

APPENDIX No. 6

Q. Yes, I suppose there is a great deal of freedom in that respect?—A. I would not say that the majority of them work overtime, but a great many of the heads and chiefs have to keep longer hours.

Mr. Charters:

Q. How do you keep a record of the length of time the civil servants work?—A. They sign books morning, afternoon and night. In some cases they do not sign at noon and in some cases they have a time clock like in the Separation Allowance and Assigned Pay.

Q. What about yourself?—A. We have a book, and sign four times a day.

Q. Is there a practice of sliding off and doing a little business after signing the book?—A. Sometimes, with permission.

Q. Is that taken advantage of to any considerable extent?—A. Sometimes it is, yes. There are some people have to be checked up on that, I have checked them up myself, often.

Q. What do you say as to the general faithfulness of the civil servants?—A. That is a thing I cannot speak of generally. You see my knowledge of the service is more particularly of my own department, but with regard to the faithfulness in any other department it is pretty hard for me to state, I could not make any general statement as to that.

Q. But as to your own?—A. As to my own department with some exceptions they are pretty faithful.

Q. Has there been anybody dismissed from your office within five years?—A. I have recollections of dismissals from the department, but they are very few, there were no dismissals from our office.

By the Chairman:

Q. These absences, speaking from experience, are largely under control of the chief of the branch, are they not?—A. Oh no, not under the head of the branch; a great deal of that absence goes before the Deputy Minister and the Commission.

Q. But if a person is ill for a day or two does that have to go to the Deputy Minister?—A. If it is a day or two sick leave the head of the branch can pass on that.

Q. All the applications and excuses for leave are not sent to the deputy?—A. No.

Q. That is what I mean it is largely under the head of the branch?—A. Yes, but the average is not brought up by the few days' absences.

Q. I am not speaking of the average, but of absence of employees from their work?—A. Yes, but all special cases have to go to the Deputy Minister.

Q. What are your remedies, you spoke of superannuation?—A. Yes, I spoke of superannuation.

Q. How would that give us a remedy?—A. It would get rid of those who are willing under satisfactory conditions to be retired from the service because they are no longer efficient. Many of them will admit in their candid moments, at any rate, that they are not as efficient as they used to be, and look forward to superannuation, and in case where it is not available, they have very little to look forward to. It would improve conditions in this way; that a person who is ready for superannuation, occupying a position in an office, cannot be as efficient as one who is in the full vigour and use of their faculties, and consequently the tone of the office is liable to drop a bit, if the number of persons who should be superannuated is at all high. In some cases it may be high. I have heard of four or five in an office that they thought should be superannuated without any doubt, and there are others in which there might be some question.

Q. The greater number in an office that are ready for superannuation interferes that much more with the efficiency of the office?—A. Yes, and certainly if the Civil

[Mr. Joseph Charles O'Connor.]