

## APPENDIX No. 6

under the new Civil Service Act, and we were unable to get them because they said the new Civil Service Act is not in effect.

Q. Not until reclassification?—A. Until reclassification. They have made certain promotions under the old Act, so I cannot really tell you exactly where we are at. We are working under the old Act, according to the Civil Service Commission, so far as promotions are concerned at least.

*By the Chairman:*

Q. As a matter of fact, you are not called upon to be familiar with the working out of the Civil Service Act?—A. Only in a way; the determining as to what Act shall apply in certain cases is not in my field at all. I have just to take what they give me. They have made very elaborate regulations, which I suppose you have seen, and these regulations are not always working out satisfactorily. Any appointments that we have asked for, and that have been made for us, I presume under the new Act, seem to be going through fairly satisfactorily. There does not seem to be any precedent established yet for any particular thing, and the interpretation of certain clauses seems to vary slightly from time to time. But I presume that that will pass as time goes on and they get into the way of interpreting them along one line.

Mr. BOYS: Mr. Todd informs me that the schedule of salaries and promotions are not effective until the Commission has had the new classification. As to new appointments they have jurisdiction.

The CLERK: They are still making promotions, and the old classification and schedules of salaries still apply to those who were appointed prior to the Act of 1918. New appointments are made under the Act of last year, but the classification under that Act will only apply to the whole of the Inside Service after it has been reorganized under section 9 of the Act.

*By Mr. Mowat:*

Q. Have you had occasion to apply for the appointment of clerks in your Department?—A. Oh yes.

Q. Has there been any delay in their appointment or in supplying you with them?—A. We have had occasion to apply for a good many clerks of one kind and another. I cannot say that there has been any justifiable delay; sometimes there has been delay. For some time I have been asking for a dual language clerk, stenographer and typist. I have not managed to get him yet. They have sent over several, but they have been absolutely incapable.

Q. How long have you been asking for that?—A. Probably nine months.

Q. It is not filled yet?—A. No, not satisfactorily.

Q. Are you consulted as to the salary to be paid?—A. In the case of temporary clerks we are, yes.

Q. You ought to know, and you think you know what is a probable adequate salary?—A. Well, that is another rather difficult question. What is an adequate salary is not always a permissible salary.

Q. If you suggested too low a salary for a dual language clerk the result would be that we would not get one?—A. We did not put any limitations on the salary.

Q. Have you got any clerks in your Department who have passed their usefulness on account of age or illness?—A. Yes, I think we have.

Q. What is your method of dealing with that class of people?

The CHAIRMAN: Would it be of interest to the committee to take each branch separately and have a statement from Mr. Grisdale?

Mr. MOWAT: Yes. Since the Superannuation Act ceased to be in effect in 1897 trouble has arisen, we are told, in regard to old employees, who depend upon their salary for subsistence, remaining on, although their usefulness is gone, and no man at the head of the department with any humanity about him cares to dismiss them. What is your method and what do you suggest?