

Q. It would not mean that they would remain there to the end of their days; they would become superannuated in due course or die off; but in the meantime I should hope that some arrangement could be made whereby the provisions of the superannuation act could be made retroactive upon payment in a proportionate way of the arrears of contribution, and that then they would become entitled to superannuation?—A. In a great many cases that is being done at present in connection with these temporaries; a proportion of them are at present paying into the superannuation fund, though their status has never really been determined, that is, they have been given the benefit of the doubt so far as superannuation is concerned.

Q. But that is not normal, it isn't right.—A. It isn't right.

The CHAIRMAN: It seems to me it might do more harm by creating temporary employees and then subsequently dispensing with their services. I think that is a condition as far as possible to be avoided. It seems to me that in the civil service when one receives a permanent appointment that person is entitled to anticipate, subject to some unforeseen condition which is beyond the contemplation of the commission at the time of his appointment, that he is going to have reasonable security of tenure of office.

Mr. CHEVRIER: Quite so.

The CHAIRMAN: And, consequently, I think it would always be necessary to have a number of temporary employees, but I think it would be possible to work out a scheme whereby subject to certain terms and conditions they could become permanent, without laying it over for a long period of years.

The WITNESS: At some later date, Mr. Chairman, I will be able to tell the committee what we have been attempting to do in the last year in that regard, that is, in connection with permanent employees who may become superfluous to one department but who may become useful in another. That is, a place may be found for them in the service where they are useful rather than retire them from the service. That was one of the recommendations of the committee.

*By Mr. Pouliot:*

Q. In order to get the best results from that employee?—A. Quite so.

*By Mr. Laurin:*

Q. Take an employee who has been temporary for over twenty years, what would the procedure be in order for that employee to be made permanent? Would he be subject to an examination?—A. Oh, no, that is not proposed.

*By the Chairman:*

Q. Mr. Bland, coming back to the idea developed by Mr. Pouliot, one of the difficulties I imagine which we will have to consider if you are going to blanket in these long term temporaries to the permanent civil service, will be as to the date from which they are to become permanent, that is, if their permanency were pre-dated to the date of the original service then they would become immediately entitled to all the statutory increases which might have transpired during the time of their temporary employment?—A. I do not think it would be contemplated that a permanent appointment should be made retroactive in that sense, Mr. Chairman. That was not done before. They were made permanent from the date of the Order in Council.

*By Mr. Pouliot:*

Q. With the salary they have at the time of the appointment?—A. Yes, so that the problem did not arise. I think it would be unfortunate if it did.