Several of my colleagues are working now on this JoA question as is the Civil Service Commission and I hope that it will be possible to proceed with improvements along this line in the near future. gnied eruss of course and more of the Service and their progressive extension to more and more of the Service

the Service To carry out substantial discussions of this kind on a regular basis will involve a lot of work for all of those concerned -- your officers, the officers of the Civil Service Commission and those who represent the Government a five 5-day work week to all

You will have noticed I spoke of your representatives having "a greater voice" and participating more effectively in the application of certain principles of policy. Your power will be the power of persuasion. Your success will depend, as it should, upon the merits of your arguments and the skill of your representatives in presenting them. From what I have heard and seen of the officers of Civil Service organizations, they should be able to present your cases well, particularly now that they will be aided by the work of the Pay Basaarah Burgary will be aided by the work of the Pay Research Bureau.

Such is the direction in which things are moving now. Such is the direction in which things are moving now. We shall have a number of opportunities to review our progress in this field when we are considering the revision of the Civil Service Act that is being prepared. Parliament, too, will no doubt wish to review progress in this field when it takes up the revision of the Civil Service Act. You can be assured of every opportunity to have your views on all these matters thoroughly considered by those who will have to take the decisions upon the courses to be followed. ome experience myself of this --

As an organization, your primary purpose is naturally to improve the material well being of your members and their terms of employment. It is right and present that a present terms of employment. It is right and proper that your members should organize to see that their case is effectively presented and their interests are safeguarded.

Official Side of the Council have been able during its fourteen

that they have jointly recommended to the Government. These have usually been approved and put into effect as, of course, should be the case if the Council works properly. While this process

days of the Council, it has covered almost all the other terms of employment, I believe from what I have learned of it that the Work of this Joint Council has represented a major advance in the

tole of Civil Service organizations --- and has enabled them to influence significant --- aughtouser, of the terms of employment LIBRARY E A / BIBLIOTHÈQUE A E I believe 7 81144010 4603 6 through representatives of

of their members.

their organizations, should have a gueater voice in the process of determining Civil Service salaries. There should be a more systematic method of bringing your views and your information to be in the application of those principles of salary policy on which

I think this improvement can be achieved within the I think this improvement out has which we have already. What is needed is more opportunity and better arrangements for Your is needed is more opportunity and table, with officials Supersenting the Government, and with officers of the Civil Service ommission, having the essential facts and figures before them, discuss in detail the comparisons between Civil Service salaries ryprise in detail the comparisons between Civil Service salaries Lassifications and the pay for similar work in private employment. The this I would hope & common understanding could emerge; and will provide for a better understanding.

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