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The Bonus, the Government, and the Federation

IN the October number of *The Civilian* there was published the War Bonus memorial of the Civil Service Federation. In the November number appeared the report of the interview with the Government at the time of presenting the memorial. The Federation officers carried on a series of communications with the Government. One of these was very important and was sent to the Prime Minister on November 6 asking for a reply to the memorial on November 7. The necessity for this urgent request was due to the fact that the delay of the Government had caused one of the large associations in the west to advise the Federation officers that their patience was exhausted and that they intended to cease work on Thursday, November 8, unless a reply was forthcoming. The Government issued its bonus Order-in-Council, No. 2752, on November 7 as follows:—

The Committee of the Privy Council have had before them a Report of the Sub-Committee of the Privy Council appointed to take into consideration the question of the payment of a War Bonus to Civil Servants recommending, after a full consideration of the various bonuses and advances previously given and made in 1917 and 1918, in respect to the Outside Service, as follows:—

(1) That the Ministers of the several Departments, who have not already done so, present to Council, recommendations for the payment of a War Bonus to such employees as are engaged in the Outside Service of the said Departments, on the principle adopted in P. C. 2051, P. C. 2047 and P. C. 2188.

In respect to the Inside Service the Sub-Committee recommend:—

(1) That under the provisions of the War Measures Act, a sum of money not exceeding in the aggregate \$175.00 for each person engaged in the Inside Service of the several Departments of Government, receiving a salary of not

more than \$1,800.00, be appropriated from the War Vote and placed to the credit of each Department, to be used in the payment of a War Bonus to such employees or classes of employees, of the Inside Service, as shall be fixed or determined upon in the manner indicated in the next succeeding paragraph.

(2) That the employees or classes of employees and the Branches or Departments of the Government which shall participate in the War Bonus mentioned in the foregoing paragraph, and the principle upon which the same shall be distributed, shall be determined after investigation and inquiry by a Sub-Committee of Council.

(3) When it has been determined what employees or classes of employees shall be entitled to participate in such Bonus in the manner provided in Section 2 herein, the Minister of the Department to which there has been allocated moneys for such purposes, shall, after consultation with his chief executive officers, determine the amount to be paid to each employee or classes of employees, provided, however, that the amount of War Bonus payable to any one person shall not exceed \$250, and provided further that no War Bonus shall be paid in excess of the proportion which together with any salary now being paid to any employee, shall constitute a remuneration of \$1,880. The same shall be payable to those only who were of the Inside Service as of April 1st, 1918, and as from the said date.

(4) That any War Bonus payable hereunder shall hereafter be payable in quarterly instalments and the proportion of said Bonus which relates to the period from April 1st, 1918, to the date hereof shall be paid as expeditiously as possible after it is determined to whom the same shall be payable.

To this Order-in-Council the officers made an interim reply on November 8 as follows:—

Once again civil servants have been placed in a position where it becomes necessary for them to pass public judgment upon an act of Government. Four weeks have been spent by Government in the deliberations of which this action is the result, and it can not be regarded in any way as fortuitous or hasty. We have therefore nothing but the most poignant regret over the fact that Government has placed upon us the necessity of answering a document such as the Order-in-Council of November 7.

Government has answered a request, not for justice, but for a partial measure of that right, already long delayed, in a document which betrays a curious deafness to public opinion, which substitutes charity for justice, which demands expert interpretation to be intelligible, which dodges responsibility, which adds another period of inaction to a span already long, which fails to profit by the experiences, and undercuts the award of other nations who have passed through the crucible of war with which we have little more than come in contact, and which does not even grasp the spirit of a Service which wished first for sympathetic guidance.

We look in vain for the name of our Minister of Personnel, or any reference to this vital subject. Government must be given credit for realizing the prime importance of our request for a "shepherd of the flock" to quote the picturesque words in which he was promised to us. The apparent breaking of this promise far transcends any and all thought of monetary award.

In the few hours that have elapsed since the publication of the terms of the Order-in-Council it has been impossible for us to determine the extent or nature of an award under the terms of Orders-in-Council Nos. 2047, 2051 and 2188, to the Outside Service, and fuller consideration of the award and