

APPENDIX No. 5

Under the present system or practice where a vacancy arises the Civil Service Commission asks if any officer is recommended for promotion, and there is little to complain of in this system—In so far as his experience goes, the departmental recommendation is accepted by the Commission—What would tend to facilitate promotion,—Mr. Acland, 733.

Thinks the matter of promotions is very essential—One of the most important questions on which there is a controversy,—Mr. Cory, 785.

Handle all the promotions within the department except a small proportion,—Mr. Parkinson, 805.

Procedure *re* promotions and ratings explained,—Dr. Roche, 822-825.

The Commission requests the department to state whether there is any qualified officer in line of promotion—If the Deputy Minister states there is nobody in line for promotion, a competition is opened,—Mr. LaRochelle, 860.

Promotions and ratings, procedure of the Commission thereto applying, further discussed,—Mr. Jameson, 885-888.

See also provisions of Section 45 of 1919 referred to in the course of evidence given, 848, 877, 929.

QUEBEC ARSENAL:—

Mechanical and Labouring positions, how filled—Rates of pay—Positions not exempted—Men at Arsenal who are entitled to the Bonus—Wages of the men revised by a Board last winter—Men are not entitled to superannuation on present basis,—Mr. Desbarats, 722-723, 726-728.

RATES OF PAY, PREVAILING:—

The difference existing between the classification of men carrying certain rates of pay and the definitions set forth in the Classification Book as to qualifications, which it is claimed are at variance, account for the complaints of the members of the Dominion of Canada Public Works Federation—Suggestions of redress by restoring the positions on a permanent basis and thus obtaining the privileges of the Act,—Mr. Matheson, 504-520—Mr. McGarry, 520-531—Mr. Foley, 549-551.

Thinks the prevailing rate is the proper method in paying artisans—The payment of prevailing rates does not affect permanency,—Mr. Hunter, 645.

Figures given showing rates of compensation in Canada and United States, for higher positions in the Service,—Mr. Grisdale, 655-656—Wages and hours of work at the Experimental Farm, 662-663.

No extra pay for work every night—Service was cheerfully given, being considered as a patriotic service for war purposes,—Mr. Saunders, 748.

See also consideration given to Section 45B of 1919 and amendment thereto suggested *re* prevailing rates of pay, etc.—Dr. Roche, 847; Mr. LaRochelle, 876; Mr. Jameson, 924.

RE-ORGANIZATION OF THE SERVICE:

Views of the Associated Federal Employees of Canada as expressed in written statement,—Mr. Patterson, 290.

Will overcome overlapping.—Mr. O'Connor, 449.

Beneficial effects of,—Mr. Desbarats, 718-720.

Suggests a re-organization of all the departments of the Public Service by the Commission without the intervention of foreign assistants, etc.—Mr. Jameson, 927.

RESIGNATIONS, SCIENTIFIC AND TECHNICAL OFFICERS:—

The Canadian Service lost a great many technical officers, mostly geologists, immediately following the close of the Great War, owing to high rates of compensation paid in other countries,—Mr. Jameson, 919.

See also Exhibit O (2) for Statement of percentage of resignations, page 1054.

RETIREMENTS FROM THE SERVICE:—

Two categories: those retired under the Calder Act; those retired on account of re-organization, 59.

Number of, at Printing Bureau—Gratuities,—Mr. Acland, 742.

SALARY REVISION, INCREASES:—

Salary revision,—Mr. Campbell, 195.

Salary increases,—Figures given showing comparison between situations of 1908 and 1923, Mr. Ryan, 200-203—Major McKeand, 216, 218.

Comparison between the United States and Canada *re* rates of compensation,—Miss Inglis, 254-255.

Certain facts regarding salaries—Canadian salaries for technical positions compared with United States,—Dr. Swaine, 280-283.