

out asking Parliament for a special vote."

It is very plain from the above that the readjustment of salaries for which such dire need is expressed must be carried out from two distinct points of view, namely, the point of view of the pronounced increase in the cost of living during the past few years which affects all without distinction, and the point of view of the equalizing of the scale in many individual instances to the duties performed. This distinction is so important in its bearing on the true solution of the problem that we would wish the greatest possible amount of emphasis to be placed upon it.

Let us now examine, for a moment, to what extent the needs of the civil service, as above set forth, are met in the recommendations of the commission and the proposals (in so far as we know concerning them) on the part of the government.

First as to the findings of the commissioners. The matter of salaries is given a clause to itself:

"Your commissioners are of opinion that somehow or other the immediate question of salaries should be dealt with. They cannot recommend general increases, but they would suggest to Your Excellency in Council the advisability of at least taking votes for granting increases to deserving officials, and that for eastern Canada, both in the inside and outside service, such increase might be at the rate of 15 per cent. for officials whose salaries are under \$1,500 and 12½ per cent. for salaries above that rate; and for the western provinces where no doubt a greater need prevails, these scales should be 25 and 20 per cent. to the same proportion of incomes and all provisional allowances should cease. Your commissioners suggest that such increases should only be granted on rigid examination, but as time goes on, if the suggestions of your commissioners are carried into effect, these special increases should be abolished and a scale of salaries laid down suitable to each de-

partment and office in the public service."

If, at first sight, there is some confusion of thought in the above as to the precise grounds upon which the proposed increases are to be granted, this will vanish on a careful reading. Clearly, the underlying intention of the commission is that compensation shall be made adequately and without reserve, for the increased scale of living. This is proved by the fact that the commission carefully differentiates between the higher and the lower paid classes, following the demonstration of the Civil Service Association that the latter have been harder hit by the advance in prices than the former. Moreover, it distinguishes between the eastern and the western provinces on a basis that is wholly one of cost of living. What, then, is the meaning of the suggestion that a rigid examination should precede the granting of every individual increase? Simply this: There are men in the service — no one will deny it — whose efficiency may have declined or whose conduct may have become unsatisfactory since their present salaries were fixed. These have no plea for consideration, even on cost of living grounds, and if the government takes the present opportunity to punish them, they have themselves alone to blame. The suggested examination does not imply that the design of the increase is simply to discover and to reward merit. The meaning of the commissioners is better expressed by saying that the increase is intended to place the civil servant in the same relation to economic conditions that he was ten years ago, but that before he is given such treatment he must prove he is not unworthy of it, but that he can offer at the least the same quality of service in return.

It may be early yet, even with the bill in hand, before final explanations are available, to speculate as to the precise intent of the government with regard to salaries and to what extent the findings of the commission are to be carried out. The specific refer-