-ns, but the intrinnarket is good, and that the prospect the near future is of the Wall street past week was not confidence or pro-American rails ricans moved listdownwards. tion, poor earnings wings assisted th ie market, and in influential support, s closed from 2 to last Saturday. The market was de-week by the Lisuguese bonds sold later they recov confident support

 minitaring and the matrix of the marks of it. (Hear, hear.)
minitaring and the masses of it. (Hear, hear.)
minitaring and the haves of it. (Hear, hear.)
minitari of and the haves of it. (Hear, hear.)
minitari of been enacted and the classification of the various employees which is being made by the provincial secretary's and be treasured and the secretary's and Mr. Macdonald said he had no ob-jection to this being done, on the un-derstanding that a measure would be introduced later in the session plac-ing these companies beyond all ques-tion upon the same footing. The bill was reported, and at the re-quest of the leader of the opposition its further consideration was deferred until Manday. come before him, to reach a proper conclusion from what he may know about one section of the country, as to what should be done in respect to some other section. (Hear, hear.) And I moreover think, sir, that as this country develops and becomes some other section. (Hear, hear.) And I moreover think, sir, that as this country develops and becomes peopled, and as we bring into opera-tion the somewhat complicated ma-chinery of local government, it be-comes all the more necessary, and in-deed absolutely essential, that the minister who presides over the crown lands department should become, and as intimately as possible, sir, ac-quainted with conditions as they real-ly are, and not as they may be sup-posed to be, and consequently to be in a position to exercise a sound and dis-criminating judgment in respect to Railway Assessment Act On the bill to amend the Railway Assessment act being taken up Mr. Hawthornthwaite moved in amend-ment; Provided that such exemption shall only be granted upon the express condition that the lowest wages paid to any workman for unskilled labor shall not be less than two dollars and be less than two dollars and The amendment was lost on the me lowing division: Yeas: Jones, Yorston, Henderson, Jardine, Brewster, Williams, Haw-thornthwaite, McInnes-8. Nays: King, Naden, Hall, Eagleson, Kergin, Munro, Tatlow, McBride, Bow-ser, Cotton, Ellison, Ross, Shatford, McPhillips, Thomson, Hunter, Fulton, Young, Taylor, Garden, Gifford Grant, Behnsen, Manson, Hayward Mackey the position to exercise a sound and dis-criminating judgment in respect to them, whenever he may be called upon to do so. (Hear, hear.) And further, been said about the increases that have occurred in connection with the should even be in a position to be able to come for or to supervise the event sir, if this should become necessary he should even be in a position to be able to go so far as to supervise the work of his own officials on the spot. (Hear, hear.) Behnsen, Manson, Hayward, Mackay, Parson, Davey, Schofield—29. Pairs: McGuire, Oliver. Much Office Work The report was adopted, and the Now, it must further be understood by those who take the trouble and the time to look into these things, that a hird reading was ordered for Montime to look into these things, that a great deal of office work must neces-sarily devolve upon the shoulders of some of the under-officials. (Hear, hear): and I strongly maintain in view of the tremendous size of this country, and of its many and varied conditions, and of its many and varied conditions, Quadra Cemetery. The bill granting certain lands, gen <text><text><text><text><text><text><text><text><text><text><text><text><text> rally known as the Old Cemetery, to the corporation of this city for park Hon. Mr. McBride, in moving the cond reading of the bill to amend e constitution act, said: Mr. Speak-

VICTORIA' SEMI-WEEKLY COLONIST

and three without portfolios; Quebe, seven salaried ministers and one un-salaried ministers and one unsalaried. Manitoba sum salaried and three unsalaried, Manitoba sum sump lands which under somman swamp lands which under somman swamp lands which under somman sum and the fear the interior at Ottawa and the fear the interior at Ottawa and the fear there are no to such importance as to the interior at ottawa and the fear the interior at ottawa and the term that it will be generally admitter that the take is pon means areary of the soft the corres in the issertion of the provi-the administer in this department of that the take is pon means areary of the soft the corres in and all other public lands in not o, be given over that set and Sostachewan, the timber of the to the issertions of the responsibilities. The issertions of the province for 25 or 35 years, does not to examine applicants for should desputched that the advantages of the advantages of the advantages of the advantages of the towa and all other public lands in these twer that set prosent the responsibilitiv Framing It SIR WILFRID'S EMISSARY NIL WILFRID'S MULFRID'S MARKAN A Construction of the task is by a mask and a start the task is by a mask and the task and the task is by a mask and a start the task is by a mask and the task and the task

tirely separate from the lands department, ment, I need but call the attention of the legislature to the tremendous in-crease, which particularly of late years has taken place to instify this crease, which particularly of late bill, sir, is purely formal, and has beyears has taken place, to justify this important change in the administra-Now, sir, in order to give to this

tion of our public affairs. (Cheers.) And while our public works in the last five years, have increased tre-mendously, the growth of the country, which must come about by reason of the construction of the G. T. P., and which will be caused by the

ments to the following important sta-tistics. In the calendar year 1897 the receipts in the lands and works de-partment reached a total of \$107,353, or an average of \$8,946 per month, while in the year 1907 these receipts reached a total of no less than \$3,088,-923, or an average of \$174,077 per month. (Cheers.) The house will consequently perceive that a much larger sum was received in this de-T. P., and which will be caused by the rapid and splendid settlement, that is now going on in the more southern parts of this country, will be unques-tionably such that I reel quite safe in saying that in the next five years the work of this department must in-work of this department must in-the stablish a department of public works i deputy and an office staff. But with your permission I would like to speak briefly by way of explanation, with respect to the public works of the pro-

also dealt with immigration and which was under the charge of the finance minister. The question of the increase in in-demnity was not touched upon save in a jocular fashion by the member for Nanaimo, Mr. Hawthornthwaite. The house is awaiting with some expectancy the assent of the lieuten-ant-governor to the Natal bill. It is stated that amongst those who list-ened to the debate was a confidential missary of Sir Wilfrid Laurier de-spatched from Ottawa for the purpose the progress of that measure but has swinded public opinion generally throughout the province. He will re-minister in charge of it. (Hear, hear). Travel is Necessary. Now, Mr. Speaker, I have always

The bill to amend the Coal Tax act, 300, was re-committed. On motion of Hon. Mr. Bowser, sec-on 4 was struck out. Mr. Macdonald said he had no obso varied that it is absolutely im-possible for the minister if he pro-mous assent to this timely proposal on poses to exercise an independent the part of the administration. judgment upon any question that may (Cheers.) Liberals Advocated Increase. Mr. Macdonald: In regard to this proposed increase in the number of the ministers of the crown, I may say,

come necessary in order to make pro-vision for the deputy minister and the office staff. The bill was read the second time.

reached a total of no less than \$3,083,-923. Or an average of \$174,077 per saying that in the next five years the sonsequently perceive that a much crease, and in still greater proportion partment during any single month in 1997. than was received introg one monch arge of \$102,562. (Cheers.) And the minister of public works may be-the year 1907 were also much large of \$102,562. (Cheers.) And what will is authors of 1996, which totalled \$1,-pertaps present a more startling it-inter more startling it-inter more startling it-inter that the receipts a construction still of a full start the the is very sole and in the mean inter of starts of sole and in the second to the transmitter of the construction which is statistics showing the very splendid a construction still former is a start and and is being start the the is a start and and is being start and of inter sole and a half years my col-the year 1907 were also much larger the year 1907 were also much larger the year 1907 were also much larger start struction still is a more startling it-inter sole of 1996, which totalled \$1,-pertials and the ing stort and it is a struct a start and and the structure looked the start and the is a struct a start and the start the look and the structure is a structure in the is a structure is a structure is a structure in the is a structure is a structure is a structure in the is a structure is a structure is a structure in the is a structure is a structure in the is a structure is a structure in the is a structure is a structure is a structure in the is a structure is a structure is a structure in the is a structure is a structure is a structure in the is a structure is a stru ury and with my own department we hope to bring about what may at the first be called a skeleton plan, while

Fedured interference; and I may here say that at any time, and under all circumstances, when the officials of the provincial government are able to assist in the solution of the labor question generally, they will only be too pleased and ready and willing to act. (Hear, hear.) So far as my will be defined practically by order-in-council, and I have left this to the casked to take the step which my hon, friend has suggested for the establishment of such a department I myself for of the last parliament I myself for the the step which are at all times worthy of consistent on the last parliament I myself for the tast of the last parliament I myself for the tast parliament for of the last parliament for of the partment. Head of the left status, suthority and duties of the partment and of cher there being in force. Reason For Proviso.

The minister of finance will have charge of this fund, and will rein-vest it in the interest of the service. Amongst those who oppos-ed it were members of parliament.

Superannuation will take place at and the clergy demanded that the reli-be commulsory, but commulsory retire-

In 1855 Palmerston's administration gave orders that an order in council should be published which provided for the appointment of a commissioner province for 25 or 35 years, does not of necessity mean that either the service applicants for the civil

IV salary, voted by the legislative as-sembly, and appointed to employment or office by the lieutenant-governor in council; provided always, that this act shall not apply to any person who, having attained the age of forty-five years or upwards and not having pre-vlously been a member of the public service, shall at any time hereafter be appointed to any office or employment. **Question of Classification** Since this bill has been before the

The bill was read the second time. Hon. Mr. McBride—I beg, sir, to move the second reading of the bill to establish a department of public move the second reading of the bill to move the second reading the second reading the bill to move the second reading the second

The manner in which the superan uation fund should be constituted differed in different communities important and the most pressing duty to be performed. Other special work. In Austria the employee paid 3 per cent. In Australia a system of life insurance with representative com-panies was adopted. grading of the higher service, the elimination of some, and the promo-

In Belgium there was a compulsory assessment and in addition an appro-priation. The retiring allowance was tion of others. And it is to be hoped that at the beginning of the next fixed by multiplying one-sixtieth of the salary for the preceding five years by the number of years of service. In Great Britain the fund was, up un-

effect, the service may be so graded that we will be in a position to start In Great Britan the fund was, up thr-til 1810, by voluntary contributions. In 1829 an enactment provided that the employee should pay two and a half per cent. In 1859 the government abiy be expected in such a mixed con-dition of affairs. (Hear, hear.) I beg, sir, to submit the measure to the house with these few observations. I

assumed the total responsibility. The British civil servant was en-titled, after ten years' service, to a pension of 10-60ths of his salary unless he had been recently promoted. In that case he receives 10-60ths of his average salary for the last three years. This increased one-sixtieth for each successive year up to a maximum of two-thirds of his final salary.

Business Men Follow.

A further examination of the sub ject proved that many, in fact most of the leading railroads, telegraph and cable companies as well as nearly all the most important banks, had estabthe most important banks, had estab-lished some system of superannuation. Hard-headed, thoughtful business men, not particularly selfishly or un-selfishly, but in the best interests of all concerned, had given this subject great attention, with the result that some benefit had accrued to them-selves and those associated with them In many cases these large financial and other institutions provided all the necessary funds, but in some, however. necessary funds, but in some, however the employees contributed half the necessary sum, usually two and a half per cent of the annual salary, which, with an equal amount from the em-ployers, was considered adequate. Some of these make the contribution

by employees one per cent of the average salary. It was every day becoming apparent

that it was one of the first duties of employers and others responsible for the administration of public affairs to see that provision was made for the comfort of old and inacapacitated em-ployees. It would be necessary to give the subject original thought

He congratulated the minister bring-ing down the bill (Hon. Dr. Young) for the stand which he had taken in leav-ing the bill open to amendments. There was one thing to be sure of, and that was was that whenever any system of superannuation had been established there had been to be be within its power to help out in any practical way whatever the solution of any and of all these labor problems. (Cheers.) I beg to move, sir, the second time. Municipalities Act. Hon. Mr. Bowser, in moving the second time. Municipalities Act. Hon. Mr. Bowser, in moving the second time of reading of the bill to Amend the provincial mineralogist and the service, such as the provincial mineralogist and the head of the provincial board of health, with one or two others, who may be called specialists, and placed in a classes. I have graded the clerks into four classes. I have graded the clerk is as it were housed to the employer to the employer the highest tance. It would give to the employed am-Read First Time. On the motion of Mr. Garden (Van-couver) a private bill entitled An Act to Incorporate the Vancouver and Nicola Valley Railway company was introduced, read a first time and referred to the relume computes railway com Bills Reported. Bills Reported. The bill entitled an act to incorpo-rate the Hudson Bay Pacific Raliway company was committed and reported complete with amendments. The bill entitled an act authorizing the Ladysmith Lumber Company, Lim-ited, to construct and operate a rall-way for logging and lumbering purposes was committed and reported complete was committed a with amendments. Crows Nest and Northern. Crows Nest and Northern. The bill entitled an act to incorporate the Crow's Nest and Northern Railway company was read a second time. In moving the second reading W. R. Ross, K. C. (Fernie), said: Mr. Speaker:—In moving the second reading of this bill, No. 50, An Act to Incorporate the Crow's Nest and North

house with these few observations. I anticipate a very free discussion upon it, and will be pleased to con-sider seriously any amendment that may be placed upon the order paper. I have great pleasure, sir, in mov-ing the second reading of this bill. (Cheers.) Attacks Principal. C. W. Munro (Chilliwack) attacked the principle by which \$200,000 was set aside for the superannuation fund and asked if this did not smack of class aside for legislation. If the civil servants of the province were not paid enough let the province pay them enough, but if they have a special claim to this re-tiring allowance let it be demonstrated. Why were they to receive special con-

appointment of a registrar and of ex-

aminers, and during the coming sum-mer, the working out of this impor-

tant part of the act will be the mos

which remains to be done, includes the

fiscal year, when this act will take

with as clean a sheet as can reason

ably be expected in such a mixed con-

sideration? He would prefer to sup-port a measure looking to old age pen-sions than the present one. He asked if the civil servants were more de-serving than the school teachers, the hospital mixes or other classes of the community. He would prefer to sco

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Tremen

jealous of their power, political wire

The bill was read the second time. Attachment of Debts. (Hon. Mr. Bowser, in moving the second reading of the bill to amend the attachment of debts act, 1904, ex-plained that its object was to lessen the expense of paying money into court under the statute of debts of 1904. One of the judges of the su-preme court had decided that when money due a debtor was garnisheed under the attaching order it was neces-sary to apply for and obtain a further

house. Still it does seem to me that sary to apply for and obtain a furthe order before the transaction could be fully completed and the money paid into court. Now, this was not the original intention of the act, and it moreover entailed a good deal of undone through the department of the interior, which is under the charge necessary expense, which in the end came out of the creditor.

He consequently introduced this bill with the view of removing this anomaly; of restoring the condition of things which was originally intend-ed to exist, and of making it unnecesof a single minister, with a seat sary to secure more than one order to ccomplish the purpose in question

I have graded the clerks into four classes. The chief clerks into four classes. The chief clerk is, as it were, the sub-head in his department, and derks beginning with \$600, which is the lowest salary, will receive yearly increases of \$60, until their salaries reach the figure of \$900, the maximum of that class if found descrying he It would give to the employed am-bition and self-respect, and ensure promotion and permanency. It would raise the service in character and capacity and would create the truest and

highest claim upon public positions, and it ought through a sense of justice of that class. If found deserving, he of that class. If found deserving, he to command unanimous support. It can then be promoted into the third to command unanimous support. It class, with the same rate of increase, lifted the service above party pull and until the maximum of \$1,200 is reach-political intrigue. ed, and so on-the maximum for the Civil Service Reform.

He referred to a few of the countries which had adopted civil service reform second class being \$1,500, and for the first class \$1,800.

Grading and Promotions.

in their government It is impossible, sir, to specify fully the grades in each class, but further Australia by its public service act of 1902 had recognized four divisions, the on, under the supervision of the exec-utive council, all the clerks in the ser-all permanent heads and chief officers

creditor. y introduced this bill of removing this toring the condition making it unneces-

promotion chiefly rests upon length of service, and is without reference to merit. (Hear, hear.) And one of the objects of this measure is to ensure the recognition of merit in the ser-vice. Superspective.