

## APPENDIX No. 6

Q. You would know where to go to cure the trouble in that case?—A. Not necessarily so, you might not. Comparisons are being drawn between the departments and it is said in such and such department you get better treatment, you can be off if you have very slight reason, whereas in another office the Deputy Minister is too strict entirely and does not give proper latitude to his employees. That is what caused the Commission, I have no doubt, to lay down definite rules. It is a very difficult thing to do and not leave the door open to abuse.

Q. I think definite rules are not wise under those circumstances?—A. Well, if you do not have definite rules you will have different practices in different departments and that creates unrest.

Q. And resentment against the deputy heads?—A. Yes.

*By the Chairman:*

Q. Can you give the Committee information in regard to one or two of these cases (producing statement)? This employee has been absent 43 days, and there is no information given why he is absent.—A. There were two reasons, he had an attack of influenza in the fall and then he broke down in the spring; he was doing overwork and broke down and was absent for a few days.

Q. Here is another case, absent 54 days—A. This is the case of a man who is delicate and had no health, and went overseas, came back again and worked a bit, and went overseas again; I do not think he did very much, but he came back again and is in the department, he is a delicate man and is not giving the service he ought to. There is another one there with a large amount of absence I think.

Q. 211½ days, a man drawing \$2,000 salary; that is a great loss to the country?—A. Absolutely; he is a man that ought to be superannuated, he is of no use to the department and could be superannuated.

Q. Why?—A. Because he is not in good health.

Q. And is only 51 years of age?—A. Only 51 years, he is in a decline and will never be of any use.

Q. Tubercular?—A. Tubercular.

Q. Is he in the office?—A. No.

Q. He is not attending the office at all and is drawing \$2,000 and absent from the office.—A. He was on leave of absence for a time and, during this period he was on leave without pay.

Q. No person can object to that. Here is another case, a female, 28 years of age, absent 142 days?—A. Yes, she had a serious operation and is laid up in the hospital.

Q. It is unfortunate that this record doesn't specify all cases of illness. It mentions it in some cases but not in others—A. Yes. You see a man there who got 36 days absence, he is a man who almost ought to be superannuated. He is very delicate.

Q. 34 years of age?—A. Yes.

Q. Tubercular?—A. No, but he has a permanent illness.

*By Mr. Redman:*

Q. Superannuation is hardly the word, it is not the question of years, it is a question of physical condition—A. Yes, he is still doing good work, he is a good man but once in a while he gets gallstones and every once in a while he is laid up for an operation. When he is not in the hospital he does good work and is a faithful employee.

*By the Chairman:*

Q. You do not mean that he undergoes an operation each time he lays up?—A. Well, of course, he cannot take many operations in the course of 36 days.

[Mr. George J. Desbarats.]