

that any objection was made either at the time or since as to the grounds upon which that action was taken. I think that hon. gentlemen on both sides of the House were in sympathy with the objects for which the commission was appointed. It was, in fact, a platitude to say that the cost of living situation, which had arisen, demanded correction.

"Coming now to the report of the commission, and dealing only with their recommendations as to salaries; which is the part of the subject to which I wish to confine my remarks at present, I find even more emphatic language than any I have used above. But this has been already quoted several times, and though that is no reason why it should not be quoted again, I will, in this instance, forbear. Following upon this the commissioners recommended a series of increases to the civil service, amounting to 12½% on salaries above \$1,500, and 15% on salaries lower than that amount.

"Now there is another side to the civil service salary question than that based on economic considerations alone. It is easy to understand that in a period of such rapid expansion as that of the past ten years, ranks and clerkships take on a new form, and the need arises not only for a revised scheme of classification, but for a redefinition of duties all round. The commissioners' report is full of references to this necessity. It is essential therefore in dealing with this question of salaries to approach it from two distinct points of view, the economic and what we may call the administrative, and to keep the two most carefully apart.

"Now, Mr. Speaker, the action of the government, as I choose to understand it, is proceeding with just this distinction in view. It must, moreover, proceed upon thoroughly

logical and consistent lines in this connection, with reference to the broad and general policy of civil service reform. This salary question, of course, must be considered as a part of this larger whole. It is not my intention at present to discuss this wider aspect or to deal with the general principles of the act of the past session. That act, in my opinion, went to the root of the civil service evil by placing appointments and promotion on a proper basis. But it did more. In the present connection it specifically provided a remedy, if properly carried out, for that administrative situation above referred to, by creating an enlarged and intelligent classification. For the first time in the history of the service it has been given a classification which means something. Moreover, the act provided means for the reorganization of the service in the terms of the new classification, and I am glad to hear that the reorganization is to be real and thorough. It also incidentally raised the general scale of remuneration on a liberal basis, but not in a way that could afford immediate relief except to a very few from the economic disabilities to which reference has already been made.

"Now it is precisely to afford that relief that the present measure has been introduced. The act of the past session could not, and was never intended to, meet those cost of living needs which form so important a part of the present situation in the service. It was on broader lines, and it would only have caused confusion had it attempted to deal with what are after all accidental circumstances. Nevertheless, the latter call just as loudly for redress. It is in fact essential that they be removed in order that the order may be introduced with the best chance of success. Under the existing conditions, the new act, though