

Public Service

the course of which he refused to table the motion, said in part:

Data taken from these surveys is considered to be proprietary and I, therefore, ask that the motion be withdrawn.

In other words, the government felt that the information I was asking for should not be given to me or made public. I am sorry the new President of the Treasury Board (Mr. Chrétien) is not in his seat. We have seen a number of articles by very respectable commentators of some of the largest newspapers in Canada indicating that this minister is going to be a new broom, is going to be tough in watching over these expenditures, and is not going to agree to new programs involving large expenditures unless he is certain they are justified. I cannot think of any other subject in respect of which the public needs more explanation in view of what has happened in recent years.

I am not suggesting necessarily that the salaries, pensions and other benefits that senior civil servants working for the Government of Canada receive are too high, or are in fact higher than those received by senior executives working in private industry. What I am suggesting is that these civil servants have now reached numbers which require, and indeed demand, that the public be given full details as to how their salaries, pensions and other benefits compare with those of executives in similar positions in private industry.

The last increases were effective April 1, 1974, and were made on the advice of the Advisory Group on Executive Compensation in the Public Service, chaired by Mr. A. T. Lambert, chairman and chief executive officer of the Toronto-Dominion Bank. The members of that group were Dr. Deutsch, principal and vice-chancellor of Queen's University; Dr. Gaudry, rector of the University of Montreal; Mr. de Granpré, president of Bell Canada; and Mr. A. S. Leach, chairman of the board of Federal Industries Limited. That group studied this question for the government and apparently seconded government staff to help obtain information. The group had studies prepared for it, and it is in respect of those studies that I believe information should be made public.

We are not talking about a few people. According to an answer to a question I asked during the last session, in 1968 there were 381 senior executive officers in the public service and by 1973, five years later, the number had increased to 895. This represents a threefold increase, so there are certainly at least 2½ times as many as five years ago. We are talking about a group of senior officers in the SX-1 category whose salaries ranged from a minimum of \$25,500 to a maximum of \$60,000 as of April 1, 1974. We are talking about 895 people, and I think the public is entitled to know how their salaries compare with the salaries of senior executive officers of comparable rank in private industry.

It is not just the salaries that we should be considering. We should be considering pension and other benefits. I hope we can persuade private industry to change pension plans voluntarily. If we cannot persuade them to do that voluntarily, I hope the federal and provincial governments can pass legislation requiring that all pension plans be indexed so that retired individuals will receive pensions in real dollars. I do not know of any pension plan that is

[Mr. Orlikow.]

indexed except the pension plan of the Government of Canada. We have indexed those pension plans and thereby done something necessary in these times of very rapid increases in the cost of living. What we have done is and will be of great advantage to people who work now or have worked in the past for the government.

The press has made a great deal of the fact that five, six or eight top civil servants retired in December, 1974. I do not know precisely why each of those individuals retired, but I do know what retiring in December meant for them. These individuals will receive pensions based on 2 per cent times their years of service up to 35 years, using the average of their best salary for the past six years. These senior civil servants have probably retired with a pension of between \$20,000 and \$30,000 a year. By retiring in December they were entitled in January to an increase in pension, because of the increase in the cost of living of 10.1 per cent, of between \$2,000 and \$3,000 a year. If the cost of living in 1975 goes up by another 10 per cent, they will be entitled to a similar increase, and so on.

● (1710)

Compare that with what the old age pensioners get, compare it with the fact that virtually no pension plan of private employers is at present indexed, and you can see that we are not being very hard on our senior public servants. Perhaps we ought to be doing more for them. I think the Government of Canada should be as good an employer as any employer in the country, public or private. I think the people of Canada have a right to know how the provisions we make for our employees, in salaries, pensions and other benefits compare with the provisions made for other employees whether they be in the public or in the private sector.

However, it is not just the salaries and pensions about which I am concerned. I have before me circular No. 55 issued by the Treasury Board in 1975. I do not have anything newer than that: we may have improved on this since. If one studies it and looks at the vacation leave which senior executive officers are entitled to, one finds the following, and I quote from the circular:

... a senior executive officer is entitled to four weeks of annual vacation leave irrespective of the length of his continuous employment.

I doubt if any other private or public corporation gives its people four weeks' vacation after two, three or five years. The circular goes on:

Compensation in lieu of unused vacation leave.

On termination of employment, a senior executive officer is entitled to compensation in lieu of the unused portion of his accumulated vacation leave ...

Recall from vacation leave.

A senior executive officer who is recalled to duty from vacation leave or whose vacation leave is cancelled without notice shall be reimbursed for expenses incurred by such recall.

Then there is generous sick leave and management leave. It reads:

Management leave.

The deputy head, at his discretion, may grant a senior executive officer management leave with pay in recognition of excessive hours of work and work or travel on a designated holiday ...

Special leave.

There is no longer a requirement that a senior executive officer earn or