

Mr. FOSTER. This is very rapid promotion. When I came into office as Minister of Marine and Fisheries, and afterwards became Minister of Finance, I thought I was doing very well when I put in my private secretary as second-class clerk at \$1,100. Thereafter he simply went up with his grades and received the regular increase. But here you have a man who has been eight years in the service, and now you make him a chief clerk, which allows him to go to a maximum of how much?

Mr. FISHER. Of \$2,500; but it will take him ten years to reach it.

Mr. FOSTER. It does not seem to me that a minister ought to use his exceptional powers to put forward a certain man so rapidly. He may be a good man. But there are a great many good men in the service, in all branches of it, who spend every hour of the day in the work of the department. This man of course must be monopolized by the minister himself, he does not do any chief clerkship work, he cannot do that as long as he is kept employed as the private secretary of a busy minister.

Mr. FISHER. That is much harder work.

Mr. FOSTER. It may be much harder work in one way, and he may put in more hours; but, of course, there are also bright spots in his career that the man who goes through the daily routine of office work week after week and year after year, has not, and these are to a certain extent a compensation. It would seem to me that, commencing at the bottom of a second-class clerkship and getting up into a first-class clerkship, was a sufficient promotion. We must bear in mind that we have to act in view of a large service. These things are noted, they have a certain effect upon the service as a whole, and it makes not the best kind of feeling in the service for honest, capable and efficient servants plodding along every day, and who have not any of these nice outings that a private secretary certainly has with his minister. Their salary creeps up at the rate of \$50 a year, with lapses sometimes between, and when they get to the top class they have to wait there until some opportunity arises by vacancy or otherwise, to get up into a higher class. When you take a young man and make him a chief clerk, and then your secretary—in my time that would be considered an extraordinary thing for a minister to do, but of course things move more rapidly now.

Mr. URIAH WILSON. The permanent salary now, I understand, is about \$1,900?

Mr. FISHER. \$1,900, and \$300 an allowance to make the sum of money he is getting now.

Mr. FISHER.

Mr. URIAH WILSON. You are giving him a better position in the service and a better permanent salary?

Mr. FISHER. Yes.

Additional amount required for the promotion of three second-class clerks, patent examiners, to the position of first-class clerks, \$550.

Mr. FISHER. I have found that it is impossible to keep patent examiners, who are technical officers, unless we give them higher pay. Within the last year I have lost two of the most efficient of these officers. Three of them are graduates of universities, with technical degrees, which has been the rule ever since I have been appointing patent examiners. I regret to say that within the last year I have had to lose some of the best men because they could not receive more than the ordinary statutory increase. I have three who have been appointed now for many years and who are working up slowly. I had five, two of them have gone, and I know that I will have to give these others this promotion. Later on in the same item I am asking for an exceptional special increase to several others. These were lower down and new arrivals in the service. I did not feel that I could give them promotion to a higher class, but I want to give them increases greater than the ordinary increase in the statutory allowance, simply for the reason that they are technical officers, and I cannot keep them at their present salary. One of them is getting \$1,350, two others are getting \$1,300. Two of them will get an increase of \$200, and one \$150. They will now all commence at the bottom of the first class at \$1,500.

Additional amount required for the promotion of two junior second-class clerks to the position of second-class clerks, \$400.

Mr. FISHER. These are two second-class clerks who have shown unusual efficiency, and I wish to give them promotion.

To provide for three additional junior second-class clerkships, E. A. Thomas at \$1,100, W. A. Fraser at \$1,000, transferred from outside service, notwithstanding anything in the Civil Service Act \$2,900.

Mr. FISHER. Ever since I have been in the office there has been practically two accounting officers, one with the department and one in Prof. Robertson's branch, dairying and agriculture. As the House knows, Prof. Robertson resigned a short time ago, and in the reorganization I thought it was better that the accounting should all be brought under one head. These men were in the outside service, not on the Civil Service list and not subject to the Civil Service Rules. I am bringing them in for the purpose of putting them on the civil service list. There are three of them. The two here mentioned are in the enjoy-