

## APPENDIX No. 6

Q. As to the number of employees, have you sufficient?—A. We have sufficient, yes.

Q. Have you too many?—A. We have not got too many to do the work at the present time.

Q. You are not over-staffed?—A. No, I do not believe it. We are taking on rapidly in the districts. There is a good deal of work involved in preparing medical histories of each man discharged, but as I said before, it is temporary work only.

Q. Then we have the medical advisers' branch. That is an important branch. How many medical officers have you?—A. We have about twenty-four permanent and three part-time men in Ottawa here.

Q. What are their duties, generally speaking?—A. They deal with the discharged men. Every discharged man comes before a medical board, who state the amount of his disability or whether he has been disabled. His papers are forwarded to Ottawa, and the doctors compare the medical board statement and his medical history with a table of disabilities which sets out how much pension is applicable to disabilities of that nature, and they assess the pension accordingly. That is, they recommend the amount of pension which should be awarded. That is passed to the commissioners for ratification, or otherwise. Then after six months, or after a certain period of time, the man is again re-examined to see if his disability has lessened or increased, or ceased. The basis of pension, of course, is the man's earning power. We have to watch him carefully all the time.

Q. These medical men that you have on your staff take the reports of the medical boards, and compare them with other papers of the soldier?—A. Yes, sir.

Q. Do I understand that they decide as to the degree of disability?—A. Yes, they will compare the amount of the man's disability with the table which sets out the amount of pension awarded for that disability, and they make their recommendation to the commission. At the present time, on the board there are only Colonel Thompson and myself, and neither of us is a medical man.

Q. You consider that you are not overmanned, at least in medical men?—A. I would think so, sir; we, at the moment, are training eleven medical men here; they are here for instructions and will be shipped out to various parts of the country within the next few months. They will go back to civil life.

*By Mr. Redman:*

Q. Are your medical officers in Ottawa allowed to go into private practice?—A. No.

*By Mr. Charters:*

Q. Are these men who have served overseas?—A. Practically; only Colonel Duff, one of the cleverest we have, he was one of the commissioners on the Pensions and Claims Board and is now a member of the Board of Pension Commissioners; he was taken over with that board and became our medical adviser, and I suppose, has got a better knowledge of pension work than any other man in the country.

*By the Chairman:*

Q. Are these medical men paid salaries as medical men?—A. The way we work that out is this: we take a man on at \$3,000 and at the end of six months his salary becomes \$3,500 and at the end of one year \$4,000. That would work out on the pay for the equivalent military rank. But we found that we had colonels on at \$4,500 and they were being taught by captains at \$2,400, and this caused a great deal of complaint.

Q. Have you anything further, Major, that you wish to lay before the committee?—A. A few moments ago you mentioned the question of salaries and the suggestion was made that possibly we were not able to pay sufficient to our staff. I have the average of salaries as paid in 1918, one year ago, and under the Civil Service at the present time. Our salaries I think are more at the present time than they were before.