

to carry it through this session. Probably my legislative programme was too ambitious. If I had been an older parliamentarian, I might have been wiser, but it is impossible in my view to carry this Bill through during the present session. It is a most important measure, which will require careful consideration on the part of the House and on the part of the committee to which it may be referred. This is legislation which affects a very numerous and widespread service, a service with a variegated classification, existing under legislation that is quite complicated, and I think a measure of this kind might very well stand from one session to another in order that any defects in the proposed legislation may be detected and remedied.

During the recess I shall be glad to take into consideration any representations that may be made on behalf of the service, or any classes of the service, as to the Bill. When the matter comes before the House next session, I shall, therefore, have had the advantage of such criticism as may be directed towards the Bill in the meantime. The Government will be ready to hear any representations that may be made, and give them fair consideration, because our desire is to introduce a Bill which will be beneficial to the service and in the public interest. As certain salary increases have been provided in the lower division, and as the annual increase has been made \$100 instead of \$50, I think it might be proper, by reason of the fact that there has been delay in introducing this measure, and that it cannot be enacted at this session, that the Government should take into consideration, when the Bill is introduced next session, the advisability of making it retroactive from the beginning of this fiscal year. That is something that we shall consider.

Mr. McKENZIE: I understand that there is an organization among civil servants such as we find in other classes of labour throughout the country. I presume that organization is composed of competent and efficient men, and, while I would not expect that the hon. Minister of Finance (Mr. White) would be entirely guided by what they would say, I think it would be a fair proposition to submit this legislation to the executive of that body in order that they should have a voice with the minister in framing the regulations that govern their lives, wages and conduct, just as any other organization of the kind would have in the country. The voice of labour in any kind

of service throughout the country, whether it is employed in mines, factories or any other place, must be heard. Legislation as to wages, life and conduct generally, is submitted to it in order that its opinion may find expression. The Civil Service servant is not the independent individual that the man who works in the coal mine is. There is, happily, a strong vein of independence running through our labour classes. I can understand that the civil servant is not in that class. He is under surveillance, so to speak, all the time. He does not possess that independence which characterizes other departments of labour; at all events, if he does possess it he does not exercise it. The minister may be an autocrat in the department if he wants to be; what he says is law, and there cannot be very much disputation about it. The personality of the individual civil servant should be recognized as much as possible, because such recognition will have a tendency to promote the efficiency of the service. For that reason I would respectfully suggest to the minister that the executive of this organization, composed as it is of capable men, should have some opportunity of suggesting to the minister possible amendments to this legislation. The minister mentioned a moment ago that the entrance salary was too small. I think it is entirely too small; under the present conditions I do not think the minister should expect any capable young man to go into the service at \$500 a year. I certainly think the salary should be made something substantial, and, if necessary, increase the requirements accordingly, get a good man and pay him a good salary. I think that is what the minister should have in view. I remember when the Prime Minister was leading the Opposition a very terse and laconic statement made by him about the Civil Service, which was, that the Civil Service was overmanned and underpaid. I would suggest to the Minister of Finance that he should bear that in mind. I am not so particular about the overmanned part of it, but I certainly feel interested in whether or not men are underpaid. I hope the minister will bear in mind that a living wage should be paid to every man who is with capacity serving the country.

Mr. LEMIEUX: I have listened with a great deal of interest to the remarks of the Minister of Finance, and while I sympathize with him in his statement that owing to illness during this session he has been