

Mr. McNEILL. I have listened very carefully to this discussion, but I have not heard my hon. friend answer the question of the ex-Minister of Finance (Mr. Foster): Why establish this new class? Why not establish the third class?

The MINISTER OF MARINE AND FISHERIES. My hon. friend stopped me in the middle of what I thought was a strong argument. I say you must offer inducements in order to get a portion of the best-educated young men in this country to come into the service and make their future in it. What inducements do you offer to-day? I say absolutely none. You do not offer a permanency nor any hope of promotion; you only offer \$400 a year to begin with and an increase of \$30 a year up to \$600 and then stop. Will any educated young man accept an offer of that kind? He will not.

Mr. McNEILL. Can you not put him in at \$1,100?

The MINISTER OF MARINE AND FISHERIES. The hon. member for York says you cannot bring a man from the outside at \$1,100, because the third-class clerks are waiting for any vacancies that may occur. So that you are excluding from the civil service of this country the very class that you should attract to it. I do not say that \$600 is much to offer them, but you offer that with the prospect of rising to \$1,000, and a fair hope of rising to the higher positions afterwards.

Mr. McNEILL. The hon. gentleman has not answered the question I asked: Why establish this new class?

The MINISTER OF MARINE AND FISHERIES. It is only a difference of name. The third class was abolished, and we are reviving it by calling it the junior second class. The rights of the third-class clerks now in the service were retained at the time the third class was abolished.

Mr. CLANCY. Is the hon. gentleman not paying a larger sum than the country has a right to pay for clerical work?

The MINISTER OF MARINE AND FISHERIES. From my experience of my own department, I tell the hon. gentleman that I am not paying one man in my department more than I think I ought to pay him.

Mr. CLANCY. But if the hon. gentleman introduces this system, he will pay more for the work than he is paying now.

The MINISTER OF MARINE AND FISHERIES. Not necessarily. I have appointed four clerks in my department, and in each case I had to get a special Act providing, notwithstanding anything in the Civil Service Act, before I could give him an increase of salary. There they are, fixed

without a permanency at \$600, three of them graduates of colleges.

Mr. HENRY CARGILL (East Bruce). Does the hon. gentleman find any difficulty in getting a sufficient number of clerks at varying salaries from \$1,100 upwards to do the work connected with the different departments? Is there a lack of men at the present time? Does he find any difficulty in getting a sufficient number of men to fill the positions?

The MINISTER OF MARINE AND FISHERIES. Oh, no.

Mr. CARGILL. Does he find any difficulty in getting a sufficient number of men to enter the service at \$400 per annum, with the prospect of an increase to \$600?

The MINISTER OF MARINE AND FISHERIES. Yes, we find very great difficulty in getting men to come in at \$400, with the prospect of rising to \$600.

Mr. FOSTER. You could get a thousand to-morrow if you wanted them.

The MINISTER OF FINANCE. Not of the right kind.

Mr. FOSTER. Of the right kind.

Mr. CARGILL. I have been in parliament a great many years, and I have made frequent attempts to get several very efficient young men into the civil service in Ottawa, but up to the present time I have failed. I have never been able to get a single young man into any of the departments in Ottawa, even when my colleagues were in power. Now, I can supply any number of young men from East Bruce, and I will obtain from a good guarantee company of the province of Ontario a guarantee for them. I will guarantee these young men to have the necessary qualifications to discharge the duties required of young men who are paid salaries of from \$400 to \$600. If that be the case, why create offices for men to whom you propose to pay between \$600 and \$1,100? I cannot see the necessity of it. I was very much taken with the suggestion made by the Minister of Finance that the present government are proposing to conduct the business of this country on business principles. If there were more of that done by the government, it would be a grand improvement. Business men, when they employ a man for their office, know what the minimum salary is and what the maximum salary is. They take him into the office, and promote him according to merit. As soon as he reaches the maximum salary, if he says he can do better elsewhere, his employer says: 'Go, we are quite satisfied we can get plenty of men to take your place at that salary.' That is the way the business men of the country conduct their business, and I cannot for the