

to do under this Bill without having recourse to special legislation; I dropped the vote for the \$1,750, and took that amount to be expended, notwithstanding anything to the contrary in the Civil Service Act, in the employment of two men. One man I put to discharge the duty of the man who died, and I had another man to engage in other necessary work. I do not know how the ex-Minister of Finance arranged in the Finance Department, but it is my experience—and I think my predecessor (Mr. Wallace) will agree with me—that sometimes the duty of third-class clerks are as responsible, perhaps, as the duties of second-class clerks, or even first-class clerks, in some branches.

Mr. FOSTER. What is your inference from that?

The MINISTER OF CUSTOMS. That under the system of civil service promotion and mechanical advances of salary that prevailed under the old law, this has gone on whether the class of work required it or not until you have these high salaries being paid. The hon. gentleman (Mr. Foster) will find that what he lays down theoretically will not work out in practice.

Mr. FOSTER. Is not the argument of the minister, that occasionally you find first-class clerks who are doing third-class work?

The MINISTER OF CUSTOMS. I cannot call it third rate work, but you will get some bright young men at \$700 or \$800, who are competent to do good work if they have a prospect of advancement. The contention of the government in this Bill is that we will get them at less than \$1,100 provided they may have a chance of being advanced gradually.

Mr. FOSTER. When the service was first started, the basic idea was not that you should nominate a certain number of men as first-class clerks, a certain number as chief clerks, and a certain number as second and third-class clerks, and then that you should apportion the work amongst them. When the service was started, the grades of work was first divided and the men were then appointed and classed because of the kind of work they could do. If we get to any other position, great injury will be done to the civil service. What the Minister of Customs said was plain proof that in his first-class division he had a lot of third-class work being done.

The MINISTER OF CUSTOMS. No.

Mr. FOSTER. When this man died, that was getting \$1,750 a year, he found he could get a man to do it for \$1,000 and that he could appoint another man at \$750. That was because it was low grade work.

The MINISTER OF CUSTOMS. That is not so.

Mr. FOSTER. I presume you will find that in some of the departments first-class clerks are doing nothing more than clerical work.

The MINISTER OF CUSTOMS. What did you do with that?

Mr. FOSTER. I would put that kind of work where it belongs, in the writers' class, and keep the first-class clerks for first-class work. I see that the Prime Minister is impatient. Does he want this Bill to be rushed through without discussion?

The PRIME MINISTER. My hon. friend is altogether wrong. What reason has he for saying that?

Mr. FOSTER. Here you are with a grade of third-class clerks running from \$500 to \$1,000, and you put right alongside of them *pari passu* what you call junior second-class clerks at the same salary. What under heaven's name do you want with two grades of clerkships which are exactly the same? Every time you make another class, when it comes to make the promotion you multiply the trouble and the heart-burning in each department. If you are going to do this at all you had better reenact the old third-class clerkships and not have two grades exactly the same.

The MINISTER OF MARINE AND FISHERIES. I admit that practically this new class is the same as the third-class clerkship called by another name. I have no doubt that if you were now constituting a new civil service for the first time, you could with your experience of thirty years frame a much better system than we have. I dare say that you would provide that one man should not step from one class to another without undergoing a very rigid examination for the higher class. But now you are dealing with a state of facts that you find at your hand, and are you going to shut the door to many young men throughout this country who may have a proper ambition and desire to enter the civil service? It is absolutely essential for the future good government of this country that a proportion of the best young men of the country should enter the civil service. It is all very fine to have ministers at the head of the department carrying out a certain policy and altering it from time to time, but to have effective government you must have first-class civil servants and you cannot have them unless you are supplied with a good stream from the bottom. There is not an inducement to a clever young man to enter the service to-day. If a vacancy occurs in the second class now, you have to go to the remnants of the third class, or very rarely you can bring in a man at \$1,100, but practically there is no hope of entering the service at a higher salary than \$400, and then merely as a temporary clerk without any permanency assured to him.