

It is evident from the above that labourers under private employers have fairly succeeded in obtaining advances in their wages sufficient to meet the advances in the cost of living. The Government of Canada which, with its advanced labour legislation, can and does coerce private employers and corporations into paying a high standard of wages as set above, shows an apparent indifference to the needs of its own trusted employees. Instead of establishing a model standard of remuneration to Canada's servants, it only follows halfway the standard set by others, and this, only after years of sufferings on their part.

Now let us come to the actual salaries paid the Ottawa civil servants. There is an inclination among the general public to pronounce on our salaries as shown by the maximums. It is to be hoped that the following will be an eye-opener to many:

	Percentage of the Service		Average Salary	
	1899	1913	1899	1913
First Grade	9.76%	13.13%	\$2,238.37	\$2,683.10
Second id	15.85%	13.83%	1,631.95	1,757.66
Third id	27.65%	22.03%	1,296.08	1,214.57
Fourth id	36.85%	41.12%	838.89	877.81
Fifth id	9.89%	9.89%	491.64	655.78
	100.00%	100.00%	\$1,193.18	\$1,288.79

The general expression "grade" in the above statement has been used to designate the corresponding divisions as in the first statement.

I leave to any interested reader to figure out the different percentages of increase, or decrease as in the third grade. Very interesting calculations could also be made in other directions. For instance, leave out the first grade, and you will find that the four lower grades, that is about 90% of the service, averaged \$1,080.19 in 1899, and \$1,078.05 in 1913, a slight decrease. Some critic may say, well, grade "B" of the third division is intended to be a low salaried grade, and this takes away all the force there might be in the comparison of averages under the

old and the new classifications. Granting that the objection is well founded, although not entirely so, let us take out the 717 employees of that subdivision, that is 18.72% of the service and we find the average for all the other grades is \$1,433.82; or an average of a fraction over 20% increase on the 1899 average of the whole service. Our possible critic should consider that in this last comparison the 20% represents to a great extent work and abilities of a higher grade than in 1899, for the work now done by grade "B" of the third division was done by civil servants included in the figures for 1899.

I do not intend to make any special reference to the men of the lower grades; the third division and the messengers. The figures quoted have their eloquence and it is incredible that their case should be left over for any further study.

In conclusion I say that whatever amendments to the Civil Service Act are contemplated for the next session of Parliament, the salary clauses of the Act should be seriously considered. Some relief must be given, even if no other amendments are introduced. Flat increases are not a proper relief. The experience of 1908 is still vivid in the minds of the very large number who received only a part of it, or nothing at all, as they were near or at the maximum. If the figures given above mean anything, they do mean that some such legislation should be enacted that will embody the following:—

(1) Increase of most, if not all, maximums;