

recommendation of the deputy head and," so that the subsection will read as follows:

Promotion shall be made for merit by the Commission upon the recommendation of the deputy head and upon such examination as the Commission may by regulation prescribe.

There is no way of setting in motion the promotion except by somebody in the department. The commissioners themselves would not have any personal knowledge as to the advisability or wisdom of such a promotion being made. It must be set in motion by somebody; then a recommendation is made by the deputy head.

Hon. Mr. FOWLER: Would it not be set in motion by a vacancy occurring? There could not be a promotion without a vacancy.

Hon. Sir JAMES LOUGHEED: Oh, yes.

Hon. Mr. FOWLER: Without a vacancy occurring either by the death or the superannuation of the incumbent of the position or by the classification creating a new position?

Hon. Sir JAMES LOUGHEED: But the promotion does not take place automatically.

Hon. Mr. FOWLER: No, but would not the members of the Civil Service who were in line for that promotion be alert enough, if they saw an opening which meant promotion for them, to set in motion the application for it?

Hon. Sir JAMES LOUGHEED: It might not be necessary to fill the vacancy; it might not be necessary to take any action. But it seems to me not unreasonable that the deputy head, who is the head of the department, should say to the Civil Service Commission: "It is desirable to do so-and-so." The commission then may exercise its authority and judgment as to whether it shall act or not.

Hon. Mr. FOWLER: We discussed this matter very fully in the committee.

Hon. Sir JAMES LOUGHEED: May I ask Mr. Gisborne to come within the bar?

Hon. Mr. FOWLER: We discussed this matter very fully in the committee and it was the consensus of opinion—I think I am reflecting the judgment of the committee—that it was not necessary to have any action taken on the part of the deputy minister, because the vacancy occurs by reason of a new classification, or by the death or removal of the present incumbent of the position. It is perfectly well known to the members of the Civil Service who would be in line for promotion to that

Hon. Sir JAMES LOUGHEED.

position. Here is where the deputy minister comes in. He is supposed under the new Act to keep an efficiency report regarding every man in his department, and the examination held by the Civil Service Commission is based upon a certain technical test and upon the nature of that efficiency report which is under the control of the deputy minister. Otherwise there might be favouritism on the part of the deputy ministers, who are only human. Human beings are very likely to have favourites, and it is not always the best man who would win. But efficiency reports are kept, and if they are kept properly, as it is to be presumed they will be, nothing unfair will be done, because the commission have no interest in any individual and the appointment would be made on merit. If the applicant has passed the examination and the efficiency report shows that he has the necessary qualifications, he will be appointed. That argument appealed to the committee, and I think I am reflecting the committee's judgment in that regard when I say that we thought the Bill should be left as it is.

Hon. Mr. POWER: The amendment proposed by the honourable leader of the House is a very desirable one. Fortunately, in Canada nowadays the deputy heads, as a rule, have no politics. There are a number of deputy heads who were formerly known as Liberals and there are a number who have been known as Conservatives, but as a rule the deputy ministers in this country are above politics and do not allow their actions to be influenced by their previous party connections.

Hon. Mr. FOWLER: There is no question whatever of politics.

Hon. Mr. POWER: The deputy head is supposed to be familiar with the work of all his subordinates. The Civil Service Commission cannot be familiar with the merits of the subordinates in the different departments, and I think that it was a defect in the Bill as it came to us originally; that it made no provision for a certain control by the deputy head. If a vacancy occurs in a department I think the deputy minister is just the man who is most likely to know which of his staff should be promoted. This amendment is a step in the right direction. We should not ignore the deputy heads, who are a very capable and deserving class of public servants.

Hon. Mr. FOWLER: I had no idea of politics at all in my mind when I spoke,