

*By Mr. Scott:*

Q. You are looking upon your department as a business in certain respects not different from any other business, and you say that the man in your department, the Surveyor General, has a better idea of what the situation actually requires, and you feel it is not necessary for any one to come between you and him in selecting the best men.—A. I do not think that we have ever got any better men under the present system than we got before. In certain cases I am sure we have not got as good.

*By Mr. Thompson:*

Q. I would like to ask Mr. Cory as to how the process of selection originates. When one of his chiefs requires assistance, what is the procedure that is adopted?  
Hon. Mr. CALDER: Take a concrete case, say that of an assistant astronomer.

*By Mr. Thompson:*

Q. Yes.—A. We simply notify the commission that we have a vacancy.

Q. That is not what I mean. I want to get down to the bed-rock. I am not so very much concerned about the technical position as I am about the ordinary clerks. Suppose that the chief of your correspondence branch wants a clerk, what happens first?—A. We simply notify the commission.

Q. Who notifies you?—A. We know as soon as a vacancy occurs on our staff.

Q. Suppose that there is no vacancy. Suppose that that chief of staff wanted two more assistants, for temporary work.—A. If they were not permanent men, we would simply ask the Civil Service Commission for a couple of temporary men. If a permanent man is wanted, the first thing we have to do is to ask the Civil Service Commission—no, first of all, we have to create a new position by Order in Council.

Q. Perhaps I have not made myself clear. But you must be advised by some one that this position has to be filled.—A. Absolutely.

Q. How do you satisfy yourself that it is necessary to employ these men?—A. I simply ask the chief of the branch. He goes down and makes a written report that he wants one or two men in addition.

Q. Then what do you do?—A. If we have not a man that we can transfer from some other branch—

Q. First of all, what do you do to satisfy yourself that that man requires assistance?—A. Mr. Gibson possibly will go down to the branch and look it over, and if he says that another man is not required we do not ask for him.

Q. Does that happen often?—A. Undoubtedly. If it is just simply a position for a temporary man we would transfer from some other branch one or two men to carry the load until the condition gets normal again when these men revert back to their old positions.

Q. What happens if you do not have the necessary men to transfer?—A. Then we probably ask the Civil Service Commission for a temporary man, that is, if we are satisfied that the help is required, for three or six months.

Q. And you give the qualifications that are necessary?—A. Yes, we give the character of the work.

Q. Is an increase in the staff of any branch made without your knowledge or consent?—A. No, none whatever.

Q. Suppose that you wanted to dismiss a man who was permanently employed, what is the procedure followed in that case?—A. We would have to make a report to the Civil Service Commission.

*By Hon. Mr. Calder:*

Q. Have you not the power of dismissal of a man in your employment with whose services you are satisfied?—A. In that case, we can dismiss by order in council.

[Mr. W. W. Cory.]