

*By Hon. Mr. Calder:*

Q. Let us see if we can get down to your suggestion, Doctor. You have postmasters, and you have sub-postmasters, and you have men in charge of stations?—A. Those are just clerks.

Q. You have got all that class. Now is your suggestion that they should be taken away from the Commission; that is the appointment of postmasters who are out in rural districts?—A. Yes.

Q. Not in villages?—A. Well, in some villages.

Q. Not in towns?—A. In some villages, you would have to make it more or less arbitrary.

Q. You would say without question, in so far as purely rural postmasters are concerned, men out in the country post offices—that those postmasters should be appointed by the department?—A. Certainly through the members.

Q. Now we have that clear. After you get away from the purely rural postmasters you get into the small village and small towns. Let us keep away from the city. What class of postmasters in the small towns and villages in your judgment should be appointed direct by your department?—A. Well, ordinarily in villages. I do not see any reason why the members should not appoint them—in the small villages. In the larger towns where they are getting more money, I think it would be just as well to keep them out—

Q. We might have difficulty in defining that in the law, because what is a village in Quebec may not be a village in Ontario, and what may be a village in Ontario may not be a village in another province?—A. You would have to judge by the revenue.

Q. If you are drawing a line so far as revenue is concerned, what limitation would you put on it. Probably we should not ask you that now, as you might want to consider it?—A. Yes, I would like to consider it.

Q. You put all the rural postmasters in that class, and speaking of the towns and villages, you are inclined to think that where the total revenue does not exceed a certain amount, the appointing should be done by the department?—A. Quite so.

Q. Will you get that figure for us, and consider what the line should be there as far as your revenues are concerned? Now, we come to the cities, and in so far as all these classes which you have mentioned, that is, the Postmaster of the Central Office, the Postmaster of each sub-station, and the man in charge of these stations, who in those three sections should be appointed directly by the department?—A. No. I think the Commission is better for that.

Q. You suggest that the Commission should deal with the appointments in the cities?—A. Yes.

*By Mr. Currie:*

Q. But in the case of any of these men dying—are they graded?—A. They are not graded in the sense that we formerly used the word, that is the way they used to be, first, second and third class, but under the new system there is a gradation mentioned by the Commission.

Q. How long has that been in effect?—A. It came in with the Commission, under the same law.

Q. What are the statutes now of grading in your Department? Under the so-called reorganization scheme?—A. There is nothing you can describe as grading in the ordinary sense of the word. A man is appointed at a certain salary, and he goes on under that from the minimum to the maximum, and if the man dies, we can pick out a man and suggest him to the Commission, who investigate him and take action.

Q. Supposing a man is in the Department and has acquired a certain grade, we will say Grade "B," or say Grade "C,"—grading down—and that man passes a satisfactory examination, under the Civil Service law, and a vacancy occurs in the next grade higher, what do you do?—A. We have the staff there, and we look over the whole staff, and we may promote a man from the staff, depending upon his

[Dr. R. M. Coulter.]