

Several of my colleagues are working now on this 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.

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.

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 Research Bureau.

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.

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 proper that your members should organize to see that their case is effectively presented and their interests are safeguarded.

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