

sults based upon approved methods or dealing with statistics of this nature, and they are within rather than outside of the facts. The serious nature of the situation is expressed more clearly in the terms of salary, when it is said that the man receiving \$900 in 1897 would require fully \$1,200, and the man receiving \$1,500 fully \$1,900, to live with the same degree of comfort in 1907."

Elsewhere in the memorial full reference was made to the injustices of the classification system, as administered, in preventing individual civil servants from proceeding forward on the salary list in accordance with their growth in efficiency and ability. It may be added that in the memorial presented to the Prime Minister in April last it was shown that the hardships of the situation had been intensified rather than alleviated during the period since the first review.

These representations on the part of the civil service were repeated, and even added to, by the commissioners. Let us quote one or two typical sentences in this connection from their report: First as to the overwhelming effect upon the rank and file of the service of the rise in prices:

"The civil servant in those days (i.e. 1892), although not in receipt of a large income, had his wants satisfied cheaply and without stint. In these days of cold storage and rapid transit, the products of the farm find their way to the motherland and distant countries, and the civil servant, rejoicing still in the same salary which was paid 30 years ago, finds his purchasing power sadly diminished, and is forced to face circumstances which are sometimes cruel in their operation, especially in the case of the younger members having families. Your commissioners have heard from officials, and from groups of officials, one after another, the most harrowing details of the privations endured by them in providing for those dependent on them. And as nothing so unfits a man for the faithful performance of his daily work as the constant worry

over money matters, your commissioners consider that in dealing with the question of salaries, greater consideration should be shown to the very different circumstances existing at the present time than existed thirty years ago."

Elsewhere the report shows no less appreciation of the inequalities that exist on every hand in the service, apart from any change in economic conditions, between the character of the work performed and the salaries paid. The case of the Deputy Ministers is elaborated at length. Promotions, the commissioners also find, "have taken place for other reasons than the necessities of the service." With regard to the pay of the upper classes in the service, the commissioners said:

"Your commissioners are of opinion that while with the large body of officials making up the public service it may be necessary to arrange them into classes, yet it is desirable as far as possible to encourage talent wherever it may be found; and for this reason the increments should be adjusted or proportioned as much as possible to the varying ability and efficiency of each officer whether senior or junior, and that in most cases, where a growing efficiency on the part of the officer is admitted, an annual increase of \$100 should be given until a maximum is reached."

Of the lower classes, from the same point of view, they said:

"With regard to the lower grade officers and their salaries, it is difficult to obtain proper assistance at a minimum salary of \$500 unless the service is altogether recruited from Ottawa. This would be disadvantageous to the public interests, your commissioners consider, and they would recommend that instead of a minimum salary being mandatory for entrance to the public service, a certain amount of relaxation of this rule should be allowed, and if it were necessary to obtain assistance at the rate of say \$700 per annum it should be within the reach of the department to obtain such with-