

might, on paper, seem to be the better men. That competition, I hope, will be finished within a couple of weeks and the results made known. One can say that that particular group of temporaries is being looked after completely.

The second group of temporaries, consisting of younger men for the most part, whom we have recruited in the last eighteen months or so from the armed forces by competition for foreign service officers, grade I, II and III, is open only to those possessing overseas service preference. Since last September we have actually made in all 74 appointments—74 male appointments, 73 of whom possess veterans' preference. The one who does not possess veterans' preference was too young for active service and is a clerk grade 1. That, I think, is a fairly respectable record from the point of view of observing the veterans' preference regulations.

In that group, of all grades in the department, there are, perhaps, 45 who will be graded as foreign office officers, all of whom have passed the competition to enter the department but have not yet served the required length of time to be made permanent. Some of them have served over a year, but I have felt myself that it was unfair to make permanent a lad who, perhaps, was able to come out of the army ahead of another lad, and so to have technical seniority on our books. I would prefer myself to make permanent groups of those junior foreign service officers, 10 or 12 of them at a time, so they will have their permanency from the same day. One fellow might be in hospital and not be able to report for duty and another fellow might be available. Some of them came in before the end of the war when the armed forces released them. There is the other large group of senior staff of the department all of whom are in the process of being looked after, though their status at the moment is temporary. I think Mr. Hemsley could supplement my remarks about the other ranks of the department.

Mr. HEMSLEY: Mr. Chairman, I think it is the department's wish to grant permanency to all who have been in the department and have seen it through its rapid expansion, but we are limited by certain regulations that have been imposed by the Civil Service Commission in asking for permanent appointments, because permanency can be granted only to those who are qualified for permanency. None of the commission's examinations, since the beginning of the war, have qualified people for permanency with few exceptions. One exception is our foreign service officer positions which were advertised in the armed forces orders overseas, and competitions were held not only in Canada but actually in Europe. So the commission considered that the rights of everyone overseas had been fully protected and they permitted that competition for foreign service officers. They considered the competition fair for qualifying for permanency. The reason for their holding temporary tests only since the beginning of the war was to protect the rights of those who could not compete in their examinations; those men and women who were overseas. So that most of our clerical and stenographic staff who have been taken on have the veterans' preference but have not yet qualified formally for permanent appointment.

Two or three years ago the commission took its first step to regularize the situation by holding its first dominion-wide permanent qualifying stenographic examination since the early days of the war. We now will endeavour to qualify all our stenographers under that competition and all our clerical accounting personnel under appropriate competitions as soon as they are held. Once the employees have their permanent status by examination and have served the required probationary period and have given satisfactory service I think it will certainly be the wish of the department to recognize their performance in the granting of permanent status.

Mr. MACINNIS: I understand there is a Civil Service regulation covering all departments whereby a certain percentage of the staff is permanent and a