

Q. It is not failure on the part of the civil servant then?—A. No.

*By Mr. Laurin:*

Q. Do you mean to say, Mr. Bland, that there are some employees who have been temporary for around twenty years?—A. Yes, Mr. Laurin.

*By Mr. Pouliot:*

Q. And, if the recommendations of the Civil Service Commission are complied with, would the recommendations have retroactive effect from the date these employees were first employed as temporaries?—A. Well, I think that would come into the picture as far as superannuation is concerned at any rate, Mr. Pouliot.

Q. Yes, but what I am asking is, would such a recommendation from the Commission have a retroactive effect?—A. I think the probable answer would be that they would be regarded as having permanent status from the date of their permanent appointment, with consideration being given to any retroactive features which would be of benefit to them.

Q. Then there would be a distinction between the time of their having been made temporary and the time they will be made permanent?—A. That is a point that will have to be carefully worked out in the regulations.

*By Mr. Laurin:*

Q. Can you tell me, Mr. Bland, if these temporary employees have made previous applications to be appointed as permanent?—A. Oh, yes.

*By Mr. Pouliot:*

Q. Coming back to what I have said to you, Mr. Bland, can you tell us what would be the recommendation of the Commission about these employees?

Mr. LAURIN: Mr. Bland has just told us that he will make a report.

The WITNESS: Not quite yet, because I do not know all the facts.

*By Mr. MacInnis:*

Q. Have long term employees always been a part of the civil service or an institution of it?—A. I think perhaps it is correct to say that there has been a periodical cleaning up of these employees, and that these are the left overs from the last clean up.

Q. What I had in mind was, that possibly a condition developed during and after the war when conditions were not normal?—A. That is quite true, Mr. MacInnis. A great many employees entered the service at that time on a temporary basis.

Q. And there is no doubt that there should be no difficulty now in getting down to a basis where the number of long term temporary employees could be very materially reduced?—A. No. I think that this problem of reducing the number of long term temporary employees is possibly a solution but that, of course, is a different problem if the other is in your mind as to the number of permanent temporaries in the service as a continuing force. This cleaning up process will always hold a problem, that is, as to how many temporaries there should be as compared to the number of permanents. That is a different problem.

Q. Would not that depend on the number of positions that can be considered as temporary?—A. Yes, quite so.

*By Mr. Chevrier:*

Q. That is, if all those long term temporaries were now taken in as permanent, nothing could stand in the way when the work decreased to such an extent that some of these would have to be released or their positions abolished; the position would be abolished and that would be all?—A. Oh, yes.