

A fairly accurate calculation of the percentage of increases in salaries in the Inside Service during the last four years, resulting from the receipt of annual increases, shows an average of about 23 per cent in the Third Division (\$600-1,200) and of about 15 per cent in the Second Division and "B" of the First Division (\$1,000-2,000), or an average increase of 19 per cent in all salaries from \$600 to \$2,800. Compared with an increase of 50 per cent in the cost of living during the same period, this goes to show that, notwithstanding the annual increases, the position of those in the Third Division is worse to-day than it was four years ago by 27 per cent, and of those in the Second Division and "B" of the First Division by 35 per cent, which practically means that the salaries of all employees in the Service within the limits mentioned have been reduced, during the last four years, by 31 per cent, *notwithstanding the annual increases given.*

Under these circumstances we think it not unreasonable to ask that a cost of living allowance or bonus of \$200 be given for the current year to all permanent employees in the Inside Service receiving \$2,800 or less. On a percentage basis this amount represents a bonus of $33\frac{1}{3}$ per cent on the lowest salary and of 7 per cent on the highest, or an average all through of about 15 per cent. If this 15 per cent increase for the year be added to the 19 per cent increase resulting from the annual increases received during the past four years it gives a total average increase of 34 per cent, or still 16 per cent below the percentage increase in the cost of living.

That salaries and wages in commercial and industrial occupations have been advanced frequently during the last four years is a well known fact. Official figures show that the percentage of such increases run from 20 per cent to 40 per cent, and even 50 per cent.

In a similar memorial presented by the Outside Service, attention was drawn to the proposals of the United States Government in regard to the granting of financial relief to the Civil Service in that country during the present year. Without going into particulars it is sufficient to state that the total amount involved for the fiscal year in grant-

ing such increases is no less a sum than \$66,000,000, and the nature of the relief consists largely of permanent increases in the salaries.

In the granting of such relief they appear to have limited it to those receiving \$2,000 per annum, or less. We are asking that those receiving up to \$2,800 be included, for the reasons:

1. That by the Civil Service Amendment Act of 1917 special relief in one form or another was given to all employees of the Inside Service receiving \$2,000 or less; and,
2. Owing to the proposed amendments to the Federal Income Tax Act, the salaries of all employees in Subdivision "B" of the First Division will be taxable this year. As the bulk of these employees are married men with families, this will be an added burden to them.

We do not deem it necessary to enlarge any further upon this subject. The trials and hardships which existing conditions have brought upon the salaried class, especially, are recognized by everyone. We trust that the Government will recognize the need of immediate action of some kind in this matter.

Respectfully submitted by the Civil Service Association of Ottawa on behalf of the members of the Inside Service.

(Sgd.) E. F. DRAKE,
Vice-President.

(Sgd.) E. LISLE,
Secretary.

Ottawa, May 10th, 1918.

HONOURED BY THE KING.

Three civil servants were honored by the King on his birthday for their services in civil capacities.

Ernest Frederick Jarvis, Assistant Deputy Minister of Militia and Defence, and Francis K. Bennetts, Assistant Clerk of the Privy Council, two civil veterans who have done hard and efficient service during the war, are awarded the decoration of the Imperial Service Order.

Austin E. Blount, Clerk of the Senate, is made a C.M.G.