

The MINISTER OF AGRICULTURE. He went to the States and got a higher salary.

Mr. MONTAGUE. Quite so, but you are not suffering because he is gone.

The MINISTER OF AGRICULTURE. I was obliged to create three more second-class clerkships, and give them \$1,100. I was willing to do that in that particular instance, but in most instances it would be too great a payment for the services rendered. If we carry out the suggestion of the hon. gentleman (Mr. Montague) and make more second-class clerks, we will create more expense to the country than if we passed this law.

Mr. MONTAGUE. When we were discussing the estimates, the minister said these new men were worth \$1,100.

The MINISTER OF AGRICULTURE. I did.

Mr. MONTAGUE. Why did you not pay that to the man who left?

The MINISTER OF AGRICULTURE. Because I had not a second-class clerkship to give him, but I had to do it since in order to get the men.

Mr. MONTAGUE. That is a new experience.

The MINISTER OF AGRICULTURE. I repeat that the hon. gentleman and his colleagues made a mistake when they did away with the third-class clerkships, and we are now remedying that mistake, and will make the service more efficient than it is to-day.

Mr. MONTAGUE. This is a serious step, and must have been under the consideration of the government. How many cases are in view in which these junior second-class clerks are to be created?

The MINISTER OF AGRICULTURE. I cannot say.

Mr. MONTAGUE. That is a matter we must know.

The MINISTER OF MARINE AND FISHERIES (Sir Louis Davies). Votes will have to be brought down in every case.

Mr. MONTAGUE. Yes, but there must have been some basis for framing the Bill.

The MINISTER OF FINANCE. This Bill will not appoint any one.

The MINISTER OF MARINE AND FISHERIES. We cannot get young gentlemen to come from outlying portions of the Dominion to Ottawa to take a position in the service at \$400. It is not fair to offer a graduate of a college or of an academy that salary. But to offer him \$1,100 is, we think, too much. We think that a

reasonable sum would be \$600, if we re-established the third-class clerkships.

Mr. MONTAGUE. Has the minister any difficulty in getting men?

The MINISTER OF MARINE AND FISHERIES. Yes. We cannot get these young gentlemen to stay unless you pay them extra by a special vote of the House every year, as has been done. That is one of the principal reasons why you have in your estimates every year 'notwithstanding anything to the contrary in the Civil Service Act.' It is said that this is done for favouritism, but it is nothing of the kind. You cannot get good men to enter the civil service at \$400. They cannot live on it. \$1,100 is too high, and we think that \$600 is a reasonable sum to start on. Many of those clerks who were appointed at \$400, and receive a special vote every year, might be recommended for this new class. When I came into my department I found two or three clerks who had to get extra pay in one way or another. Would it not be much better to appoint these men to a class where they would receive a fair remuneration, and I do not think that \$600 is extreme. I remember the case of Mr. Brophy, stenographer to Mr. Venning, who got \$700 a year, but he would not remain. He went off to the States where he has been getting \$1,000 ever since.

Mr. MONTAGUE. You got another one, though?

The MINISTER OF MARINE AND FISHERIES. Yes.

Mr. McNEILL. What was the salary of the former third-class clerk?

The MINISTER OF MARINE AND FISHERIES. He started at \$500 and went up to \$1,000.

Mr. McNEILL. You are starting with \$600.

The MINISTER OF FINANCE. Yes. Practically, it is the third-class clerk over again, as the Minister of Agriculture has stated.

Mr. JAS. CLANCY (Bothwell). I have listened with some interest to hear the Minister of Marine and Fisheries point out that for this work gentlemen of exceptional training were required.

The MINISTER OF MARINE AND FISHERIES. Oh, no; not exceptional training.

Mr. CLANCY. Yes, the hon. gentleman said: We cannot get gentlemen who are graduates of academies or colleges to come. I was not aware before that selections might not be made from among the bright young men of this country, who are not getting such salaries elsewhere. I am not saying that they are too well paid, but there