

Ways and Means

making the survey. I may also tell my hon. friend that there were quite a few civil servants for whom the civil service commission, not the pay research bureau, recommended no increase, and for whom the treasury board recommended an increase. As my hon. friend and all hon. members know, this salary increase is not a matter of right. It is not a statutory increase like some of them every year. It is an evaluation of the rates of pay in industry or in private employment; and that is why you have this pay research investigation made.

It develops, of course, as it always would, I presume, in dealing with a huge number; and when I say, "huge number" what I mean is that there are about 60,000 in this one category to whom I think my hon. friend has reference. There are over 100,000 altogether, of course, as he well knows. It is a tremendous task to make comparisons of the rates of pay which will be equivalent in private industry and to which salaries should be compared, after making some allowance for the fringe benefits. The reason I have held this thing up is this: I appreciate the very flattering comments by hon. friend made with respect to myself. I hope they are deserved. I am not going to argue with him about the matter at any rate. He has referred to categories. I am not sure as to the different categories. Adjustments were made in various groups within a category. That is why I have not been able to produce the information in detail, as the hon. gentleman undoubtedly expected I would do and as I will do. However, particularly owing to the fact that I have been sitting here off and on for seven days or eight days and was sitting in treasury board for four weeks prior to that time, I have not been able to go over the voluminous mass of material which is involved in this pay review. There were undoubtedly several thousand who, it was found, were getting paid more than they would be getting paid if they were working in private industry or private employment. That number is not large in proportion but there were several thousand altogether; perhaps 3,000, 4,000 or 5,000. Undoubtedly, they were disappointed. Undoubtedly, these are usually the under ones, the ones who are moving up from grade 1, or grade 2 to the higher ranks.

The civil service today is a profession. It is not a lifelong job where you come in as a tenant for life and hold on to the same position throughout life. You are supposed to come in, write your competitions and advance. It is unfortunately true that in grade 1 and grade 2 the rates are obviously lower than in others where experience is necessary. There were classes or grades within the classes—as I said, that is one thing about which I am not

sure—where the pay research bureau found and afterwards the review by treasury board found where adjustments were either substantiated or not. These grades should not be touched or the individuals within the grade should not be touched at the moment. I will have a detailed breakdown for the hon. member as soon as I have a chance to review this whole situation. However, I certainly have not had an opportunity to do it up until today.

Mr. Pickersgill: Five o'clock.

Mr. Chevrier: May I ask one question.

Mr. Knowles: Mr. Chairman—

The Chairman: Is the hon. member for Winnipeg North Centre continuing on the same subject?

Mr. Knowles: I do not wish to get into the same trouble that we got into yesterday. What are we doing about the fact that it is five o'clock?

Mr. Pickersgill: Five o'clock.

Mr. Churchill: I would request that we carry on and complete interim supply and then that we adjust ourselves accordingly to what other business we might do. This procedure will be of great assistance to members of the other place. The other matter of business with which we would really like to deal relates to the world's exposition bill which would make a very fine wind-up to this part of the session.

Mr. Chevrier: Mr. Chairman, in so far as we are concerned, it is five o'clock and it is private members' hour. However, if we had the assurance that a full hour would be given to us at a later hour—

Mr. Martin (Essex East): Today.

Mr. Chevrier:—today, we would have no objection to proceeding now to get interim supply through, and the bill which my hon. friend the Associate Minister of National Defence would like to get through, or any other business that might be disposed of.

Mr. Churchill: Supposing we do that, and over the supper hour I will confer with the genial member for Essex East—

Mr. Martin (Essex East): I will tell you right now that it is understood we go on at nine o'clock with the motion for the production of the legal opinion, otherwise we do it now.

An hon. Member: What about the Christmas cheer?

Mr. Chevrier: If I may say so, Mr. Chairman, the suggestion made by the hon. member for Essex East is what I had in mind earlier, although he has put it more forcefully than I did.