

would feel it is most essential to devote and examine these closely, but to be doing it on a co-operative basis there should be some departmental structure.

**Dr. Campbell:** That is very true. The problem has not arisen in all forceful terms. I think basically Dr. Dymond outlined the reasons earlier. There is considerable scarcity of research resources. We have not been competitive in the market for the upper skill ranges, financially.

**The Chairman:** Before you go on, who is responsible for this, the Treasury Board or the Public Service Commission?

**Dr. Dymond:** If I might tackle this one, Mr. Chairman, the problem relates to the classification of positions, which establishes the pay range. The pay range and the classification of positions is the responsibility of the Treasury Board. The Board bargains with the Public Service union that represents professionals in determining rates of pay. These days the Public Service Commission is primarily the recruitment agency of the Government.

**Dr. Campbell:** I think just on that specific point the sort of problem we are faced with is well illustrated by some of our recent experiences in our current recruiting campaign. A person with a brand new PhD and no experience at all, an individual writing his thesis can today become an assistant professor in a Canadian university at a salary, depending on the individual and the university, anywhere between \$11,000 and \$14,000 for a nine-month year. Now, while we do not have yet—

**The Chairman:** Plus a few research projects.

**Dr. Campbell:** Exactly. In the United States with a nine to ten-month academic year a survey showed that people in economics generally added 30 per cent to their academic salaries through contracts and research grants and things of that sort. Presumably that figure is higher in Canada because the academic year is somewhat shorter. If you take \$12,000 and add 30 to 40 per cent to that you have gotten up to, the rate we are in fact able to pay for experienced people who are carrying out a fair amount of administrative work as well. This simply makes it very difficult.

**Senator Thompson:** Well, I would like to go on record as saying that it seems to me to be a short-sighted policy on the part of Treasury that millions of dollars should be spent on projects in Manpower and Immigration while at the same time a large number of questions exist to which you could provide answers but you cannot because of limitations of professional staff.

**The Chairman:** The witnesses will be coming before us again.

**Senator Carter:** I have two unrelated questions. The first is a very simple one and follows on what Senator Kinnear was asking earlier concerning summer students. I think the question Senator Kinnear had in mind was with regard to the prospects for summer employment for students this year. Are they any better than they were last year?

**Dr. Dymond:** They are about the same, or perhaps a little worse than last year. There will be a few more people in the market but not too many more job opportunities as far as we can see.

**Senator Carter:** Then my second question has to do with the handicapped groups we were talking about earlier. I would like to know where responsibility lies for this. Maybe it is a provincial matter. But very often we have a group of people who are physically handicapped and who have no value on the ordinary labour market or in industry. At the same time you find in this group people who have tremendous talent; you find children who have a tremendous talent for painting and carving and all sorts of manual skills. Now unless they are discovered and receive proper training they can never be fully developed. Does your department take any responsibility for this? Do you find them and hand them over or point out to the provincial authorities, if it is their responsibility, that this is the situation? What happens in respect of groups like that?

**Dr. Dymond:** Well, there is the Vocational Rehabilitation Act, a federal act that provides for 50-50 cost-sharing and covers the rehabilitation of physically and otherwise handicapped individuals. Under this act payment is made for the process of vocational rehabilitation and medical rehabilitation, if it is required and cannot be covered by other schemes, and we refer people and the provinces refer people to this rehabilitation process. There are co-ordinators of rehabilitation in many provinces and there is machinery for identifying and placing people in the rehabilitation process under this federal-provincial 50-50 cost-sharing arrangement.

**Senator Carter:** Do you have any machinery for discovering these people in the first place? Do you carry out research to ascertain how many there are?

**Dr. Dymond:** We were discussing this earlier, and it is very difficult to estimate the number. It would not be fair to say that we do not have any solid figures at the moment. So far as machinery is concerned, when our offices uncover people who have physical and other social handicaps who could be assisted by the federal-provincial rehabilitation process under the act, they will refer people to these rehabilitation