

man's view. I think we are all agreed that we want a permanent civil service in this country. I think we will admit that the service in Canada is getting better than it was, although we are still a very long way from the English system. We have heard about these bright young men whom we want to enter the service and to give their life to it. Suppose you have one of these bright young men, you propose to put him into this writer class, and if he is a bright young man he will ask himself: What is going to happen to me in this writer class? I will only get \$400 a year to start with; I do not mind that, because I am just out of college, but what is going to happen to me in two or three years? Even if I get \$600 I have no chance of promotion, unless some minister will take me out of the \$600 class, and at one step place me in a position to receive \$1,100. My chances are so poor that I will leave the service when something better offers. Such young men have no hope of being appointed to a permanent class. Four hundred dollars is not very much, \$600 is not very much, and if a young man, such as I have spoken of, is fit for anything, he will not stay in the service for more than a few months. He will not use it as a stepping stone to something better in the service, but to something else outside. Should we not be able to hold out to some of these bright young men an inducement to go into the service of the country with the expectation of a reasonable promotion in their class, and ultimately into another class? As the law stands to-day your bright young man, if he is fit for anything, will not go into the writer class with any intention of remaining there.

Mr. CLANCY. One of the arguments of the hon. gentleman is that it is difficult to get this class filled, and another argument is, as presented by the hon. Minister of Agriculture, that it was unfair to jump these clerks from \$600 to \$1,100. If the first class can be filled, the service will not suffer. Let us bear in mind that these are all political appointments. I will venture to say that you can get many efficient men in the third class who are better than some of the men in the second class. It would be a strange thing, under our system, if that were not the case. Now, then, if that be true, I want to ask my hon. friend where that grade of work is between \$600 and \$1,100? There is absolutely no grade of work, and the first permanent clerkship is a second-class clerkship beginning at \$1,000 at least. If the hon. gentleman can point out that there is a middle grade of work for which you must supply a middle grade class, there is a case, but there is no middle grade of work. The clerk is on trial as a writer until a vacancy occurs in what is the first clerkship that is permanent, namely, a second clerkship at \$1,000 a year and the writer steps into the class of work that be-

Mr. FIELDING.

longs to a second-class clerk. He may look forward to this \$1,100, or \$1,000, and he has a perfect right to do so. Let us recognize, first, that a permanent clerk has to be a second-class clerk, and let us recognize that there is no medium between a writer and a second-class clerk. If there never had been third-class clerks established under our system, the hon. gentleman would be without a shadow of excuse in urging that there should be a junior second class. Until the hon. gentleman can point out that there is a class of work standing between the writer and the second-class clerk, there is not a shadow of excuse for creating a class of clerks for which there is no work corresponding to a graduating salary going upwards. It is all very well to say that this does not look businesslike, but we cannot put the service on an entirely business basis. We cannot pay all the clerks according to their merit under our system, but we can come as near that as possible. We have adopted a system of employing a class of temporary writers, and there is no difficulty in getting any number of persons to take these positions. While I think we are all anxious that the condition of the service should be improved, it does not seem that such a backward step as is proposed will accomplish that end. The few years' experience that we have had since the abolition of the grade of third-class clerks has shown that the change was a wise one. The hon. Minister of Customs (Mr. Paterson) says: We will do away with the third-class clerks. I would like to have the hon. gentleman point out what there is specially about that class to which he referred as such. What is the nature of the work that belongs to it? This work has been referred to as being of a clerical kind which belongs to the writers. The work which was done by the third class was writers' work. If that is done let it be done by the writers, and the moment you come to a higher grade, if you require a higher class of work, pay for it without any hesitation.

The MINISTER OF CUSTOMS. I will just give the illustration that I gave before. The hon. member for York, N.B., (Mr. Foster) is not reasoning fairly, because he knows that he has to consider the Bill in connection with the existing law of the land, because we have to deal with the law as it exists now. If a minister had some means of getting so conversant with the work that he could arrange the work, classify it, and say such work is worth so much, that might be different, but that is not the way it is in the public service. You have now under the law these classes, and this Bill is in reference to these classes. The work comes by classes. It does not come in the way the hon. gentleman says. Although the work of the first class being done in my department, the position having become vacant, I took the promotion which I would be able