

Questions

under the Post Office Act between April 1, 1962 and July 7, 1964, was the civil service commission made aware of it?

6. Did central pay office accept staff pay certificates from the Post Office Department reducing salaries of employees as a result of disciplinary measures exacted under the Post Office Act without the civil service commission being made aware of it and, if so, to what extent?

7. Does the Post Office Department penalize an employee by a reduction in salary as a result of disciplinary measures under section 5(1) (e) of the Post Office Act and, if so, how many employees have been penalized since April 1, 1962 by a salary reduction under this section, and what is the sum total of these salary reductions?

8. Does the department regard an employee who fails examinations as inefficient, and whose service and conduct is unsatisfactory?

9. Since April 1, 1962, are postal employees who fail departmental examinations penalized by a reduction in salary and, if so (a) to what extent (b) under what circumstances (c) by what authority (d) has the employee the right to appeal against the decision of the deputy head to the civil service commission?

10. Have any employees in the department been penalized by a salary reduction due to examination failures under section 6(o) of the Post Office Act since April 1, 1962, and, if so (a) how many employees have been penalized because of inefficiency (b) because their services or conduct was unsatisfactory?

11. Have employees so penalized the right to appeal and, if so, under what authority do they have this right to appeal?

12. Are monetary penalties appealable in every case and, if not, which are not appealable?

Hon. René Tremblay (Postmaster General):

1. Under authority of section 5, subsection (1), paragraph (e) and section 6, paragraph (o) of the Post Office Act, and section 56 of the Civil Service Act, the Post Office Department may reduce the salaries of employees for misconduct or incompetence resulting in temporary reduction in salary, reduction in pay, demotion or suspension.

2. Yes.

(a) Prior to July 1, 1962 no summaries were maintained for the information requested and to compile the information at the present time would require a review of a great number of records. Beginning July 1, 1962 this information has been compiled by six month periods. From July 1, 1962 to December 31, 1963, there were 1,235 reductions in salary of \$5 or \$10 for one to six months imposed under the Post Office Act. In February 1964 there was a change in the interpretation of legislation and the Post Office Department commenced imposing this type of penalty under the Civil Service Act. The statistics for the six month period January 1, 1964 to June 30, 1964 include penalties imposed under both the Post Office Act and the Civil Service Act and num-

ber 408. Separate statistics have not been maintained.

(b) Information on the sum total of salary reductions has not been maintained. Preparation of this data would require undue labour and expense.

3. No. There are no good reasons for such reimbursement.

4. See answer to part 3.

5. Yes.

6. No.

7. See answer to part 2.

8. Failure in an examination results in a review of the employee's total performance of his duties with a view to assisting that employee to overcome any difficulties which may prevent a satisfactory discharge of his duties. Withholding of a statutory salary increase or a reduction of one full step or more in the employee's salary range have been imposed on some employees because of employee failure to meet certain standards, but only after every opportunity has been extended to the employee to remedy his shortcomings and where continued unsatisfactory performance, unfavourably affects the postal service. On infrequent occasions, repeated failures, which clearly demonstrate an inability to properly carry out the duties, do result in dismissals.

9. Yes.

(a) Demotion by temporary salary reduction of one full step in the range of pay for the position, or dismissal.

(b) After a second or a third failure demonstrating inefficiency in the performance of sortation duties, due to lack of knowledge.

(c) Section 56 of the Civil Service Act.

(d) Yes.

10. No.

11. Not applicable.

12. Yes, monetary penalties are appealable in every case except penalties imposed under the Post Office Act for loss of keys and for cases where the employee is at the minimum rate of pay, thus precluding a salary reduction under the Civil Service Act.

VETERANS PREFERENCE, CAPE BRETON NATIONAL PARK

Question No. 2,534—Mr. Muir (Cape Breton North and Victoria):

Is veterans preference being observed in the hiring of personnel at the Cape Breton highlands national park and, if so, are veterans being refused employment and non-veterans being employed?

Hon. Arthur Laing (Minister of Northern Affairs and National Resources): Yes, veterans having the proper qualifications to do