

“The appointment of any person to a particular grade will be probational, it will in no case be considered permanent unless, when brought to the test, his acquirements be found to justify it.

“A. This grade includes those who have no experience whatever, but who have acquired an education at least equal to that prescribed by the Survey Act of Canada for pupils in land surveying, who are qualified to pass an examination on the subjects referred to, and who appear to have a decided aptitude for the work and life of an engineer.

“B.—This grade is of the same class of young men as A : but such as have had some actual practice on Surveys or Engineering work, not less than one year.

“C.—This is a grade of Junior assistants, who should have had not less than two year's experience in the field, who should thoroughly understand the use of the level and transit, keeping field books, plotting, mapping, &c., but whose experience in the actual use of instruments has not been great.

“D.—Assistants of the second grade are those who are quite able to use the level and transit on surveys, and who have had at least three years' actual field practice in engineering and surveying.

“E.—This grade includes those who, in addition to the experience referred to above, thoroughly understand location surveys, the setting out of earthworks and structures, and who can accurately measure up and compute quantities.

“F.—This grade includes, first class assistants of full experience in construction, good and accurate draughtsmen, who can be placed, with all confidence, to aid in the carrying out of difficult and costly sections of work.

“G.—This grade includes those who are capable of taking charge of a surveying or exploring party, but who may not have had experience in construction.

“H.—This grade includes those who, in addition to their being good engineering Surveyors, and possessing all the experience necessary for conducting a surveying party, have some knowledge of construction sufficient to justify their being placed in charge of light works where the responsibility is not great.

“I.—This includes really good constructing Engineers—those who have had long experience, and are fully able, under general directions, to carry out in a perfectly satisfactory manner moderately large contracts.

“K.—This grade includes first class men, those in fact whose experience, high character and attainments qualify them to act as Resident Engineers on the heaviest and most important engineering works.

“When the time comes when members of the Staff will be required to settle down on construction and remain fixed in particular localities, it is intended to furnish them with plain but comfortable houses, and as the salaries do not cover board, the residents and their assistants will be supplied with rations, or allowances will be made equivalent thereto. In the case of those having families, if the circumstances appear to justify it, the families will be assisted in moving, and it is farther intended to adopt such means as will enable families to obtain necessary supplies of various kinds at the rates paid for similar articles at the nearest market towns.

“Only the scale of salaries for the three classes of officers specially alluded to above is as yet adopted. The permanent scale of emoluments to the higher Executive and Superintending Engineers is however under consideration and it may be assumed that the Government will, with regard to these officers, sanction and adopt an equally liberal and correct policy.

(Signed) “SANDFORD FLEMING,
“*Engineer in Chief.*

“CANADIAN PACIFIC RAILWAY,
“OFFICE OF THE ENGINEER-IN-CHIEF,
“OTTAWA,, 1st July, 1875.”