

serving employee. If the minister is willing to grant such an increase to a deserving civil servant, why should it be necessary for the recommendation to go to the deputy minister, then from him to the commission, and from the commission back to the minister? Why not provide that the minister, if he thinks proper, may at once give the increase? I would be willing to vote for such a provision.

Hon. Mr. GIRROIR: I think that the complaint all along has been that the deputy ministers in the different departments pick and choose amongst the members of the staff; a man is advanced because the deputy minister likes him. The civil servant now has the protection of this clause, and he cannot be refused his regular increase unless the deputy minister certifies that he is not entitled to it. There is in addition the further protection that the deputy minister, in certifying that a particular clerk should not receive the increase, must have behind him the assent of the Civil Service Commission. So, in order to prevent a civil servant from obtaining his regular annual increase, it is necessary to have not only the assent of the deputy minister, but also the assent of the Civil Service Commission. I think that a man should get his increase regularly according to the plan of this Bill, unless there is some special reason to the contrary; and I even go so far as to say that when a man is deprived of his increase the reason for depriving him should be stated. Then, an employee who has a grievance and has a case would know why he has not been given his increase. You hear civil servants say to-day, and they have been saying for years past: "So-and-so has been promoted; he has got his increase; I have not got mine; why have I not got it?" He cannot find out; nobody will tell him. That has been current talk among civil servants for years, at least since I have come to Ottawa. Such complaints will all be done away with, and every civil servant will get his regular increase unless there is some special reason to the contrary. I do not want to move an amendment or delay the Bill at this stage, but I will go as far as to say that I would be in favour of requiring that, when the deputy minister or the Civil Service Commission declares that a man is not entitled to the regular increase, the reason should be stated.

Hon. Mr. POWER: I think that a man should have the right to appeal in case it is said that he is not entitled to an increase, because it may be a matter of feel-

Hon. Mr. CHOQUETTE.

ing on the part of the deputy minister. The civil servant ought certainly to have the right to be heard in an appeal either to the minister or to the commission.

Hon. Sir JAMES LOUGHEED: He has an appeal to the commission.

Hon. Mr. FOWLER: No; it is not an appeal that is provided for in the Bill, because the civil servant is not supposed to be heard before the commission. He ought to be heard before the commission; but the procedure will be automatic: the deputy minister will make his report against this man, and the commission will automatically take the matter up. This man has a right to be allowed to appeal to the commission or to the minister, and the matter would then become a case to be argued out, on the evidence heard.

Hon. Mr. GIRROIR: If you insert a clause providing that the civil servant shall have an appeal to the minister, you are going back to where you were before.

Hon. Mr. FOWLER: That would not be a bad thing, I think.

Hon. Mr. GIRROIR: Then a civil servant will come to a member and say: "I did not get my increase this year; I am entitled to it; I want you to interest yourself in my position." And there would be members and others interested going to the ministers, and you would have all sorts of trouble; but, as the clause stands, I cannot conceive that a deputy would recommend that a man should not get his increase, and that at the same time he would be able to exercise sufficient influence to get the Civil Service Commission to back him up in that recommendation, unless there were good reasons why the civil servant concerned should not get his increase. There are two independent authorities, the deputy minister and the Civil Service Commission. They hold office during pleasure—cannot be removed; and these two authorities are not going to combine against the poor civil servant. While one of them, perhaps the deputy minister, might have some grievance, I cannot conceive that the Civil Service Commission, outside of the department altogether, and not in touch with the employees, would agree without good reason with the recommendation against an increase.

Hon. Mr. FOWLER: It would be very natural for the commission to take the word of the deputy minister.

Hon. Sir JAMES LOUGHEED: Perhaps this amendment would meet with the view of my honourable friend: