

was the President of the Treasury Board (Mr. Drury). Everything I find reprehensible, I find in the President of the Treasury Board whose attitude is a perfect example of that to be found in one of the richest constituencies in the country. Now I think the Minister of Fisheries and Forestry occupies the No. 1 spot. His department has dismissed a large number of very highly qualified people who have been in the government service for many years. They have reached the age of 50 or more and are therefore unable to find alternative employment.

Let me put on record several of these cases. In Victoria the affected men are Dr. Lorne Ebel, a tree physiologist; Dr. Ajai Mansigh, an entomologist; Dr. Joe Baker, a soil scientist; Dr. Donald Edwards, an entomologist; and Vernon Phelps, a research director. In Winnipeg, my city, the affected men are Dr. G. A. Bradley, a highly specialized insect taxonomist who is 57 years old and has served the government for 30 years, and Dr. R. J. Heron, a physiologist, aged 50 who has served 25 years in the public service.

I have mentioned seven cases. These are all men who have sacrificed the possibility of higher pay in industry for the security they expected in a public service careers. They have given most of their productive lives to the public service of Canada and have served this country well. They have not only been dismissed but classified, quite obviously, as deadwood.

• (10:10 p.m.)

What does their dismissal mean, Mr. Speaker? Some of them have worked a number of years for the department. They cannot find new work. What happens? Their retirement pensions are affected very adversely. Their pensions, as with all civil service pensions, are based on 2 per cent of their best six years in the service. Only in the last few years have salaries increased quickly. These employees will not get six of the best years at the high salary; their pensions will be computed on a much lower salary scale. In addition, since they will not have a full 35 years' service, their pension will be smaller than it should be. Because they have to draw their pensions early, the pensions will be prorated, making them even less valuable than the 2 per cent of the best six years which employees have a right to expect.

Proceedings on Adjournment Motion

The chairman of the Public Service Commission in a communiqué to all department said the commission feels that the absence of a review process in this situation—meaning dismissals—is inconsistent with the philosophy of the Public Service Employment Act and regulations. For this reason the commission feels that each deputy head should establish an administrative review procedure to which an employee who has been declared a lay-off may have access.

Under that procedure an outside person should be a member of the review committee. The minister says we have a good review procedure, one can appeal to the deputy minister of the department who has already considered the personnel of the department and decided, on the basis of the minister's statement, who is deadwood and should be given a notice of dismissal. You can appeal, but the deputy minister and the other stooges of this minister will be judge, jury and executioner. That is the kind of just society the minister and this government proposes.

I do not think it is to the credit of the minister that there have been more complaints by employees of this department than any other—possibly more than all departments of government combined. This minister is trying to gain some points in the eyes of the Prime Minister (Mr. Trudeau) because he is the most aggressive minister in implementing the austerity program which the Prime Minister has called for on the part of the civil service.

If the minister is going to be as stubborn and stupid as he has been up until now with regard to dismissals, the least he can do is take the advice of the chairman of the Public Service Commission, who knows a good deal more about employer-employee relations than this minister will ever know, and set up the kind of review procedure which will mean that qualified employees who are being dismissed will at least have the feeling they have had a fair hearing—not the kind of kangaroo court which the minister and his department set up for them.

Hon. Jack Davis (Minister of Fisheries and Forestry): Mr. Speaker, perhaps I could outline very briefly what our problem has been. We are endeavouring in the Fisheries and Forestry Department to operate within the same budget as we had, not just last year but the year before. In other words, for three years in a row, running into next year, we